



MEETING MINUTES

Friday, March 1, 2024

In-Person at System Offices w/Remote option (WebEx)

9:00am-3:00pm

I. SFAC Call to Order

- A. Members Present: Travis Parkhurst, Chair (PCC), Ewan Magie, Vice-Chair (MCC), Ellie Camann, Recorder (RRCC), Erica Henningsen (ACC), Catlyn Keenan (FRCC), Kelly Zepp (CCD), Kelly O'Dell (CCA), Becky Sporrer (OC), Brian Gauck (LCC), Joe Miller (PPSC), Nathan Robinson (NJC), Todd Ward (CNCC), Paul Boone (TSC)
- B. Members Absent: None

II. ANGIE GRAMSE, CCCS General Counsel DIANE DUFFY, CCCS Executive Vice Chancellor

- A. BP/SP 2-50 (Shared Governance) – approved but final versions not yet posted; Angie will let us know when they are so we can share with faculty
- B. Angie's Recommendations for Development of Academic Freedom BP/SP
 1. From legal governance perspective, anything in policy and procedure needs to be developed with Board in mind
 2. Might fit well in Series 9, the Educational Program category, but that is TBD
 3. She suggested we look for examples from other community college state systems, such as Virginia's
 4. If working group decides on more of a philosophical statement, it might make more sense for it to be a Board Resolution/Statement like the one already in existence about DEI; for a Board Policy (BP) there would also need to be accompanying System Procedure (SP) to describe specific processes that would be instituted
 5. Whatever is created should probably also be applicable to students
 6. Anything we put in writing will need to be cognizant of First Amendment rights in the Constitution
 7. Convening a committee similar to the one for Shared Governance BP/SP makes sense as a starting point
 - a. In advance of that, SFAC members should have conversations with presidents and vice presidents to see if they are on same page
 - b. Catlyn can educate the Board during their monthly meetings so it's not news to them when something is presented



- c. Maybe include a Student Affairs administrator on committee
 8. Might also want to suggest including some sort of core value statement about academic freedom in CCCS Strategic Plan that will be worked on next year
 9. If we do go with statement/resolution vs policy/procedure, how binding is that?
 - a. Angie feels she has enough legal positioning already (law is already on our side) for issues that arise but having it in writing would bolster her argument
 - b. Board Resolution has just as much legal weight as a BP
 - c. Changing a resolution requires formal process similar to creating one
 10. Academic freedom issue has come up previously for the System with CE school districts not wanting to follow CCCS curriculum requirements; legal team has been brought in by admin and been successful at defending academic freedom in all cases
 - C. Would it be possible for SFAC to get forewarning as to which BPs/SPs are planned for review/revision in the coming year, so we may determine which we want to be involved with?
 1. Every July, Angie works with her team to review what has been accomplished in last year and to set goals for the next year
 2. We can invite her to first SFAC meeting each school year in September, and she will tell us which ones are slated for review that year
 3. Schedule can always be adjusted
 - D. BP/SPs 3-20 (Faculty Due Process) Revisions – Angie will work with Christina to figure out plan for this work and timeline that makes sense based on compiled feedback we send to them and the amount of work needing to be done
 - E. BP 2-30 (State Faculty Advisory Council and Faculty Shared Governance)
 1. This is the policy that gives SFAC its existence, based on statute
 2. With Shared Governance now having its own BP/SP, plan is to remove the “and Faculty Shared Governance” part of the title and clean up language
 3. SFAC by-laws essentially serve as the SP associated with this BP
 4. Should this BP also include how shared governance will work at the system level? Does not really belong here; Instead, our new Shared Governance System Procedure can be utilized by SFAC to make recommendations to Chancellor
 5. SFAC will review draft changes and get back to Angie with any recommendations
- III. TAMMY VERCAUTEREN, Director of the Online Strategic Plan Project, Colorado Online@DR. TINA PARSCAL, Interim Associate Vice Chancellor for CCCOnline & Academic Affairs
- A. Online Faculty and Instructor Advisory Council (OFIAC) Updates



1. They are drafting by-laws to codify function of the group, including having notes from those meetings sent out to the colleges
 2. Spend much of their meeting time on Q&A
 3. OFIAC also reviews recommendations; next one is going to be about proctoring
 4. Tammy will send proposed by-laws to SFAC on Monday for feedback
- B. Instructor Extra Pay at Census for Classes with Over 34 Enrolled (Why Not 25?)
1. A workgroup is looking into different potential compensation models for future
 2. School presidents have not agreed on a common approach or over what number of students compensation should occur
 3. Data requested/recommended by SFAC to assist in making more nuanced decisions in the future: exact average at census this spring (It was less than 25, but by how much?), number of sections over vs under 25, attrition rate differences for full-time vs. part-time instructors, home section completions vs pooled section completions, why do students drop?
 4. Math and Computer Science as disciplines will be piloting different caps for different classes based on typical attrition; if successful, will become a more widespread practice
- C. Navigate Early Alert – can integrate with D2L to track things like how often students are logging in, colleges can decide on thresholds so that early alert would automatically be triggered; Board just approved, will be piloted this summer with some schools before potential widespread use
- D. Several instructors built pooled shells that later disappeared – Tina said to email her the specifics and they will troubleshoot the issue
- E. State Disciplines Groups would like to make decision about who will be paid for developing course shells, not just default to the first instructor to volunteer; CO@ administration has heard this from others and are going to change the process
- F. Can State Discipline Groups decide which schools get pooled allocations? Requests like this should be submitted using feedback form; Computer Science and Modern Languages have already had such requests approved based on where full-time faculty are, which faculty have the expertise, etc.
- G. Inconsistencies from semester to semester in numbers of courses allocated, so how can long-term planning happen at schools? Some schools volunteered and picked up a lot of the extra sessions this term that other schools could not cover and those don't rollover to future; Tammy is working with leadership at schools on refining process so there will be more ability to plan in the future



- IV. DR. LANDON PIRIUS, CCCS Vice Chancellor for Academic & Student Affairs
- A. Shared Governance at System Level
1. Does not need to be a policy/procedure, but since SFAC is the shared governance entity Landon suggested we revise our by-laws to include connections to other statewide faculty groups such as SFCC, OFIAC, SDCs
 2. Issue of wanting to be included proactively vs reactively on decisions would be a recommendation we can make to the Chancellor
 3. Colorado Online will have to have formal faculty voice, whether that's OFIAC or SFAC
 4. May also want to recommend to Chancellor that everything related to CO@ be run by faculty in some way; currently Chancellor and Vice Chancellor are making all the decisions, going forward we can work on process for making them in a better way
- B. Decision to pay instructors if over 34 students were enrolled at census for CO@ classes was direct result of enrollment not being stopped when it reached that number this semester; CO@ now has technology solution where enrollment can be quickly closed
- C. Follow-Up on Campus Safety and Training – potentially an expert from System could go to different campuses or trainers at schools could be trained by that expert; arranging trainings like these would be in Angie's purview
- D. Faculty Morale and Retention Work – Landon will send charter form and Tina will work with Goldie on administrative and compensation part of that
- E. Landon's Last Day as Vice Chancellor – congratulations & thank you!
- V. SFAC Suggested Revisions to BP/SP 3-20 (Faculty Due Process)
- A. Common Themes in Faculty Feedback
1. Some schools had huge outcry whereas other reps received very little feedback
 2. Biggest common concern was removal of peer review for non-provisional faculty when contract not renewed or reduction-in-force
 3. Would like statement at beginning about valuing faculty right to due process
 4. Some proposed changes counter to Colorado Statute:
<https://law.justia.com/codes/colorado/2022/title-23/article-5/section-23-5-117/>
- B. SFAC reps to send Travis document with all feedback they received for him to compile
- C. Workgroup will meet with Christina Cecil on 3/27



VI. SFAC Academic Freedom

- A. Committee Composition Brainstorming – presidents, vice presidents, deans, faculty
- B. Travis will talk to Tina about who could convene/manage this group
- C. Ewan moving from Due Process to Academic Freedom working group & Becky doing the opposite; Travis will work with both groups
- D. Working group members will collect references/examples as a starting point (e.g., AAUP, other system schools) and email them to Ewan to compile
- E. This will be high-priority item for SFAC’s upcoming work

VII. SFAC Updates

- A. Search and Screen Committee for Landon’s Replacement (Kelly O’Dell) – three names recommended to Chancellor after first round of interviews
- B. Board Updates (Catlyn Keenan)
 - 1. Two-day retreat at NJC
 - 2. Angie spoke for about 15 minutes on Shared Governance BP to describe process used in developing it and provide overview of content; it was approved unanimously w/no discussion
 - 3. At their next meeting, Catlyn will share that we are moving forward w/Faculty Morale project and defining Academic Freedom.

VIII. ADJOURN (3:00pm)