

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

**Report of Activities
Academic Year 2021-2022**

Rolf Norgaard, Chair

April 26, 2021

The ten members of the Boulder Faculty Assembly Instructor-Track Faculty Affairs Committee met six times in Fall 2021 and six times in Spring 2022, supplemented by email discussions. (See below for full committee roster.) Given the heavy teaching loads of the committee members, we could not find a common meeting time. That meant alternating between two meeting times, with 5-6 members attending each meeting. That arrangement was far from ideal (and a heavy commitment for the chair), but it was the best we could do, given how teaching commitments precluded a common meeting.

The 2021-22 Academic Year proved to be a culmination of our efforts over the last decade:

The Professional Rights and Responsibilities (PRR) Document

The Instructor-Track Faculty Affairs Committee took an active role in reviewing the revised PRR. We remained concerned that the PRR did not include instructor-rank faculty at the moment, but are relieved that the revised PRR, with instructor-rank faculty included, was approved by the BFA General Assembly on April 28, 2022.

Instructor Contract

The current instructor contract remained a concern until well into Spring 2022, as efforts at a revision proceeded slowly. BFA ITFAC played a major role in offering feedback on the draft contract at every stage of revision. We are relieved that the new contract, now being issued to faculty, includes grievance/appeal rights.

Instructor Titles for Three Ranks, Reappointment, and Promotion

Michele Moses, Office of Faculty Affairs, shared with the Executive Committee a draft of new policy (replacing “guidelines”) regarding lecturer positions, and instructor appointment,

reappointment, and promotion through what are now three ranks. BFA ITFAC offered comment and encouragement at every stage of the revision process. The new policies on appointment, reappointment, and promotion have now become official, as have the new working titles in the Teaching Professor series.

Key Issues for the upcoming Academic Year 2021-22

Looking ahead to Academic Year 2021-22, we believe crucial issues will be:

- Pay raises at promotion for Teaching Faculty
- A minimum floor for voting rights across campus
- Communication regarding the new policies approved in AY 2021-22

What's more, we'd like to rename our committee (the charge can stay as is, with minor changes to reflect the name of the new Teaching Faculty ranks). Perhaps we can call our committee the "Teaching Faculty Affairs Committee" – TFAC!

Committee Roster

Rolf Norgaard (chair), Teaching Professor of Distinction, PWR

Robert Buchwald, Instructor, Honors

Heidi Bustamonte, Senior Instructor, IPHY

Melissa Cantrell, Assistant Professor, University Libraries

Janet Donovan, Senior Instructor, Political Science

Zach Herz, Asst. Professor, Classics

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