

**Boulder Faculty Assembly**  
**Executive Committee Meeting**  
**February 3, 2014**

**Attending:**

Paul Chinowsky, Chair	Bill Kaempfer, Associate Vice Chancellor
Catherine Labio, Arts & Science Chair	Peggy Jobe, Libraries
Greg Carey, Psychology	John McCartney, Civil, Environmental, and Architectural Engineering
Horst Mewes, Political Science	Adam Norris, Applied Mathematics
Mike Klymkowsky, MCD Biology	Karen Ramirez, Sewall RAP
Brad Monton, Philosophy	Jerry Rudy, Psychology and Neurology
Jerry Peterson, Physics	Laura Michaelson, UGGS Executive Vice President
Bob Ferry, History	David Kassoy, Retired
Marty Walter, Mathematics	
Carrie Olson, BFA Assistant	

Meeting was called to order at 4:05 pm by Paul Chinowsky.

**Department Census** – Carmen Grace

Every five years Budget & Planning completes a census of the number of faculty across campus in order to determine BFA seats. Decided that:

- Departments with nine or less faculty would be classified as a small department
  - Small departments decreased from the last census
  - These departments will pull together and have one representative
- Departments with 10 or more faculty would be classified as a large department
  - Large departments increased since the last census
  - These departments will have one representative per department

The committee will present the spreadsheet at the General Meeting on February 6, 2014.

**AST Report** – Karen Ramirez

Louise Vale, Vice Chancellor of Administration, and Steve Thweatt, current Assistant Vice Chancellor of Facilities Management will meet with AST on Wednesday, February 19, 2014, at 9 am. We would like to extend an invitation to ExCom members to attend and/or invite you to submit questions.

Major issues on Administration

- What issues they are currently facing
- What the challenges are for the incoming Vice Chancellor

Meeting with OIT

- Topics of discussion
  - What academic technology resources faculty are using
  - What types of technology would faculty like to have more information on
  - How do faculty like to learn about new technology

- We will be circulating a brief survey to faculty on the technology they use and how faculty would like to learn about technology
  - Survey will come from BFA not OIT
  - Will be announced at the General Meeting on February 6, 2014
    - Will send to BFA ExCom on Wednesday, February 5, 2014
- We want to help OIT identify where to allocate resources in order to address faculty needs with technology

Meeting turned over to Paul Chinowsky

### **Admissions Report**

- Applications are up for the Boulder campus for next year
  - 28,000 applications received
    - Increase of 6,000
    - Doesn't affect the size of the incoming freshman class

### **CU-Boulder Campus Budget**

- Dependent tuition made it on the initial budget
- Continuing the trend to go to more instructor-based teaching
  - Over 50% of student credit hours are taught by instructors, graduate students, and supplemental teachers (non-tenure track)
- This year we will see state budget funds increase. Next term they will go decrease.
  - Only 1% of the state budget comes to CU
- Tuition increase next year
  - Expect a fairly modest increase
    - No more than ½ of the legislative cap which is 6%
- Increase in the budget is slightly less than \$30M for CU-Boulder

### **Philosophy Department Update**

What we are hearing from across campus

- If you ask ODH if you have any actions against you, they will not tell you
- Was the change in chair only a disciplinary action or did the old chair get fired?
- Some people are pleased to see that CU-Boulder is tackling the issue head on

Concerns

- What happened in Philosophy?
- How does this relate to the rest of campus?
- Possibly another example of administrative over-reach or not following the rules
  - Agreements between administration and Philosophy were broken

Do we see this as

- An ODH issue?
- A leadership issue?
- A culture issue?
- A faculty issue?

Is this a smaller representation of what is going on across campus?

- Last thing we want as a faculty body
- We have a window of opportunity to address the campus as a whole
  - Is this the time to have a series of meetings to discuss?

This is blatant discrimination and harassment with a broader issue of culture and climate

- Maybe campus needs to have an outside entity come in and find out if this is going on across campus
- Or have an independent survey completed with faculty before we address the issue campus wide
  - If we only survey faculty, we miss the students point of view

Should we have a week-long symposium for the faculty?

- There's a danger of having a week of meetings right away
  - CU-Boulder is viewed nationwide as having a hostile environment in Philosophy
  - Department culture – what is it across campus
    - Is the entire Philosophy department involved
  - If we extrapolate it to the whole campus, we might be implying that we are all guilty of the same mindset
    - Departments will assume that they are being accused
  - Not the right message to go into campus-wide meetings
- Viewed as an insignificant penalty for a significant action
- How do we find out the facts?

Is it possible that ODH secrecy led to this dragging on for years in Philosophy?

Insight into what happened within the department of Philosophy:

- Approximately two years ago, Philosophy determined that they needed to change the culture in their department
  - They went to the Administration to request a site visit (American Philosophical Association [APA])
    - Administration agreed to pay half of the cost
- The Philosophy department understood that they were in charge of the process of the survey
- Found out later that the APA thought they were hired by the department, the Dean Steve Leigh, and Provost, Russ Moore, so they gave the report to all parties
- Philosophy found out on Friday, January 31, 2014, that the report was coming out publically
  - A few days before this, faculty in the department received the report from the chair who stated that they were not to share it outside of the department and could only discuss it with faculty within the department
- Administration knew the report was coming out on January 31<sup>st</sup> but did not give the Philosophy department any warning
  - Administration created a media campaign ahead of time
  - Administration released the report to the *Daily Camera* on Thursday, January 30<sup>th</sup>, without informing the Philosophy department that they were doing so
    - Steve Leigh maintains that it was released because of a Colorado Open Records Act (CORA) request
      - CU-Boulder Communications said that there was not a CORA request

- Paul Chinowsky, BFA Chair, found out about the situation on Thursday, January 30th
  - There might have been a legal implication for the campus if a complaint was filed and CU-Boulder did not release the information.

How can we enable the Philosophy department to make a statement stating that they began implementing the culture change several years ago?

- Right now the public does not have the correct information
- The report does not seem to be reliable if they did not report what was already being done in the department to remedy the situation that the department knew existed
- Some of the findings listed in the report make it seem that these activities happened recently when they actually happened up to five or more years ago

Student council has requested that they are involved with the process of addressing these ODH issues

- Would like to know from the students' perspective if these issues happen campus wide
- Paul Chinowsky gave them permission to sit on the Adler committee but without voting rights

What is the role of the BFA in this situation?

- Important issue that needs to be addressed is that of trust
  - BFA motion of censure created in the Patti Adler case is even more relevant now
- We need to make sure faculty is being treated correctly
- Make sure the Philosophy department receives credit for starting the process in the first place
  - Currently they look like they were not taking care of it

Rights and responsibilities

- Need to have a campus discussion on rights and responsibilities
  - No way to separate the Adler situation from the Philosophy situation
    - They both have elements of how faculty treats students and how administration treats faculty
- Rights and responsibilities also brings in academic freedom
  - Should we have a symposium to address these issues?
    - Not until time has gone by so the truth can come out
    - BFA needs to communicate the breach of trust between Philosophy and the Administration first
    - BFA also needs to find out how pervasive this is across campus
      - UGGS will assist in this area

Status of the ODH ad-hoc committee and seating the committee

- We currently have only 8 volunteers to be part of the committee out of 33 responses

Motion: Peggy Jobe moved that we expand the new ODH ad-hoc committee to all BFA committee members in order to fill the slate of ten members.

The motion was seconded by Mike Klymkowsky and passed unanimously.

The meeting was adjourned at 5:37 pm by Paul Chinowsky.

Submitted by Carrie Olson, BFA Assistant