



MEETING MINUTES

Friday, September 6, 2019
Colorado Community College System Lowry Campus
9101 E Lowry Blvd, Denver, CO 80238
President's Conference Room – 2nd Floor

9:00am-3:00pm

I. CALL TO ORDER (TIME)

- A. Roll Call
- B. Members Present: Thomas Williams (CCD) Chair, Lisa Gallegos (OJC) Vice Chair, Danielle Staples (ACC), Kelly O'Dell (CCA), Andy DeRoche (FRCC), Joe Shields (LCC), Kent Ross (NJC), Mary Nicks (PCC), Cathy Henrichs (PPCC), Amy Braziller (RRCC), Kathryn Carpenter (TSJC). Absent: CNCC, MCC

II. GENERAL BUSINESS

- A. Approval of Minutes
- B. Approval of Agenda

III. REPORTS

- A. Chair Report, Thomas Williams – No Update this month
- B. College Reports

IV. DISCUSSION AND ACTION ITEMS 10:30-11:00

- A. Adjunct Sick Leave- Reminder to all SFAC members, please send your college's policy regarding adjunct sick leave to the SFAC group email.
- B. SSAC: Collaboration
 - 1. Student Chair Emanuel Walker will be collaborating with the SFAC member during this academic year. Areas of discussion will include CCC-Online discussion.
 - 2. SFAC members please identify your SSAC representative at your respected colleges and visit with them about current the student issues and concerns locally.
- C. Faculty Work Load – SFAC members need to contact the Academic Affair office and bring a copy of their discipline or department workloads for your respected school to the October meeting.

V. GUESTS

- A. **9:00-10:30 Dr. Landon Pirius – (VC for Academic and Student Affairs)**
 - 1. CCC-Online
 - a. Chancellor Joe Garcia has officially moved CCC-Online to the Department of Academic Affairs.



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- b. Three sub committees have been put together to discuss concerns shared by both faculty and the presidents about online. Each subcommittee will look at the following as they pertain to online learning:
 - i. Accreditation
 - ii. Quality and Outcomes
 - iii. Financial costs and profits of CCC-Online and the relationship to the rural tax.
 - iv. Future model for CCC-Online– the committee will consider how other states have offered the online learning.
 - c. Recommendations from the subcommittees will report in the spring.
 - d. Additional discussions have begun to discuss the costs associated to taking online courses. CCC-Online generates of \$30 million dollars for the budget. CCCS is also reviewing the flexible rates and regional nuances that occurs in our system.
2. 2:2 Conference
- a. Agenda is set and the introduction will be very short this year and move right into the discipline meetings.
 - b. The following departments will meet on October 11th at PPCC. English, Math, CCR (Composition and reading). These departments will share their changes that are effective for the DevEd redesign. Webex will provided be those who cannot attend in person.
 - c. A follow up presentation regarding the current changes to SP 9-71 will be provided during the opening ceremony. Consistency in pre-req for each college.
3. Faculty Evaluations
- a. The office of Academic Affairs will be reviewing the faculty evaluation procedures and discuss the possible training issues that has arisen in the recent years. They will review the evaluation divisions of 70% teaching and 30% service.
 - b. A request for SFAC volunteers to serve on a new system committee for evaluations. Five members of SFAC volunteered to serve on this committee: Thomas, Amy, Kelly, Cathy and Lisa.
 - c. Faculty salary increases and merit pay should occur after COL (Cost of Living). This topic is not scheduled be addressed at this time.
4. Adjunct Instructors –
- a. The office of Academic Affairs has been meeting with AAUP, American Association of University Professors. Discussions are occurring regarding an increase in adjunct pay and adjuncts want the consideration of full-time faculty compensation. AAUP is requesting a 28% increase in their compensation. That would equal approximately \$17-\$20 million/year.
 - b. The goal is to have formal requests made by sometime in 2020.
 - c. There is an additional request to have an adjunct task force or advisory council for adjunct instructors.
5. Sabbatical Policy –
- a. The opportunity for application and funding for sabbatical leave will be determined by each individual college.



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- b. The final decision will be based on if each college has the ability to fund these opportunities. CCCS would only have input on a sabbatical follow-up reports and/or the determination of any additional years of service required after completing a sabbatical.
 - 6. Credential Renewal
 - a. Each college should consider credential renew fund in their own department budget requests.
 - 7. SFAC webpage –
 - a. SFAC now has a webpage that will provide SFAC membership, meeting information, meeting agendas, and meeting minutes.
 - b. Please contact Stacy Amaya if there are questions regarding this website.
 - 8. Teaching and Learning Grant – for three years
 - a. A CCCS board has approved a \$5 million grant funded by the CCCS reserves account. The initiative of these grants will focus on areas to improve teaching and learning.
 - b. Various goals include initiatives that focus on the utilization of the Center of Urban Education and the consideration of cultural diverse pedagogy, CCCS wide teaching and learning trainings, and individual grants that focus on active learning. The final goal is to support the administrative effect to develop an intensive teaching and learning institute.
- B. Dr. Ryan Ross – Associate Vice Chancellor for Student Affairs Equity and Inclusion 11:30-12:00**
 - 1. Equity and Inclusion Committee
 - a. Dr. Ross will present each college a draft template as a tool document to assist schools in devising their own diversity plans.
 - b. Dr. Ross is requesting all presidents read Blind Spot to assist in the implementation of a diversity plan and to discuss how to think about the various conversations that will develop from this plan, how to lead the conversations with faculty and staff, and encourage participate in the conversations.
 - c. Professional Development by Dr. Christine Mc Fail.
 - d. Some of the budget should assist faculty and staff to participate with and build the diversity conversation.
 - e. Title IX issues and concerns will need to be considered while all policies are followed as student engagement is encouraged.
 - f. Center for Urban Education may assist in capturing various stories of equity and inclusion and will be a place to consider hosting faculty to share their experiences.
 - 2. Roll model what the colleges will also emulate.
 - 3. CEO Action Pledge – Dr. Ross has acquired the signature of Chancellor Joe Garcia to the pledge.
 - 4. Restorative justice –



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- a. This office is discussing what does restoration practice looks like. How do we get everyone has to want to participate?
 - b. Currently, they are reviewing all of the policies of restorative justice and considering the current wording of the policies. This is the opportunity to rewrite some of the current polices to implement a system wide code with restorative justice outcomes.
 - c. The discussion have initiated new discussion about academic integrity, restorative justice, and what are the tracking methods used to address academic issues and habitual habits related to academic integrity.
5. Each college needs to consider an institutional philosophy regarding diversity and equity.

C. Lunch with Chancellor Joe Garcia 12:00-1:00

1. New referendum regarding the money that comes in over the cap from Tabor. The referendum is requesting the excess money be distributed to three areas in transportation, K-12 education, and Higher Ed rather than returning to the taxpayers. The referendum should go on the ballot this year with an approximately value of \$560 million.
2. CCC-Online has been moved from the IT department to the on the academic side of CCCS in Academic Affairs with Landon Pirius.
3. Equity and inclusion is the focus for CCCS.
4. Adjunct faculty - Joe is holding meeting with AAUP to discuss adjunct issues and concerns.
5. Dr. Garcia reported that the governor's emphasis is on early childhood professionals and career opportunities.
6. Grant - Dr. Garcia announced a federal grant from the Department of Labor totaling \$9 million was granted to the community colleges for internships for students.
7. Craig Campus - Dr. Garcia attended a meeting in Craig, Colorado to discuss some issues facing the community with declining enrollment and growth within the community.
8. Declining enrollment concerns – College needs to focus on part-time and non-traditional students and the retention of all students semester to semester. CCCS is considering rebranding efforts for our colleges.

D. Tina Parscal (Executive Director, CCC-Online) 1:00-2:00

1. Connect Conference will take place on October 11th at the Double Tree in the Denver Tech Center. Equity and Inclusion is the focus. The cost is free, a great professional development opportunity for faculty.
2. New Projects –
 - a. CCC-Online syllabi are on the LOR for all GT pathways.
 - b. More class are becoming OER courses
 - c. Curation content – CCC-Online will put out the open source content to share with the faculty. This process should be completed by December.



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3. OER Council – has announce a total \$1 million dollars is avail for OER grants as both institutional grant and individual grants. Fund your summer release time to add OER to your courses. The closing date for these grants is November 1st. Additional OER training will take place on October 18th at FRCC at the Larimer campus. This is another free PD opportunity for faculty.
4. CCC-Online will be distribute data that identifies where students at each college are place for the various sections of CCC-Online.
5. For LOR assistance, please contact Brittany DuDack, librarian for CCC Online.

E. Julie Ouska (CIO Vice Chancellor of IT, Information Technology) 2:00-2:30

1. Task force is looking at all of the online.
2. IT is business as usual.
3. A new tutoring packaging was purchased that includes tutoring videos; CCC-Online is using it. Colleges can purchase contracts with their tutoring vendors.
4. Local networks and classroom technology is the colleges responsibility.

F. Auraria Police Chief Michael Phibbs (Campus Security) (2:00-2:30)

1. Chief Phibbs discussed the laws regarding student rights to have a gun on campus and conceal carry laws. Conceal carry is legal for students on campus.
2. Reports to public safety on their campus is “text to tip” similar to “safe to tell”.
3. Chief Phibbs remind that his office works with many other counties and local public safety offices.
4. Residence halls – Faculty should know what is the process is on their campus. Consider the route to get protective measures in place when using the local services and the campus security.
5. Title IX issues must be reported issues by all staff and faculty. Most colleges have a Title IX Officer or they utilize their HR director or the office of Student Affairs.
6. Faculty should have a plan of escape identifying the fastest way to get out of the classroom. Design an evacuation plan and practice it. Today’s practice includes RUN, HIDE, and FIGHT. Consider designing a campus video to share with students.

VI. EXECUTIVE SESSION - None

VII. ADJOURNMENT at 2:50 pm

Respectfully submitted by Mary Hicks and Lisa Gallegos