

**Boulder Faculty Assembly
Teaching Faculty Affairs Committee**

**Report of Activities
Academic Year 2022-2023**

Rolf Norgaard, Chair

April 23, 2023

The ten members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met five times in Fall 2022 and four times in Spring 2023, supplemented by email discussions. (See below for full committee roster.) Given the heavy teaching loads of the committee members, we were fortunate to find a meeting time that worked for all but one of our members (I stayed in close contact with that member).

In the 2022-23 Academic Year TFAC launched several new and important initiatives that built on prior progress:

Resolution on salary increments for teaching faculty upon promotion.

The Teaching Faculty Affairs Committee crafted and shepherded through to approval resolution BFA-R-2-092722_Rev102022. The resolution was voted on at the November 3 General Assembly meeting and passed overwhelmingly: 49 yes, 2 abstain, 1 no.

The Provost referred the resolution to the Academic Resource Management Advisory Committee (ARMAC), chaired by Ann Schmiesing, which conducted a benchmarking exercise in Spring 2023. As of this writing, the campus has not made a decision about salary increments upon promotion.

Resolution to update the title and charge of the Instructor-Track Faculty Affairs Committee

The Teaching Faculty Affairs Committee crafted and shepherded through to approval resolution BFA-M-1-092722. The committee's name is now the Teaching Faculty Affairs Committee, and its charged was updated, chiefly to reflect the new faculty ranks adopted by the campus. The resolution was voted on at the November 3 General Assembly meeting and passed overwhelmingly: 49 yes, 2 abstain, 1 no.

BFA Survey on Teaching Faculty Governance and Inclusion

In November 2022 the Teaching Faculty Affairs Committee began drafting a survey for teaching and clinical faculty on governance, voting rights, and inclusion. It did so at the suggestion of the BFA Executive Committee, given concerns that little has been done since the May 2013 BFA resolution on establishing a basic floor for voting rights on campus.

The survey was administered in mid-February to 555 teaching and clinical faculty across the campus. The survey garnered a response rate of 50%. At the April 6 General Assembly meeting, TFAC chair Rolf Norgaard presented a summary of the results, which has since been posted on the BFA website.

The survey brought to light uneven voting rights, poor communication and transparency in unit governance, concerns about inclusion, and considerable lack of respect for the work of teaching/clinical faculty at the school/college and campus levels.

Interface with the Faculty Salary Procedures Working Group

The Teaching Faculty Affairs Committee worked closely with the Faculty Salary Procedures Working Group to offer advice and feedback on their report. TFAC noted key structural and systemic issues that put teaching and clinical faculty at a distinct disadvantage regarding salary.

Teaching Faculty in Residential Academic Programs

The dissolution of the Philosophy, Arts, and Culture Residential Academic Program (PAC-RAC) placed several prize-winning teaching faculty at risk of losing their jobs. BFA-TFAC discussed the precarity of such teaching faculty, and we are planning to monitor the situation of the RAPS closely.

Key Issues for the upcoming Academic Year 2023-24

Looking ahead to Academic Year 2023-24, we believe crucial issues will be:

- Pay raises at promotion for Teaching Faculty
- Teaching faculty in the Residential Academic Programs
- Workload issues
- Follow-up on the BFA survey on governance and inclusion

Committee Roster

Rolf Norgaard (chair), Teaching Professor of Distinction, PWR

Heidi Bustamonte, Associate Teaching Professor, IPHY

Melissa Cantrell, Assistant Professor, University Libraries

Cathy Comstock, Associate Teaching Professor, Residential Academic Programs

Janet Donavan, Teaching Professor, Political Science

Zach Herz, Assistant Professor, Classics

Tyler Lansford, Associate Teaching Professor, Classics

Adam Norris, Associate Teaching Professor, Applied Mathematics

Ryan Pollard, Assistant Clinical Professor, SLHS

Steve Pollock, Professor, Physics

Resource Members:

Janet Casagrand, Associate Teaching Professor, Integrative Physiology

Administrative Liaison:

Michele Moses, VCAA, Office of Faculty Affairs