

Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee
Report of Activities Academic Year 2018-19

Janet Casagrand, Chair

May 10, 2019

The members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met eight times in Fall 2018 and seven times in Spring 2019 (once via Zoom). (See below for full committee roster.)

- Fall 2018: 9/6, 9/17, 10/4, 10/22, 11/1, 11/12, 12/6, 12/10
- Spring 2019: 1/29, 2/13, 2/26, 3/13 (Zoom), 3/19, 4/23, 4/30

A few items that figured centrally in the committee's work in the Fall included:

- 1) Responding to *Academic Futures: Rethinking the university – the futures of learning and discovery* report during the comment period. Academic Futures is designed to define how we as a university more boldly engage in scholarship, teaching and service and empower our community to effectively, efficiently and creatively do our work. Working primarily via email ITFAC responded to the initial report to express appreciation for the consideration of instructor-track faculty in the Academic Futures report, and to encourage that the role and participation of instructors in every aspect of Academic Futures should be acknowledged and strengthened due to the integral nature of instructors to our undergraduate mission. The committee also offered specific comments and recommendations on topics that are especially relevant to instructors.
- 2) Contacting Clint Talbot, assistant dean for communications for the College of Arts and Sciences and editor of the College of Arts and Sciences Magazine, about doing profiles of Instructors in the Arts and Sciences Magazine. The goal is to highlight the new Teaching Professor title and to improve visibility of the many talented instructors on campus. Although this suggestion was well-received and a writer assigned to the task, no profiles have yet been published.
- 3) Planning content for an instructor resource webpage. ITFAC decided a web page accessed through the Boulder Faculty Assembly's main web site would be a good site to link from to codify links to instructor relevant materials that are scattered on many other web pages and often difficult to locate. ITFAC will work with Lynne Howard, BFA Program Coordinator beginning in summer 2019 to develop this resource.
- 4) Receiving updates on the Arts and Sciences Instructor Task Force activities and providing input and feedback. The Arts and Sciences Instructor Task Force grew out of meetings between ITFAC and Interim Dean Jim White in AY 17-18, and the chair of ITFAC served as a liaison between the Task Force and ITFAC in AY 18-19.

In the spring semester, ITFAC continued discussions about website resources and also the Instructor Task Force report. In addition, the committee:

- 5) Discussed compression issues created by raising the instructor base salary to 52k and establishing a new senior instructor base salary at 60k.

- 6) Met with representatives from the Ombudsmans Office to discuss instructor issues in the Faculty Ombuds Report 2017-2018, how to advertise the Ombudsman services to instructor rank faculty, and two troubling items currently in instructor contracts:

- Prohibition of instructors to grieve termination, according to item 12 in the standard instructor contract.

12. **Sole Remedy.** Instructor understands and agrees that Instructor's rights regarding appointment and termination arise solely by virtue of this contract, and that the University's decisions regarding appointment and termination are not subject to any faculty grievance process. The University agrees that if Instructor asserts a claim for a remedy under this contract, the University will not argue that Instructor has failed to exhaust any administrative remedy.

- Instructor contract 6.a.(v) Termination for Cause.

The Instructor is indicted, bound over for trial, or a finding of probable cause is otherwise made, or the Instructor enters a plea of guilty or of nolo contendere, whichever comes earlier, in a criminal case (excluding minor traffic offenses).

Recent revisions to the Laws of the Regents, due to the efforts of several BFA representatives including the former ITFAC chair, Rolf Norgaard, seem likely to resolve one of these issues, as policy on instructor-rank faculty has devolved to the campus level, which will allow the Boulder campus to craft its own contract – one that need not have instructors waive grievance rights.

- 7) Met with Mary Kraus, Vice Provost and Associate Vice Chancellor for Undergraduate Education, to discuss the new First Year Academic Experience (FYAE) and changes to the RAPs and RAP instructors. We also discussed the new Learning Management System (Canvas), the proposed Testing Center, and how changes to instructor contracts proposed in the Arts and Sciences Instructor Task Force report (changing from a 4+4 teaching load to a 3+3 teaching load at a 70:20:10) might positively impact instructors and consequently students, especially first year students taught to a large degree by instructor rank faculty.
- 8) Planned to meet with Michelle Moses, Vice Provost and Associate Vice Chancellor for Faculty Affairs to discuss instructor contracts (and current waiving of the right to grieve), onboarding of instructors, and communication of reappointment and promotion policies/expectations to instructors. Although the whole committee was unable to meet, the chair met with Michelle Moses and it appears new procedures will be in place for new instructor orientation and for promotion/reappointment informational sessions.
- 9) Drafted a motion of support for the Arts and Sciences Instructor Task Force report that was voted and approved at the May Boulder Faculty Assembly endorsing serious and timely consideration of these recommendations by departments/units, chairs/directors, deans, etc. within the College of Arts and Sciences and by the CU Boulder campus.
- 10) Drafted questions related to the committee's activities for the Boulder Faculty Assembly spring survey that went out to the entire Faculty Assembly. Result will be discussed in Fall 2019.

Committee Roster

- Janet Casagrand (chair), Senior Instructor, Integrative Physiology
- Heidi Bustamante, Senior Instructor, Integrative Physiology
- Janet Donavan, Senior Instructor, Political Science
- Jenny Knight, Associate Professor, Molecular, Cellular & Developmental Biology
- Tyler Lansford, Instructor – Department of Classics
- JulieMarie Shepherd Macklin, Instructor – VCAA
- Stephanie Mayer, Senior Instructor, Ecology & Evolutionary Biology
- Steve Pollock, Professor, Physics
- Anthony Wong, Instructor – Department of Computer Science

Resource Members:

- Cathy Comstock, Senior Instructor, Humanities/Farrand RAP
- Rolf Norgaard, Senior Instructor, Program for Writing & Rhetoric
- Steve Lamos, Associate Professor, Program for Writing & Rhetoric/English
- Adam Norris, Senior Instructor, Applied Mathematics