The Boulder Faculty Assembly held a regular meeting on Thursday, February 3, 2022, via Zoom. BFA Chair Tiffany Beechy presided. Beechy gave an indigenous land acknowledgement at the start of the meeting, the first of spring semester. The meeting convened at 4:00 p.m. At 5:30 p.m. members approved a motion to extend the meeting until 5:45 p.m.

I. **Spring Assembly Address** – Chancellor Phil DiStefano

The Chancellor gave members updates and additional information on details the following:

- **Campus shelter-in-place order on February 1** related to law enforcement action near campus. Distefano noted that administration would be reviewing the communications process for the incident which had been managed by Boulder PD.
- Decision to **start semester remotely due to Marshall fire impacts** and the number of campus faculty, staff, and students who had to be evacuated and/or lost their homes along with rise of COVID cases due to the Omicron variant in Boulder County.
- **COVID boosters are required for campus members** and proof must be uploaded in the system by February 24, 2022.
- **Equal Pay For Equal Work Act (EPEWA)** – Initial campus efforts to comply with this state law resulted in salary adjustments that went into effect in January. Campus will begin a more comprehensive salary analysis beginning spring semester. The second phase will include deeper analysis on market forces, salary compression and retention offers practices. The effort will be led by the Provost's office and the Office of Faculty Affairs in partnership with faculty governance.
- **Campus financial overview related to losses incurred during the pandemic**, along with increased enrollments for AY21-22 which resulted in a **one-time 1% salary enhancement**, along with a 3% merit pool.

Discussion included:

- Members encouraged the Chancellor and C.O.O. to ensure that there is more specificity of location in the future in situations regarding Shelter in Place orders when conducted with Boulder PD.
- Request for confirmation emails when uploading vaccine and booster information.

II. **Budget Model Redesign Update** –

- Carla Ho'a, Vice Chancellor and C.F.O.
- Ann Schmiesing, Executive Vice Provost for Academic Resource Management
- Katrina Spencer, Deputy C.F.O.

CFO Ho'a recently announced her retirement for fall 2022 and BFA Chair Beechy thanked her for her service to campus and leadership in particular during the pandemic. COO O'Rourke also thanked Ho'a, and informed Assembly members that he would be consulting with the BFA prior to the search processes for a new CFO.
Ho’a and Schmiesing gave an update on the process designed to allow for greater flexibility for changing financial pictures. The process is also reviewing older legacy systems that no longer reflect campus needs. Slides for the presentation are in the Assembly Google folder for representatives to share with their departments and constituents. Spencer also encouraged members to attend spring 2022 Coffee and Campus Budget Sessions*. Any questions representatives or their department colleagues may have should be directed to: budgetmodel@colorado.edu.

Discussion included:

- Request for data showing percentages of students taking courses outside their college of major.
- Suggestion to prioritize retention over graduation rates, since the higher rates of students retained lead to higher graduation rates.
- Question regarding student credit hours related to the proposed “Academies” that encourage interdisciplinary education.
- Members were encouraged to review the FAQs on the Budget Model Redesign webpage.

III. Campus COVID Updates – C.O.O. Patrick O’Rourke

O’Rourke reviewed recent data from the county regarding cases of transmission and hospitalization which rapidly declined between mid-January and the beginning of February. Boulder County health authorities will be considering mask requirements at their February 14 meeting. CU Boulder will independently assess masking requirements. Campus continues to distribute KN95 masks.

Discussion included:

- Questions on when and how CU Boulder will make decisions on mask mandates in comparison to Boulder County guidelines which may have different circumstances.
- The booster is required because it has an extremely high rate of preventing hospitalization and morbidity rates.

IV. Academic Affairs Updates – Katherine Eggert, Sr. V. Provost Academic Plan/Assessment

Eggert thanked faculty members for their efforts to quickly switch from in-person classes to remote at the start of the spring semester. Eggert also reviewed to proposed changes to campus grading policies including:

- Streamlining of the Grade Replacement Policy to automate the process and to lift the credit limit on the number of classes allowed.
- Creation of a Satisfactory/Unsatisfactory (S/U) to allow for a small number of classes that are not allowed to be taken for a grade (experiential classes and dissertation hours). The current P/P+/F do not allow the correct grade to be reflected.
- Since these items are grading policies, they must be reviewed by the BFA and the information passed to the Provost for a final decision. Members voted via Qualtrics regarding the proposals with the following results:
  - Automate Grade Replacement Requests: 39 agreed; 5 opposed; 2 abstentions
  - Lift the credit maximum for the Grade Replacement Policy: 35 agreed; 7 opposed; 4 abstentions
  - Create S/U grade options: 36 agreed; 3 opposed; 7 abstentions
  - Both proposals are expected to be approved by the Provost next week. The Grade Replacement changes will be in effect for spring semester, and the S/U grade option will go into effect Fall 2022.
Discussion included:

- The new grading policy is in line with the system uniform grading policy and V.P. of Academic Affairs Michael Lightner is in support of these changes.
- Concern that the new S/U marks only makes sense internally. The new policy is in response to student request.
- Removing the credit limit for grade replacement is designed to help students beyond first and second year, who may be struggling and need an opportunity to continue in the major and graduate.

V. **BFA-R-1-113021 Recommendation for Policy on Sports Wagering** – Seth Hornstein, IAC
Hornstein introduced a motion from the Intercollegiate Athletics Committee encouraging administration to create a policy to prevent protect student athletes at CU Boulder who may face undue pressure or retaliation due. Feedback and questions should be sent to: bfa@colorado.edu prior to February 21, 2022.

VI. **BFA-M-2-012422 Motion to Revise the GAC Charge** – Jennifer Hendricks, GAC Chair
The BFA Grievance Advisory committee is revising their charge based on changes to the Professional Rights and Responsibilities (PRR) document and pending campus grievance policy changes. The committee is still considering issues related confidentiality and mandatory reporting, as well as membership roles. Members are asked to send input to: bfa@colorado.edu prior to February 21, 2022.

VII. **BFA At-Large Representative Elections** - Adam Norris, BFA Secretary
- Nominations – February 3-17, 2022
- Elections – February 24 – March 5, 2022

Assembly Attendance: **Please see the attached list of meeting attendees**

Meeting Documents: All the below documents can be found in the **AY2021-2022 General Assembly Google Folder** under the corresponding meeting date:

- C.O.O. COVID Update February 3 2022
- Grade Replacement Policy Revision Proposal for BFA Review 01.14.22
- S-U Grading Basis Proposal for BFA Review 01.14.22
- BFA-R-1-11.20.21 Recommendation for Policy on Sports Wagering
- BFA GAC Charge Revision Memo to ExCom
- BFA-M-2-011222 BFA GAC Charge Revision
- BudgetModelRedesign_BFAFEB22
- Grading Policy changes – vote count final