



# Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

**BFA Administrator Appraisal Committee & BFA Faculty Affairs Committee** Notice of Motion  
*Resolution on Provost's Actions Regarding Administrator Appraisal Committee*  
BFA-R-3-110419

**Whereas** Regent Law, Article V, Section 5.E.5 establishes the principle that Faculty shall participate in the governance of the University and of their respective campuses, and likewise collaborate with system- and campus-level administrators in the “selection and evaluation of department chairs and academic administrators,” and

**Whereas**, Regent Law, Article V, Section 5.E.4(C) authorizes the Boulder Faculty Assembly to serve as the primary institution of faculty governance on the Boulder Campus, and

**Whereas** the Preamble of the Standing Rules of the Boulder Faculty Assembly states that, “It is a guiding principle of the shared governance recognized by the Board of Regents of the University of Colorado that the faculty and the administration shall collaborate in major decisions affecting the welfare of the University as described in the Regents’ laws in Article 5, Part E.,” and

**Whereas** consistent with this role and in furtherance of the principle of shared governance, the Boulder Faculty Assembly established the Administrator Appraisal Committee to work with the Administration of the Boulder Campus in evaluating deans and other administrators, and

**Whereas** for more than two decades the Administrator Appraisal Committee has unfailingly executed this role in an efficient and professional fashion, and in so doing developed a unique and wide-ranging competency in this role, and

**Whereas** the Administrator Appraisal Committee has provided the Administration and Faculty with invaluable information about the performance of deans and other administrators, which cannot be replicated by other bodies that are either removed from the control of the Faculty, or organized at the level of the campus’s colleges and schools, and

**Whereas** the Provost has recently announced that his office will no longer sanction any further work of this kind by the Administrator Appraisal Committee and will remove the authority for the review of deans and other administrators to bodies at the college or school levels, and

**Whereas** reviews performed by bodies at the college or school levels will be overseen by faculty members who report directly to the deans or other administrators being reviewed, potentially leading to bias, conflicts of interest, and possible retaliation, and

**Whereas**, unlike the reviews performed by the Administrator Appraisal Committee, those performed by bodies at the college or school levels are likely to feature a diversity of practices and procedures, inconsistent with the notion that this Campus is a cohesive and unified entity, and

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**Whereas** the Provost has declared that the reviews produced by these bodies are likely to be unavailable for review by the Faculty, and

**Whereas** the Provost has further indicated that, should the Administrator Appraisal Committee persist in evaluating deans and administrators, the Administration could regard this a potential violation of the law and likewise a possible basis for discipline of those Faculty involved in such evaluation, and

**Whereas** the Provost has failed to set forth any compelling reasons in support of these decisions, nor offered a plan for mitigating or forestalling any of the potentially adverse effects of the new procedures, including but not limited to a lack of transparency regarding administrator performance; inconsistency of reviews for administrators in different schools and departments; and bias, conflicts of interest, and retaliation, and

**Whereas** these decisions by the Provost represent a direct affront to the principles of shared governance and the legitimacy of the Boulder Faculty Assembly, and are fundamentally adverse to the interest of the Campus and the Faculty,

Therefore, the Boulder Faculty Assembly,

Resolves that,

The Provost should work with the Boulder Faculty Assembly towards a mutually-acceptable resolution of the grievances outlined above and, failing that, he must, without delay, affirm the traditional authority of the Administrator Appraisal Committee and rescind and renounce all decisions and statements to the contrary.

*Submitted by Administrator Appraisal & Faculty Affairs Committees: November 4, 2019*  
*Approved by the BFA Executive Committee: November 4, 2019*  
*Submitted to the BFA General Assembly: November 7, 2019*  
*(Specifics of Assembly vote): December 5, 2019*

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