

**Boulder Faculty Assembly  
Instructor-Track Faculty Affairs Committee**

**Report of Activities  
Academic Year 2017-18**

Rolf Norgaard, Chair

May 4, 2018

The ten members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met eight times in Fall 2017 and five times in Spring 2018, supplemented by extensive email discussions. (See below for full committee roster.)

Central to our agenda in both **Fall 2017** and **Spring 2018** were discussions about the revisions of the Laws and Policies of the Regents, especially as pertaining to **Article 5** ("Faculty"). The committee worked hard on initial descriptions of changes provided by System VP Mike Lightner, then line-edits of a first draft, and then line-edits of a second draft. As chair, I also meet several times with Mike Lightner and other relevant committee chairs to discuss the drafting in great detail. Presentations were made on a regular basis to the BFA Executive Committee, and twice in AY 2017-18 to the full Assembly.

A second key activity of ITFAC was to address the troubled **relationship between teaching and service**, and the inflexibility that instructor contracts have in this regard (especially in Arts and Sciences). The campus-wide Academic Futures Initiative provided a useful larger forum for our discussions. ITFAC developed and submitted a white paper on the subject in November 2017 for consideration by the Academic Futures Committee. A copy of the white paper is attached.

Spring 2017 saw the formal approval of the **Teaching Professor** designation. However, in Academic Year 2017-18, the implementation of this new policy has been uneven at best. There has been little done to advance the supposed benefits and privileges accompanying this rank. We pursued this question with administrators. The ITFAC committee also fielded numerous queries about the implementation of this rank and application process for this promotion from senior instructors around campus. Some schools and colleges have done little to communicate with faculty about this award, or the processes for application.

A similar situation exists with the Faculty Affairs policy regarding **alternating full and expedited reviews** for senior instructors. The policy exists since June 2017 at the campus level, but schools and colleges are largely unaware of it, and policies at that level, and the unit level, have not been developed. We have pursued this issue with administrators, in particular the dean of Arts and Sciences.

Two other issues that we addressed in both fall and spring were parental leave for instructors, and policies at unit levels for determining merit raises. The lack of any paid **parental leave** for instructors is very concerning. Current, instructors must use sick leave for any parental leave. Our committee communicated with the director of the benefit office, but we were not able to arrange a meeting with her in committee. In April there was some promising news that instructors may well be folded into paid parental leave benefits proposed by Staff Council on the Boulder campus. As to **merit raise** issues, we have heard troubling reports about unit-level merit policies that do not take into account the activities of instructors, as opposed to tenure-line faculty. We believe it is imperative to require that unit policies permit instructors to receive a merit designation along the full spectrum of such designations (including exceeds and far exceeds). This issue will surely be on ITFAC's agenda in the next academic year.

As is our custom, we ask to meet each year with the Dean of Arts and Sciences, where roughly half of the campus's instructors are rostered. We met with Interim Dan Jim White on December 1, 2017. The meeting was fruitful and productive—so much so that Jim White asked to meet with our committee two further times in Spring 2018. The outcome of these meetings is that A&S, jointly with the Arts and Sciences Council, wishes to charge a **Task Force to examine the role and status of instructors in Arts and Sciences**. Although some membership on this Task Force may overlap with the BFA ITFAC committee, the Task Force is operationally independent of the BFA and reports to the A&S Dean and the ASC Chair. The BFA ITFAC helped draft the charge for the Task Force and forwarded it to the Dean and ASC Chair for their consideration. The Task Force will be formed in May 2018 and will be ready to begin its work right at the start of Fall 2018. (The draft charge to the Task Force is attached to this report.)

We also discussed possible **future agenda items** as we look ahead to AY 2018-19. These include:

- A review of equity for instructors in unit merit policies/guidelines (and related issues of salary compression,
- Instructor service and course equivalences (ongoing from this year)
- Professional development stipend for senior instructors (to parallel TT's 1K research stipend)
- The eligibility of instructors in housing/relocation benefits
- The eligibility of instructors for paid parental leave (not drawing on sick leave)

#### Attachments

Academic Futures White Paper on Instructor Teaching and Service  
Draft Charge for A&S/ASC Task Force on Instructors

## Committee Roster

Rolf Norgaard (chair), Senior Instructor, PWR

Janet Casagrand, Senior Instructor, Integrative Physiology

Cathy Comstock, Senior Instructor, Humanities/Farrand

Janet Donovan, Senior Instructor, Political Science

Jenny Knight, Associate Professor, MCDB

Steve Lamos, Associate Professor, PWR/English (resource member)

Stephanie Mayer, Senior Instructor, EBIO

Adam Norris, Senior Instructor, Applied Mathematics

Steve Pollock, Professor, Physics

Eric Stade, Professor, Mathematics