BFA General Assembly
Meeting Minutes
Thursday, March 3, 2022

The Boulder Faculty Assembly held a special agenda meeting on Thursday, March 3, 2022, via Zoom. BFA Chair Tiffany Beechy presided. The meeting convened at 4:00 p.m. At 5:28 p.m. members approved a motion to extend the meeting which ended officially at 5:38 p.m.

I. Faculty Salary Discussion – Russell Moore, Provost
   The Provost gave an overview of what he called “Phase I” of faculty salary review, which was in response to the recently passed Equal Pay for Equal Work Act and had narrow parameters. He acknowledged that faculty were not included in Phase I and regretted the lack of transparency that characterized the process. Phase II, however, Moore suggested would be an ongoing and comprehensive review process undertaken by faculty with support from his office and the Office of Data Analytics. The makeup, charge, and timeline for the working group would be determined this spring, after the Assembly meeting, in collaboration with the BFA. The Provost said the faculty shared governance groups should play a key role in group membership. A call for faculty nominations for this group was sent out on February 7, and members will be chosen from this pool in addition to those directly appointed by the faculty governance bodies. The conveners for the group will include Katherine Eggert, Michele Moses, and Ann Schmiesing.

   Discussion included:
   - Faculty salary and promotion processes will be covered during phase II as the working group review compression analysis.
   - Market forces and salary benchmarking to ensure CU does not fall behind AAU peers and plans preemptively with respect to market forces. Additionally, members discussed the cost of housing in the Denver/Boulder area.

II. Campus Mask Policy Changes – Patrick O’Rourke, C.O.O.
   O’Rourke answered questions from members regarding the recent changes in campus mask policies. These included further guidance for instructors regarding specifics for mask issues in the classroom which were sent out on March 3.

III. BFA-R-1-022822 Promising Practices for DEI Merit Considerations – Andrea Feldman, Diversity Committee Chair
   The Diversity Committee introduced a notice of motion to recommend units which outlines suggested practices and resources for units as they consider diversity equity and inclusion elements during annual faculty merit review processes. Members were asked to share with their constituents and send feedback to bfa@colorado.edu by March 31. The resolution will be voted on by Assembly at the April 7, 2022 meeting.

IV. CU Faculty Senate Grievance Advisory Committee – Tiffany Beechy, BFA Chair
   The system Faculty Senate Grievance Advisory Committee (formerly P&T) has a seat vacancy for a Boulder faculty member. Representatives were asked to advise their constituents and nominees should contact the BFA office at bfa@colorado.edu for any questions and nominations.
V. BFA-M-2-012422 Motion to Revise the GAC Charge – Jennifer Hendricks, GAC Chair
The BFA Grievance Advisory committee has revised their charge based on changes to the Professional Rights and Responsibilities (PRR) document, new faculty multi-year contracts and a new campus grievance policy. The resolution was introduced at the February 3 Assembly meeting for review. Discussion noted that the membership terms did not reflect standard BFA three-year terms but would be updated per the BFA Standing Rules. Members voted via Qualtrics and the motion passed with forty votes in favor; zero votes opposed; and three abstentions.

VI. BFA-R-1-113021 Recommendation for Policy on Sports Wagering – Seth Hornstein, IAC
At the February 3, 2022 Assembly meeting the Intercollegiate Athletics Committee (IAC) introduced a resolution encouraging administration to create a policy to protect NCAA student athletes at CU Boulder who may face undue pressure or retaliation due. Members voted on the resolution via Qualtrics, which passed with thirty-nine in favor; two opposed; and two abstentions. The committee planned to meet with CU Chancellor Phil DiStefano regarding the resolution.

VII. BFA-R-2-030122 TIAA Divestment Resolution for TIAA Divestment & Climate Justice Reinvestment – Emily Yeh, BPC & CSEC member
A subcommittee of the BFA Climate, Science, and Education (CSEC) and the Budget and Planning Committees was formed in February to create this resolution. Yeh introduced the item to BFA representatives as a thirty-day notice of motion. Beechy announced that the BFA would hold a campus discussion regarding the resolution on March 17, 2022, from 4-5p.m. The resolution will be voted on at the April 7 Assembly meeting.

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:
- Equal Pay for Equal Work Act Links
- Call for nominations: Faculty Salary Procedures Working Group
- BFA ExCom EPEWA slides 03.03.22
- BFA-R-1-022822 Promising Practices DEI Merit
- BFA-M-2-012122 BFA GAC Charge Revision
- BFA-R-1-11.30.21 Recommendation for Policy on Sports Wagering
- BFA-R-2-030122 Resolution for TIAA Divestment & Climate Justice Reinvestment.2
- Financial Impacts of Divestment-Reinvestment Data Support Doc
- Academic Instruction Guidance Volume 2 Edition 5 03.02.22
- StatusOfSRIInvesting