



AGENDA  
Friday, October 7, 2022  
Zoom  
9:00am-3:00pm

SFAC Members: Deidre Schoolcraft (PPSC) Chair, Travis Parkhurst (PCC) Vice Chair, Jenai Rutledge (ACC), Nathan Robinson (NJC), Paul Boone (TSJC), Todd Ward (CNCC), Ellie Camann (RRCC), Catlyn Keenan (FRCC), Shirley Smith (CCD), Kelly O'Dell (CCA), Becky Sporer (OJC), Brian Gauck (LCC), Ewan Magie, Recorder (MCC)

- I. SFAC Approval of September Minutes
  - A. Attendance
    1. Members Present: Deidre Schoolcraft (PPSC) Chair, Travis Parkhurst (PCC) Vice Chair, Jenai Rutledge (ACC), Nathan Robinson (NJC), Paul Boone (TSJC), Todd Ward (CNCC), Ellie Camann (RRCC), Catlyn Keenan (FRCC), Kelly O'Dell (CCA), Becky Sporer (OJC), Brian Gauck (LCC), Ewan Magie, Recorder (MCC)
    2. Members Absent: Shirley Smith (CCD)
    3. Welcome new members: Paul Boone (TSJC), Brian Gauck (LCC), and Todd Ward (CNCC)!
- II. Approval of Agenda & Minutes from September 2022 meeting (via email)
- III. Draft questions for Angie:
  1. Governance questions and trust issues (inclusion in the process)
  2. Accommodations for students and length of letters
  3. Mechanisms for position reviews
- IV. Angie Gramse, System Legal: 9:30-10:30 for general QA and plan to revise BP 2-30 and write an SP for CCCS shared governance
  1. SP-315 (evaluation of presidents, revised 9/2021)
  2. Chancellor does president-evaluations and determines when 360 surveys are sent.
  3. Recommendations on doing 360s can go to the Chancellor re: presidents (FA22 is timely)
  4. Recommendations can be made to the presidents re: deans or other positions
  5. BP 3-05: Board delegates responsibility to their president re: personnel
  6. Who decides what makes a "reasonable accommodation"? ADA/IDEA process differs: documentation from MD clarifies needs (faculty must wait for doc). Essential Functions list is vital for college and faculty. Faculty are afraid of liability language from



Disability Services. SFAC can confer with Vice Chancellor re DS to understand the process. Angie's associates can also help clarify: Mary Narrow (FRCC; ACC; PCC; OJC; Trinidad; RRCC) and Patrick (Lamar; PPCC: CCD; CCA; NECC; MCC). ADA is unwieldy, so clarification matters.

7. Angie: faculty should not operate under fear of litigation. Faculty have governmental protection provisions.
8. BP 2-30: SFAC wants a process that works for CCCS and transparency. Faculty want to be included, not necessarily get their way on every point.
9. Policy and Procedure development can be improved in CO, which is not a union-state re Higher Ed. Many current policies were implemented 8/5/2001. Flexibility is provided to update them. These are updated differently: generally better if they are updated bottom-up. Then legal can review them. All drafts are sent to five areas, including presidents, for feedback. Then legal reviews feedback. 5-year review process.
10. State Board is the technical legal entity given authority to set policy as law. System Chancellor is given authority to promulgate rules and system procedures.
11. BP 2-30 covers two things: SFAC and Shared Governance.
12. Best Practices: High-level statutory structure; Continue down a 1 BP route; Best Practices example: Faculty Evaluation revision (last made 2020 without faculty input); Recent revision was made by committee and this can work for BP 2-30 revision process re Shared Governance (start w/examples of what works, what does not); Angie is willing to step in and help SFAC put proposed BP in proper shape, then it could go to the Board (Deidre could present or Deidre and VC could present to the Board); This one is likely a BP/SP; Angie could serve in advisory role to the committee doing the work; we are not a union-state, but the collaborative effort will likely be supported by the Board.
13. Best Shared Governance work is done in a collaborative effort.
14. Expansion of cabinet: legally unlikely to be successful as presidents have broad authority with cabinets.
15. SFAC want faculty included in decision-making dialogues at the colleges. Angie: the faculty inclusion is highly relevant.
16. Next steps: SFAC convenes Shared Governance Committee (invite Angie back in early SP23). Angie is happy to return earlier to answer legal questions and clarify process.

V. 10:30-11:30: Chancellor Garcia

1. Conference turnout is good: engaged faculty and student affairs people, focused on engaged teaching and equity in teaching. CE and Adult Students are topics, along with enrollment declines in traditional students.
2. Rural College Consortium at MCC (two weeks ago): money obtained for rural colleges and links between rural colleges to better serve rural students and offer courses we wouldn't otherwise offer. All rural presidents attended. Focus on Synchronous classes.



3. Board Meeting next week: continuing effort to develop a CCCS-wide Strategic Plan (in draft at present); focus ROI (Return on Investment), stepping away from previous foci in last two Strategic Plans. Efforts to re-write the SP are ongoing to examine other returns from Higher Ed, especially civics elements. Rep from CFac is included in meeting.
4. Last Board Meeting (in Trinidad): SFAC focus in 22-23 re-evaluation of Shared Governance. Deidre networked a lot that week. Angie will serve in advisory role w/SFAC as we develop our collaborative process and look to present in early SP23.
5. 3 Board Members' terms expire at end-of-year and seats need filling.
6. Chancellor has been meeting with new presidents; no finalists yet at Lamar.
7. Introductions of new SFAC members to the Chancellor: Todd, Brian, Nathan, Paul
8. 360 President Evaluations (asked in May22): is that happening FA22? SFAC recommends doing it in SP23. Need to determine if it will be internal or externally contracted. Several colleges have not conducted a review recently, during pandemic, while faculty have been evaluated each year of Covid. 360 Review is good to conduct every 2-3 years. CCCS has many new presidents, but others can be evaluated effectively, if they've been in place over the past 1-2 years. SP23 360 results could be evaluated in June23.
9. Recent Revenue Forecasts are wildly different, including different from Governor's recent forecast. Inflation is harming higher ed in CO.
10. Elimination of Service Areas at CCCS colleges: concerns in budgeting/marketing and re: negative impacts on specific programs/mitigation plans for various colleges. Service Areas never prevent colleges from offering specific programs/classes; they prevented advertising in another college's area. And they protect 4-year institutions from CCCS institutions. Commission of Higher Ed voted to remove the policy and encourage competition (as healthy). Bigger problem is competition for faculty, not students. Trying also to balance CE while keeping students within CCCS rather than going to 4-year institutions.
11. Vice Chancellor joined 11:30am: SFAC question re: where is statement from SP22 about faculty teaching CRT or sensitive topics? Document will end up Academic Affairs site as a link (SFAC has Word doc); it also went to Academic Deans, Vice Presidents, CE Directors, and to the Presidents and the Chancellor. They endorsed it as a statement of our standing on CE and Academic Freedom. It hasn't been signed, but it has been approved; it doesn't need to be signed. It's not a Board Policy, but an agreement amongst CCCS Presidents as a statement of our philosophy. Has not gone to Board. SFAC recommends sending it again to the Presidents. Intent by sending it to CE Directors is to communicate the philosophy, but VC will follow-up to ensure communication to high schools.
12. Revamping Shared Governance: SFAC plan to split BP 2-30 – one policy at SFAC, one for committees., perhaps make an SP. Angie suggested we form a collaborative committee, like we did a few years ago re: faculty evaluation process. VC summarized the process for that earlier effort, which worked well as a collaborative process, boding well



for Shared Governance: SFAC members, VC and a President and VP of Academic Affairs (VC can reach out and propose their involvement), SFAC-recommended participants.

13. Data on Faculty Turnover: coming in Dec22.

14. Data to Ellie's request also forthcoming.

15. Any change in caps re Colorado Online@: still 25 average, 34/class, but collective college data is showing now: 17-20% attrition rate. Cap could go to 20 average, 30/class. Pilots are open (ECE/Spanish) now and being evaluated. Cap would be lower for SU22 when more courses will run. Re-evaluation will continue, and cap drops will be applied accordingly as data come in. ENG request was well-received, so there will be ongoing reviews of data applied to nuanced decisions re: cap sizes. Active Learning programs reveal lower cap sizes support stronger learning outcomes. Data on student success rates will be strongly considered, not just attrition rates. Initial cap sizes will be standardized across the disciplines/classes, but nuanced decisions will be forthcoming. Hearing from VC would support concerned rural faculty re: ColoradoOnline@ transition. Have Faculty Senate President invite VC on behalf of faculty, whether in-person or online.

16. PT Instructor Data is now final; VC will email it to SFAC.

17. Feedback on Colorado Online@ Course Materials Zoom: useful. Announcing subjects ahead would help faculty. Next 3 presentations: Cap sizes; Financial model; ?. Chat was confusing; better to do verbal presentation first, then respond to questions later, if possible. Presentations are recorded; answers to chat will be sent out with Zoom recording. It will go up on the blog next week.

- VI. Deidre: Retreat Summary: -- SFAC allies want to work on Shared Governance Committee. There are differences re: how we do Shared Governance at smaller rural and larger urban colleges.
- VII. 11:30-Noon VC Landon visit/discussion (notes above)
- VIII. LUNCH (12-1:00pm)
- IX. Introductions of SFAC members
- X. Presidents and others for VC to invite onto Shared Governance Collaborative Committee: Dr. Pace; Dr. Rebecca Wolf; Dr. Keith Peterson; Dr. Curt Freed; Dr. Mike White; Dr. Lance Bolton; we can also ask VC who else we might invite, including VPs; we could also make a 2-tiered list; we can reflect on whether to invite deans; affiliate faculty (adjunct), especially David Wygant; CFAC; Student Affairs teams; determine who shapes policy and who provides feedback; focus on faculty governance and administrative leadership (rather than classified staff); SFAC members: Ewan, Deidre, Becky, Travis, Ellie, Catlin;
- XI. Salary & Budget Subcommittee & ratio of faculty to admin systemwide (Ellie)



1. Ellie can lead that push, but more behind-the-scenes (not on the report). She asked for others to be on the subcommittee. SFAC can be the author on the report, rather than an individual faculty member.
  2. Consolidation of colleges was a focus at the Retreat last week; a strong push to consolidate many things offered by individual schools under a single umbrella. Discussion of sharing services or doing away with programs that aren't trending was a notable topic: how can we be more efficient?
  3. The big issue for faculty centers on class sizes and salary
  4. SFAC needs to suggest other pathways to efficiencies (ratio)
  5. Narrative matters along with data: high-level faculty talent needed to support higher ed and strong student outcomes; spotlight areas that need funding/support
  6. Reviews must be conducted on programs across the institution, not faculty-only
  7. Compare/contrast ratio of faculty-to-admin positions 5-10 years ago/HR data
  8. Mark Superka visits in Nov22, so we can wait for his report, then plan more
- XII. 1:00 Discussion Items: continue BP 2-30 and salary discussions from this morning; CO@ Caps (Catlin)
1. Talk to state discipline chairs re: School-specific letters (like ENG)
  2. Emphasize lower class sizes as beneficial to student learning experience/outcomes
  3. Faculty can't solve every problem by allowing greater class sizes; and there may not be enough students to fill classes with a larger cap.
  4. Analyze narrative re: class sizes & minimal assessments
  5. Deidre will advocate for changes for Geology and Philosophy in the ColoradoOnline@ Academy process.
  6. Allocations for SU23 info coming soon, maybe Nov22?
- XIII. Agenda Items: salary work; BP 2-30 work; CE work (next meeting); small classes and enrollment
- XIV. ADJOURN (3:00pm)