



Boulder Faculty Assembly

UNIVERSITY OF COLORADO **BOULDER**

BFA Subcommittee on DEI in Annual Faculty Merit Review Processes
Resolution Regarding Diversity, Equity, and Inclusion and Faculty Merit Evaluation
BFA-R-1-10.18.21

Whereas, the Boulder Faculty Assembly (BFA) has made public affirmation that diversity, equity, and inclusion (DEI) are among the most urgent campus priorities;

Whereas, the BFA has passed a resolution* recommending that work in the area of DEI should be reported on the Faculty Report of Professional Activities (FRPA), to be piloted in the 2021 cycle;

Whereas, the IDEA Council has recommended that the faculty undertake the work of determining how best to credit DEI activities in the areas of research, teaching, and service;

Whereas, the BFA strongly believes that this work, to be substantive and lasting, in service to our shared goals and not a bureaucratic exercise, must be undertaken within specific units and with regard to the cultures and epistemic structures of individual disciplines;

Therefore,

Be it resolved, that the BFA further encourages units to consider DEI in merit evaluations, while declining to prescribe a uniform requirement for individual faculty;

Be it further resolved, that each unit shall determine the standards for crediting faculty DEI work appropriate to their respective discipline, and no unit shall disregard or fail to credit such work;

Be it further resolved, that the Diversity committee of the BFA shall create a Best Practices, Resources, and Considerations document to guide units in their deliberations over DEI in merit reviews to be completed by spring of 2022 and revised thereafter as needed.

* *BFA-R-1-081020 BFA Diversity Committee Notice of Motion Resolution to Support Changes to FRPA to Recognize Diversity Activities in Faculty Evaluation*

Submitted by BFA Subcommittee Re: DEI in Annual Faculty Review Processes: October 18, 2021

Approved by the BFA Executive Committee: October 18, 2021

Submitted to the BFA General Assembly: November 4, 2021

General Assembly vote on December 2, 2021:

39 In Favor; 3 Opposed; 5 Abstentions