

**Boulder Faculty Assembly
Instructor-Track Faculty Affairs Committee**

**Report of Activities
Academic Year 2019-2020**

Rolf Norgaard, Chair

April 28, 2020

The nine members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met three times Fall 2019 and two times in Spring 2020, supplemented by extensive email discussions, especially as the campus closed down due to the coronavirus pandemic. (See below for full committee roster.) Face-to-face meetings proved difficult, as we could not find a common time for meeting, given instructors' heavy teaching schedules.

The A&S Task Force on Instructor-Rank Faculty was formed in late Spring 2018 through the direct efforts of BFA-ITFAC. Indeed, many of the Task Force members were current and former members of BFA-ITFAC. After the Task Force released its report in March 2019, attention turned to implementation of its nearly 40 recommendations. This matter of implementation served as the key focus for BFA-ITFAC during the 2019-2020 academic year. While the Task Force focused on key recommendations having to do with workload issues (e.g. the proposed move from a 4/4 load to a 3/3 load), BFA-ITFAC focused on those recommendations having campus-wide relevance. Chief among these were the following:

- Uneven communication about and implementation of the recently approved Teaching Professor designation.
- Confusion in the implementation of alternating full and expedited review for reappointments for Senior Instructors.
- The relative invisibility of instructor-rank faculty and the need for greater acknowledgment of their role and their successes in furthering the teaching mission of the campus.

With the approval of the revised Article 5 ("Faculty") in the Laws of the Regents (the result of some heavy work by BFA-ITFAC), our committee was able to turn its attention to revising the existing Instructor Contract. When the revised Article 5 takes effect on July 1, 2020, that Instructor Contract will not be in compliance with Regent Law. The effort to revise the contract became the focus of BFA-ITFAC during the first half of the Spring 2020 semester. We formed a subcommittee to actually draft the revisions: Rolf Norgaard and Adam Norris (both ITFAC and BFA ExCom members), supplemented by the advice of two senior instructors who

are also lawyers—Todd Stafford from the Law School and Kathryn Pieplow, senior instructor emerita. Our revisions were endorsed by the BFA ExCom, and on February 28 the revisions were forwarded to Michele Moses, Kathryn Eggert, and the campus office of legal counsel. BFA-ITFAC undertook these revisions in conjunction with our review of revisions to the Professional Rights and Duties document.

BFA-ITFAC also updated its committee charge and formalized the role of resource members and administrative liaisons.

With the closure of the campus due to coronavirus pandemic, BFA-ITFAC continued its work virtually. The committee is paying special attention to the impacts of on-line teaching on already overburdened instructors. Even more importantly, we are raising the question of what might happen to instructors who come up for reappointment in the coming academic year, and thus bear an uneven burden stemming from possible budget cuts. The precarity of instructor-rank faculty, so central to the teaching mission of the campus, needs to be central to coronavirus-related discussions going forward.

Committee Roster

Rolf Norgaard (chair), Teaching Professor, PWR

Robert Buchwald, Instructor, Honors

Heidi Bustamonte, Senior Instructor, IPHY

Janet Casagrand, Senior Instructor, Integrative Physiology

Tyler Lansford, Senior Instructor, Classics

JulieMarie Shepherd Macklin, Instructor, PRLC

Stephanie Mayer, Senior Instructor, EBIO

Adam Norris, Senior Instructor, Applied Mathematics

Ryan Pollard, Assistant Clinical Professor, SLHS

Resource Members:

Janet Casagrand, Senior Instructor, Integrative Physiology

Cathy Comstock, Senior Instructor, Humanities/Farrand

Administrative Liaison:

Michele Moses, VCAA, Office of Faculty Affairs