

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

**Report of Activities
Academic Year 2020-2021**

Rolf Norgaard, Chair

April 26, 2021

The ten members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met four times in Fall 2020 and four times in Spring 2021, supplemented by email discussions. (See below for full committee roster.) Given the heavy teaching loads of the committee members, we could not find a common meeting time. That meant alternating between two meeting times, with 5-6 members attending each meeting. That arrangement was far from ideal, but it was the best we could do, given how teaching commitments precluded a common meeting.

Summer 2020 – BFA Covid Task Force

Although the Instructor-Track Faculty Affairs Committee did not meet as a group during Summer 2020, the BFA Executive Committee (now operating as a Faculty Covid Task Force) did meet. I was active in discussions about the potential burdens instructor-rank faculty might bear in both in-person and remote teaching, both with respect to safety and to the challenges of course redesign. In retrospect, I believe instructor-rank faculty felt fairly treated for the most part—but that may not have been the case were it not for these summer discussions and planning activities.

The Professional Rights and Responsibilities (PRR) Document

The Instructor-Track Faculty Affairs Committee took an active role in reviewing the revised PRR. We remain concerned that the PRR does not include instructor-rank faculty at the moment (the version to be voted on at the BFA General Assembly meeting on April 29 does not). The issue is the current instructor contract, which forces instructors to waive grievance rights, and thus precludes features of Part IV of the PRR. Senior Vice Provost Katherine Eggert has assured the BFA Executive Committee that a second round of revisions will be enacted once a new instructor contract is in place.

Instructor Contract

The current instructor contract remains a concern, and efforts at a revision have proceeded slowly. A draft revision shared with the BFA Executive Committee by Katherine Eggert was still highly problematic, and contradicted Regent Law and Policy in some places. The key issue remains access to grievance rights. With instructor policy now devolved to the campus level by the new Article 5 of Regent Law and Policy, Katherine Eggert has assured us that instructors will have access to grievance rights at the campus level. We hope progress will be made on revisions over the summer and into the early fall.

Instructor Titles for three ranks, Reappointment, and Promotion

Michele Moses, Office of Faculty Affairs, shared with the Executive Committee a draft of new policy (replacing “guidelines”) regarding lecturer positions, and instructor appointment, reappointment, and promotion through what are now three ranks. The draft has come a long way in addressing variances in campus practice regarding instructors. Consistent and timely implementation of the new policies, once approved, will however, remain a concern.

Instructor Access to the BFA Research Award

At the request of Bob Ferry, BFA chair, our committee examined the BFA Excellence Award for Research and Creative Work and whether the criteria foreclosed instructor eligibility. About half of our committee did not find this to be a compelling issue, a quarter found the current criteria appropriate, and the other quarter were interested (vaguely) in some additional (but as yet unspecified) prize for instructor-rank faculty. Our committee decided to leave the matter as it is. The existing criteria do allow for instructors to compete for the research award, and those criteria do foreground involvement with students/pedagogy.

Key Issues for the upcoming Academic Year 2021-22

Looking ahead to Academic Year 2021-22, we believe crucial issues will be:

- Revision of Instructor Contract
- Round 2 revisions of the PRR
- Implementation and communication regarding new Office of Faculty Affairs policies on instructor reappointment and promotion
- Communication regarding the Principal Instructor/Teaching Professor rank
- Budget issues and their impact on instructors and the precarity of their positions

Committee Roster

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

Robert Buchwald, Instructor, Honors

Heidi Bustamonte, Senior Instructor, IPHY

Melissa Cantrell, Assistant Professor, University Libraries

Janet Donovan, Senior Instructor, Political Science

Tyler Lansford, Senior Instructor, Classics

JulieMarie Shepherd Macklin, Instructor, PRLC

Stephanie Mayer, Senior Instructor, EBIO

Adam Norris, Senior Instructor, Applied Mathematics

Ryan Pollard, Assistant Clinical Professor, SLHS

Resource Members:

Janet Casagrand, Senior Instructor, Integrative Physiology

Cathy Comstock, Senior Instructor, Humanities/Farrand

Administrative Liaison:

Michele Moses, VCAA, Office of Faculty Affairs