



State Faculty
Advisory Council

MEETING MINUTES
Friday, June 26, 2020
WebEx
9:00am-11:30am

I. WELCOME/SFAC BUSINESS

A. Attendance

1. **Members Present:** Amy Braziller (RRCC) Chair, Daniel Grafton (MCC) Vice Chair, Jenai Rutledge (ACC) Recorder, Kelly O’Dell (CCA), Andy DeRoche (FRCC), Kent Ross (NJC), Deidre Schoolcraft (PPCC), Becky Sporer (OJC), Kathryn Carpenter (TSJC), Nicholas Swails (CNCC), Joe Shields (LCC)
2. **Members Absent:** Shirley Smith (CCD), Mary Nicks (PCC)

B. June 9 Minutes approved unanimously

II. CHANCELLOR JOE GARCIA CCCS and DR. LANDON PIRIUS – Vice Chancellor for Academic and Student Affairs

A. Chancellor Garcia reported on meeting w/ SSAC (State Student Advisory Council) regarding concerns they have about fall courses and student voice in related decisions. SSAC representatives voiced concerns and frustration that they weren’t being allowed to participate in the conversations regarding fall class offerings. More frequent meetings with students were offered as a solution. SFAC suggested that SFAC representatives connect with SSAC members to help keep students informed.

B. Planning for fall re-opening

1. Budget

- a) All colleges in the system are experiencing declines – rural schools are hardest hit. Urban schools have agreed to take a larger budget cut than rural schools to help bolster rural school budgets.

2. SFAC Questions and answers:

a) Face-mask protocols

(1) QUESTION: How will inconsistencies in wearing masks in classrooms by instructors and students be addressed? And who enforces that? ANSWER: Communication about these expectations that are clear, visible, and widely distributed will be helpful and necessary for creating safe spaces. Each college will manage how expectations are communicated and enforced. Guidelines provided in document sent from system to all schools “Social Distancing Facial Covering Guidance”

(2) QUESTION: Did SSAC weigh in about wearing face-masks?

ANSWER: Students were understanding. It was communicated about class sizes, social distancing, masks. Students are open to decisions but want to be included in the conversation

b) Faculty contract related concerns

(1) QUESTION: Is there guidance from the system regarding faculty/staff who don’t feel safe coming to campus but may be teaching

classes that require face-to-face? ANSWER: Legitimate health concerns will be accommodated, but the procedures surrounding how those requests will be accommodated are still being developed by system HR. The intention will be to meet the needs of faculty as best as possible. Giving faculty the opportunity to teach online might be a way to address the needs of faculty who are unable to come to campus.

(2) QUESTION: How will faculty teaching remotely fulfill their service to the college obligations? ANSWER: Committee service could still meet remotely. If there is a faculty service requirement that requires on-campus time, flexibility would be encouraged. Service will need to be managed between faculty and supervisor and supervisors will hopefully be flexible.

c) Students with disabilities - QUESTION: How are we accommodating students who have disabilities that make masks prohibitive or impair their ability to function in a classroom? ANSWER: Students with qualifying medical disabilities will not be required to wear masks. Other disabilities for which face masks would pose a barrier to learning will be accommodated on a case-by-case basis through the respective school-associated disability services office.

d) School reports about steps taken to address faculty/student questions about fall were provided.

3. HB1153 Colorado Partnership for Quality Jobs and Services Act (Signed by Governor 16 June 2020).

a) Faculty are exempt from the bill – it does not apply to faculty, adjuncts, or most staff at our colleges.

b) All classified personnel in the state will be part of a union to allow for collective bargaining.

c) This bill may open opportunities in the future for other groups of staff

4. Joe expressed gratitude toward the faculty of SFAC's willingness to provide feedback and work with system leadership to craft a plan for re-opening.

III. DR. LANDON PIRIUS – Vice Chancellor for Academic and Student Affairs

A. AAUP (American Association of University Professors) Letter: for the past year Diane Duffy and Dr. Landon Pirius have been having monthly conversations with AAUP to engage directly with this organization, which represents a small portion of the adjunct personnel in the system. Requests made by AAUP and current status:

1. Higher pay for adjuncts. Prior to COVID, progress was made ,but due to COVID-19-related budget cuts, a pause on increasing adjunct pay has been enacted (alongside similar restrictions which have been placed on other system employee salary increases).

2. System-wide pay schedule (if an instructor reaches "tier-3" at one college in the system, they can be tier-3 at any other college in the system) – this is being enacted.

a) Shared governance – working to help create opportunities for adjuncts to weigh in on decisions of the college and system. Councils are being formed or already exist at colleges across the system.

b) Increase full-time faculty positions – System is supportive of this but not feasible at this time due to current budget climate.

c) Unemployment benefits – perception that system had historically fought against supporting unemployment claims. Current stance is that the system will not fight unemployment benefits.

d) Paid sick leave for adjuncts - Guaranteed sick-leave to all employees in the state of Colorado just passed. Implementation scheduled for Jan. 1. Applies to adjunct personnel as well.

3. System-wide adjunct council is being formed that would have representatives of adjuncts at all colleges to allow for more direct interaction with a more representative group of adjuncts from all colleges. Working on getting representatives – 3 have been appointed already.

a) QUESTION: How is the system ensuring that selection of adjuncts is a fair process that does not favor administratively selected instructors specifically? ANSWER: Planning on-going.

b) QUESTION: Will there be compensation for travel for representatives when needed? ANSWER: No compensation is currently planned but may be part of budget planning in next budget planning cycle.

c) QUESTION: Could a document be crafted by system that could be sent out to adjunct distribution list for colleges that do not have a clear way to communicate with adjunct instructors to solicit representatives? ANSWER: Expectation is that local colleges will also have a means for communicating with adjuncts that allows them to have a voice. System office is trying not to make the process overly prescribed in how representatives are selected at each college.

B. BLM SSAC Letter was sent to system and was generally discussed in a meeting this past week with SSAC Members, Chancellor Joe Garcia, and Dr. Landon Pirius. Current status: students are interested in having engaged conversations with the system and the colleges about the items voiced in the letter. No formal response to the letter by the system has been given at this time.

C. SFAC QUESTION: are there any data about how different sectors of students perform as we shifted to the remote learning? Or between rural/urban schools? ANSWER: pre-pandemic data collected. A system dashboard was created to gather these data – tool not currently shared widely (available to college presidents and leadership). Tool can analyze student success by ethnicity, race, gender, course, socioeconomic status, instructor, etc. Landon did send out student performance data about pandemic grade statistics from spring.

D. BLM Movement – The system is currently reviewing public service programs offered within the system, 8 of which are law enforcement academies, to determine how programs can be revised to incorporate and improve training that addresses issues of diversity and equity. Dr. Pirius indicated that there is a plan to form at least 2 committees that will include members of the system administration and faculty, as well community leaders and representatives.

E. SFAC QUESTION: With the teaching excellence grant on pause, is there an intention by the system to help create and maintain momentum around topics of equity and diversity this coming year through a speaker? Workshop? Etc. ANSWER: Hopes the pause of the grant will be short in duration. Currently working with math and English faculty on co-requisite re-design with an equity lens. A speaker will be brought in as a part of the work on these redesigns and there is an intention to approach the redesign with a focus on equity.

F. SFAC Questions: Service during fall – What kinds of supports will be provided to faculty to ensure that faculty are not penalized if there are not enough remote service opportunities? Can faculty also receive credit towards service for work done this summer while off-contract?

ANSWER: It is critical that supervisors are flexible. Policy regarding evaluation broadens the definition of service. *SFAC suggestion – waive the service requirement for the fall or define “service” more broadly to include curriculum development as it relates to remote learning.*

RESPONSE: waiving service raises the question about what differentiates faculty from adjunct if not service? Redefining what service can be may be an effective approach to helping alleviate

additional service requirements, recognizing that there have been significant contributions made relative to creating remote learning environments.

G. QUESTION: How long will be looking to offer modified courses? ANSWER: Some colleges are planning to be fully back to normal starting this fall. However, given the current virus data, it is difficult to predict when things will be able to actually return "back-to-normal."

H. QUESTION: Have faculty been aware of the communication being sent to students?

1. RRCC – some requests have been made to be included in these

2. OJC – faculty are being sent daily/weekly reports about students about students who need assistance with enrollment – students are being assisted individually and directly by faculty; otherwise very few updates beyond press releases are being provided.

3. CNCC – faculty have been advised to check the website, but website updates have been limited. Faculty are not aware of what student communication is being provided

4. MCC – sending faculty only press releases

5. TSJC faculty gets weekly updates. President is also providing Web-Ex updates called "President's Exchange"

6. PPCC – faculty are receiving information about official communications and Facebook page announcements help keep everyone up-to-date

I. SFAC REQUEST: Can expectations that faculty are provided with information about student communications be communicated by the system to the college presidents and VPis? ANSWER: Landon will bring this forward at future meeting with leadership.

IV. Adjourn 11:30am