



MEETING MINUTES

Friday, February 5, 2021

WebEx

9:00am-2:00 pm

I. WELCOME/ATTENDANCE

- A. **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), Travis Parkhurst (PCC), Deidre Schoolcraft (PPCC), Nicholas Swails (CNCC), Shirley Smith (CCD), Rhonda Schoenecker (TSJC)
- B. **Members Absent:** Becky Sporer (OJC), Joe Shields (LCC)

II. CHANCELLOR JOE GARCIA, CCCS

- A. COVID-19 Updates
1. Vaccination priorities – CCCS and other Higher Ed CEOs have petitioned the State of Colorado (Governor Polis' Office) advocating that higher ed employees be prioritized ahead of general public for vaccination.
 2. Spring Enrollments – down across the nation in higher ed, but especially in marginalized populations. Working on budget initiatives that would help address those gaps specifically presented to the joint budget committee. CCA diesel building.
- B. SFAC Questions:
1. Question: Will budget adjustments be needed mid-semester? Answer: No, adjustments are not anticipated at this time. Necessary staff adjustments have been made at some of the residential and rural colleges and to contingent/part-time faculty, as needed. These adjustments have been relatively minor.
 2. Question: Do the current registration timelines for fall make sense given the ambiguity of how fall courses will be offered? Answer: Concerns about delaying or modifying registration schedules may lead to students seeking enrollment at other institutions where enrollment opens earlier. No plans currently to revise these timelines.
 3. Question: Are there anticipated budget implications related to the pieces of legislation that provided part-time sick leave and require equal pay for equal work? Answer: will need to research and follow-up.
- C. College Name Change Debate:
1. Debate is ongoing about changing names of 'Junior Colleges.' Initiatives to drop 'junior' from the names is currently being discussed. Because perceptions of missions of 'junior' colleges has changed and is somewhat misunderstood as 'junior' and 'normal' colleges become rarer, it is hoped that changing names may improve marketability of these colleges.
 2. Feedback is being collected and conversations are on-going.



3. Question: is there a concern about losing alumni contributions? Answer: Alumni contributions are minimal overall and changes to the name will not change the other identifiers of the college, e.g., mascots, colors, missions, etc.
- D. Funding update: Outside funding has been robust recently in areas that specifically target improving access to college in Latino communities, revising Police academy curriculum, and providing students with scholarships.

III. SFAC Business/Discussion

- A. April Meeting – conflicts with RRCC Spring break – SFAC agreed to keep the meeting as scheduled.
- B. Revision of SFAC Bylaws to providing compensation for executive members
 1. Interest to re-propose this change to SFAC bylaws to the system that would provide compensation for executive officers.
 2. Instructor Council is being compensated. SSAC has also requested compensation.
 3. Motion to re-submit these revisions to SFAC bylaws to the system leadership was supported unanimously by SFAC.
- C. SFAC Spring Goal Planning
 1. Concurrent Enrollment – developing clear parameters to help preserve the integrity of our college courses. – SFAC will invite system CE representatives (Tammy Ward, Director of Concurrent Enrollment Initiatives) and discuss further with Landon Pirius at a future meeting.
 2. Improve training opportunities for instructors about novel teaching modalities, e.g., Hyflex.
- D. Other issues
 1. Spring 2021 Course Modalities: SFAC representatives shared information about how courses are currently being offered during the spring semester. Course modalities vary across the system. Most schools are either entirely remote or Hyflex. Asynchronous enrollment has been popular.
 2. What trainings are being offered for teaching via Hyflex? Appears to be minimal. Can the system offer trainings? – added to SFAC spring goals
 3. What are current policies and thoughts about requiring students to turn cameras on/off? Most schools don't have formal policies but it's recommended that students be asked to have cameras on if they're comfortable.
 4. Electing a new Chair for SFAC – Amy Braziller is stepping down after this year. To be discussed in the March meeting.



IV. EAB Navigate Presentation & Discussion – DANEN JOBE – Director of Academic Programs and Curriculum, MICHAEL SCHULMAN – Director of Student Affairs, SHAWNA SHOAF – (PCC) Department Chair & Program Advisor CTE/Fine Arts Director, RENEE GUST – Program Coordinator for Early Childhood Education, Library Education (PCC)

A. EAB Navigate – Designed to be a strategic enrollment management tool. Heavily geared towards student affairs side, more buy-in needed by faculty.

1. Navigate guides student into courses. Current data:
 - a) Students who register via Navigate tend to register for more credits per term than those who register via Banner.
 - b) Navigate is accessed by students through their student portal but both 'drop/add' and Navigate are offered together as options. Drop/add brings students into Banner.
2. Plan data – using auto-scheduling that would allow students to select future schedules. Based on that pre-planning, course schedules and numbers of sections needed could be built.
3. Faculty Testimonials (PPCC) –
 - a) Shawna Shoaf (Department Chair & Program Advisor CTE/Fine Arts) – finds that Navigate has helped increase on-time completion for students. Also improves advising success and communication with students. Goal is that students who are self-advising should have access to 6 recommended courses (6 is a recommendation that comes from best practices recommended by the Guided Pathways Model) that are directly related to their career. These are chosen in collaboration with the content experts to select those electives – but at PCC there is a requirement that they are GT courses.
 - b) Renee Gust - Program Coordinator for Early Childhood Education, Library Education (PCC) – Training is probably key
 - c) OJC SFAC Rep (Rhonda Schoenecker): “I have been using EAB for Early Alerts as that is our process now at TSJC. I find it more streamlined than generating an email for students who have issues. I can also email or call students. I would like to get better at directing students to classes and pathways.”
 - d) Multiple SFAC representatives shared that communication with students is greatly enhanced through Navigate. But advising students has been hit or miss depending on training.

B. SFAC Questions

1. Question: How are negative impacts for specific departments that arise from the limited number of options listed in Navigate being mitigated/addressed? Answer: Students have the option to look beyond the recommended. Advisors are likely to look beyond the recommended courses if students express interest in coursework that falls outside of the listed coursework.
2. Question: How is faculty input and perspective being included in the development and deployment of this program? Faculty involvement and feedback has



differed at each school. This has made it very student affairs heavy. There will be efforts going forward to discuss some of the best practices with all colleges, including training, for all rolling out and using Navigate.

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

A. Sabbatical Policy & Procedure Updates –

1. Plan is to have the policy available at the start of the next academic year (AY21-22)
2. Revision made: Broadened definition of sabbaticals to allow staff, not just faculty members, to participate in these opportunities
3. SFAC Feedback:
 - a) Question: Are faculty able to apply for sabbaticals even if their college does not support it? Answer: Currently these are college-specific and will be dependent on colleges' abilities to fund them. To decline the option, justification will need to be provided. Financing of sabbaticals continue to be an issue under consideration.
 - b) Concern – The provision that requires a faculty to repay salary given during sabbatical if they are unable to complete at least one additional year after the completion of the sabbatical. Extenuating circumstances may mean that an individual may not be able to complete the additional year – is this penalty fair? Answer: Comment will be noted and discussed with committee further.
 - c) Question: What will the qualifications be? Answer: To be determined. There will be a template available eventually that will help inform processes and qualifying criteria.
 - d) Question: How rigidly must deliverables be adhered to? and can they differ from initially stated deliverables? Answer: Modifications are reasonable and expected. As long as clear communication about modifications is provided between faculty and supervisor and the modifications are reasonable, changes can be made. Additional wording may be added per committee review.
 - e) Question: Could a faculty take a sabbatical as a visiting faculty scholar at another institution? If this were a paid position, how would that impact sabbatical procedures? Answer: Depends on the deliverables. Pay issues would need to be negotiated via HR.
 - f) Question: Could a CTE faculty member seek additional credentials or to work in industry during a sabbatical? Answer: Depends on how the plan is laid out and deliverables are defined. Template built will work to leave open the possibility to apply for these experiences.

B. SP3-10b Employment Practices for Instructors (approved July 2020) – Created instructor council; creates expectation that instructors who have achieved a higher 'tier' of professional development will be paid at that tier at all colleges. Wording makes it necessary that an



instructor be 'currently' working at another college at a higher tier to receive that pay-level at another college.

1. SFAC Feedback? Should instructors be able to access higher tiered-pay level only if *currently* employed at another college – or should the tier levels earned historically even with gaps in employment in the system be able apply for the increased compensation? Feedback – historical tiers achieved should be honored.
 2. Additional discussion will be had with the Instructor Council at a future meeting.
- C. System Foundation requests a meeting with SFAC regarding strategies to better inform faculty about scholarship opportunities. SFAC plans to invite J. Adam Cermack (Executive Director)
- D. CCCOnline (Colorado online) conversations are on-going. External consultants are being brought in.
1. Development of a course template is beginning and is being done in collaboration with an external consultant – this will differ from a 'master course shell' as is currently used in CCCOnline courses.
 2. Consultant will be doing a 'landscape analysis' as it relates to online coursework and degrees. Goal to identify local, regional, and national demand for online coursework. Will also poll alumni who took online courses.
 3. Student experience consultant – help design registration and resource access model.
 4. Roll out for transitions away from CCCOnline is currently planned to be gradual starting with a few courses at the launch – possible start Spring 2022.
- E. Teaching Inclusive Excellence Grant –
1. Though the grant is on hold, a small symposium to allow faculty who have successfully adopted strategies to address inclusive pedagogy share with other instructors is being tentatively planned for April 2.
 2. Funding for the grant is again being discussed. If funds are released, anticipated plan is that applications will be accepted in April with funds dispersed in the fall.
- F. SFAC Concerns/Initiatives –
1. Concurrent Enrollment, SFAC will invite Tammy Ward and Landon Pirius to join a conversation at a future meeting about concurrent enrollment.
 2. Instruction modalities – support/training for faculty about Hyflex instruction if it anticipated to continue. – ANSWER: Training could be developed for this semester/summer 2021. Like the 'Teaching Online' training offered Summer/Fall 2020. Compensation for instructors may be possible.

VI. Adjourn (2:00PM)