



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

Statement of Faculty Rights and Responsibilities Regarding COVID-19

1. Faculty (herein used to refer to anyone instructing students, including but not limited to tenure-track professors, instructors, lecturers, graduate part-time instructors, and graduate teaching assistants) retain full intellectual property rights over course materials developed for and used in online and remote teaching modalities, including video lectures, except where otherwise specified. No one may use these materials, including audio and video recordings or other images from courses, without permission of the course instructor, except for what is allowed under the fair use doctrine.
2. Faculty have the right to a safe work environment and share responsibility for maintaining a safe classroom environment. To this end, faculty retain the right to appropriate institutional support in enforcing state or university public health protocols.
3. Faculty have the right to performance expectations that are commensurate with their modified workloads. In addition to tenure clock stoppages and other extensions of review periods, all faculty evaluation should account for altered teaching, research, and service expectations.
4. All faculty have the responsibility to contribute toward meeting their unit's teaching needs and objectives as well as the right not to be unfairly burdened with unit objectives related to course delivery or credit hour production in any particular modality.
5. Faculty members have the right to health and medical care related to the university's plans for reopening the campus to in-person instruction. This includes access to and compensation for virus and antibody testing as well as access to equitably administered leave policies and worker compensation resources for any medical expenses incurred as the result of standard work activities. This should also apply to faculty who wouldn't normally receive health care benefits (e.g. lecturers teaching less than 0.5 FTE).
6. Faculty members have the right to adequate technology resources and support necessary for complying with university plans for remote learning. This includes classroom technology and support (e.g. for recording or broadcasting classroom lectures) as well as technology and services necessary for working from home where required to do so (including relevant computing resources and internet access for remote teaching).
7. Faculty retain the rights and responsibilities of shared governance of the university, including primary authority over curricular matters (including teaching modalities). All decisions affecting faculty rights or interests should include faculty participation, and any decisions concerning matters over which the faculty has primary authority under Regent Law should maintain that primary authority.

Approved unanimously by the BFA Executive Committee on June 24, 2020

Boulder Faculty Assembly (BFA)
Regent 1B37 - UCB 046
University of Colorado Boulder
Boulder, CO 80309

303-492-6271

www.colorado.edu/bfa