

Report of the BFA Faculty Affairs Committee for AY 2022-23

By Steve Vanderheiden (chair)

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For 2022-23, the committee consisted in myself (as chair), Melissa Cantrell, Markus Pflaum, Fabio Somenzi, Jill Harrison, Andrew Martin and Hillary Potter. While listed as a regular FAC member, Ahmed White served more as a resource member of the committee during his sabbatical. Aya Gruber remained as a resource member of the committee, and Paul Levitt (who was removed from the committee's online roster) would like to continue as such a member. The committee met on a monthly basis during the academic year, mostly over Zoom (after a failed attempt at a hybrid modality in our first meeting).

Over the academic year (but mostly during the Fall semester), the FAC considered an issue related to the handling of a P&T candidate's dossier after a letter is removed from it on the basis of concerns about misconduct (either research misconduct or discrimination/harassment). This concern stems from an apparent Provost Office practice (in the absence of clear policy to the contrary) of permanently expunging any such letter in its entirety, and was delegated to the FAC by BFA Chair Beechy. I met and discussed this matter separately with Beechy, Llen Pomeroy from OIEC, Carolyn Tir from OFA, and Michele Moses, and the committee discussed it at length during at least three different meetings. In the end, the FAC never reached consensus on an appropriate response, tabling the issue until next year, but remained concerned about the impact of what appears to be an asymmetric treatment of P&T file letters when some are removed from dossiers and never returned (even in redacted states).

Another unresolved issue that remains on the FAC docket at the end of the year concerns the resolution that evolved into a proposal to develop a campus policy on faculty appointments into non-academic units like centers. The committee (myself and Andy Martin, mainly) developed and approved a draft resolution prior to the March assembly meeting in response to an ExCom request to do so, with the intention of having it heard during the March assembly meeting and then voted on in April, but it was dropped from the March meeting agenda. In response to another ExCom request, a new resolution was developed and passed during our April meeting, was presented and passed at the last ExCom meeting before the April assembly meeting (so that the notice of motion in April would allow a May assembly meeting vote), but was again dropped from the April BFA Assembly agenda. It could potentially be revived next academic year.

In addition, the committee considered several APS revision proposals, followed the progress of the FSPWG process, and monitored impacts of new publication rules on CU faculty promotion and tenure standards and processes. The latter issue is one that the FAC will likely continue to follow next academic year. The FAC should also revisit its charge next academic year, since that has not been updated since 2020 and now contains several outdated areas of focus.