



# Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

BFA **Executive Committee** Notice of Motion  
*BFA Resolution of a Statement of Principles Related to CU COVID-19 Response Measures*  
BFA-R-1-042920

**Whereas** the Boulder Faculty Assembly expects that the CU Boulder campus will respond to the current crisis in a humane, equitable, and safe fashion that honors tradition and preserves the campus' impressive and hard-earned reputation as an institution of teaching and research excellence;

**Whereas** everyone's safety, health and well-being are of utmost importance and therefore must take priority over every other consideration;

**And whereas** the ideas and actions of the faculty will be essential to the success of the efforts of the CU Boulder campus to respond to the challenges presented by the COVID-19 virus;

**Therefore**, be it resolved that the BFA believes that the following principles and policies should guide CU Boulder's response:

1. Any policy enacted should be flexible enough to allow for faculty, staff, and students to exercise their discretion to best ensure their safety and welfare and should leave no group disadvantaged. Individual faculty choices regarding teaching modalities should be respected and accommodated. Ensuring our health, safety, and welfare should be the collective responsibility of the entire campus community.

*Carried with 58 in favor, 3 opposed and 1 abstention*

2. Multiple teaching delivery formats and structures should be supported. Technical, logistical and/or teaching assistance should be provided to faculty who are developing and teaching courses in remote, online, and hybrid formats.

*Carried with 60 in favor, 1 opposed and 1 abstention*

3. Any changes to the academic calendar should ensure campus health and safety and should strive to preserve the quality of the academic experience.

*Carried with 61 in favor, 1 opposed and 0 abstentions*

4. If temporary reductions in compensation are deemed necessary, they should be progressive with a greater percentage reduction for those with greater compensation. These reductions should apply to all university employees, including upper administration. The usual and customary employment benefits should remain intact.

*Carried with 53 in favor, 8 opposed and 1 abstention*



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5. Although changes in course load, design, and delivery may appear feasible, such changes will present additional burdens and difficulties for faculty. Therefore, distributions of workload across teaching, research, and service, as well as evaluation of faculty performance in terms of teaching, research, and service, should recognize the changes in the time commitments required to provide education services.

*Carried with 58 in favor, 3 opposed and 1 abstention*

6. The principle of a one-year stoppage of the tenure clock for all pre-tenured faculty should be expanded to include a one-year pause on the term of all instructor-track faculty contracts.

*Carried with 50 in favor, 8 opposed and 4 abstentions*

7. If the pandemic has shown us anything, it is the importance and value of in-person education. All policy and curricular changes during this period of crisis should be considered provisional. While recognizing that many innovative changes will be developed by our faculty, CU-Boulder will remain a residential university dedicated to creating and maintaining academic excellence on our campus.

*Carried with 58 in favor, 3 opposed and 1 abstention*

*Submitted by the BFA Executive Committee: April 29, 2020*

*Approved by the BFA Executive Committee: April 30, 2020*

*Final updated version submitted to the BFA General Assembly: May 4, 2020*

*All seven items of the motion carried: May 5, 2020*



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## Voting Breakdown

Item Number	Percent in Favor	Percent Opposed
1	93.6%	4.8%
2	96.8%	1.6%
3	98.4%	1.6%
4	85.5%	12.9%
5	93.6%	4.8%
6	80.7%	12.9%
7	93.6%	4.8%