

College of Arts and Sciences
Task Force on Instructor-Rank Faculty
March 15, 2019

EXECUTIVE SUMMARY

Motivation

career-long commitment to the College, and represent some of our foremost campus citizens. A career in service of CU should be honored. For many Instructors, that is hardly the case. We recommend that the College:

- ◁ Ensure the existence of clear policies in every unit for standards for reappointment as well as promotion of Instructors through ranks (Instructor to Senior Instructor, and to Teaching Professor). Instructors should not be disadvantaged in their careers by the absence of such unit policies, or an unwillingness to create them. **(Rec. 4a)**
- ◁ Create additional Instructor lines. An undue reliance on Lecturer positions does not serve students or the College well, and is corrosive to the spirit of the university. **(Rec. 4j)**
- ◁ Develop clear policies for Instructor searches that would facilitate a path to Instructor positions for highly qualified, long-time Lecturers by (1) recognizing their CU-Boulder contributions even as rigorous searches are conducted, and (2) implementing a transitional cost-sharing plan so that financial considerations do not stand in the way of deserved transitions from Lecturer to Instructor status. **(Rec. 4k)**

Not at the Table: An Unwelcoming Climate

It is easy to dismiss references to “climate” as unduly vague or difficult to remedy, but climate is the bedrock on which all of our findings and recommendations rest. In some units, Instructors are not allowed to vote; in others, they are not even allowed to attend faculty meetings; in still others, multiple Instructors share one vote. On top of all of this, Instructors are currently required to sign a contract in which they waive all grievance rights. Instructors often thus remain invisible, unrecognized, vulnerable, and un-thanked. We recommend that the College:

- ◁ Mandate consistent minimum voting rights for Instructor-rank faculty in all departments and programs across the College. These minimum voting rights would be consistent with the voting rights enumerated in BFA and ASC By-laws. Although any department or program can restrict these minimum voting rights and meeting attendance given the specific issue under discussion (e.g. personnel matters), such restrictions should be