



MEETING MINUTES

Friday, November 5, 2021

WebEx

9:00am-3:00 pm

I. SFAC Attendance & Introductions

- A. **Members Present:** Deidre Schoolcraft (PPCC) Chair, Travis Parkhurst (PCC) Vice Chair, Jenai Rutledge (ACC) Recorder, Debbie Stump (NJC), Rhonda Schoenecker (TSJC), Jay McLaughlin (CNCC), Ellie Camann (RRCC), Andy DeRoche (FRCC), Shirley Smith (CCD), Kelly O'Dell (CCA), Amanda Czuprynski (MCC, alternate rep), Becky Sporer (OJC)
- B. **Absent:** Joe Shields (LCC), Ewan Magie (MCC)

II. SFAC Business/Discussion

- A. October SFAC minutes approved
- B. Multifactor Authentication - faculty concerns
 1. Privacy concerns
 2. Requirement of installing app on a personal device not serviced by the college means faculty potentially open their devices up to vulnerabilities without tech support.
- C. SFAC COVID Response Statement - in response to a mid-term change in mask exemption policy at two of ACC's campuses due to a Douglas County Health Order SFAC discussed faculty concerns and possible recommendations about current methods used for development, implementation, and changes to on-campus safety mandates/policies within the system. No further actions were taken.

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

- A. Adult Learner recruitment efforts
 1. Adult learner summit was held via WebEx Oct 2021, informational and data focused. Presentations were given by a student panel and workforce panel, state demographer, Colorado workforce development council.
 2. Key topics included: advising, strategic scheduling, accelerated programs for adult learners, and enhancing non-credit courses/programs. Individual colleges will be developing their own strategies based on data provided at the Summit and through collaborative conversations.
 3. Summit was recorded - link to video was sent to SFAC representatives
- B. Board Retreat (10/28 & 10/29) -
 1. Dr. Lance Bolton's (PPCC President) gave a presentation to the Board about increasing faculty & staff salaries.
 2. Topics also included a review of on-going board initiatives including Rural Consortium, Online consortium, non-credit course expansion, adult-learner initiatives.



C. COVID Responses - College Reports & Discussion

D. College President Search Updates

1. Northeastern Junior College President search is underway - finalists will be interviewing this month.
2. Front Range CC President Search is in planning/organization phase

E. Remote Equity Symposium announced - tentatively planned for Friday, April 15, 2022

F. Teaching Excellence Grant - awards are being disbursed currently

1. Professional Development/Best Practices Institute conference for faculty and instructors - anticipated for Summer 2022. Compensation for time and/or travel (as applicable) will be provided for attendees.
2. Survey will be sent out to faculty to identify interest and ideal timeline.

G. Colorado Online Q&A

1. SFAC representatives serving on the Academic Affairs subcommittee provided status updates and asked for clarification of the charge for the subcommittee.
2. Question: Online instructors - will instructors be able to work at multiple schools?
Answer: Probably, for part-time instructors. Full-time faculty members will continue to teach only at the college they are employed. Caveats to those practices may exist for instructors/faculty within the Rural Consortium.
3. Question: How will discrepancies between what colleges pay part-time instructors be addressed in the context of Colorado Online instructors? How will this be negotiated when pay rates differ between colleges? Answer: Strategies to address these discrepancies are being developed.
4. Question: How will it be determined how many online courses from CCCOnline each college will teach? Answer: Allocation of courses will not be subjective - Quality standards are likely to be set across the system. Colleges that already have existing online programs are not necessarily going to be favored over colleges that do not. Instructors will have to go through the hiring process of each college - instructors will not be assigned by the system.
5. Question: How much of the content from CCCOnline will be preserved in Colorado Online courses? Answer: It depends - it will be at the discretion of the individual instructors and disciplines, but parameters will exist for courses and online shells that will need to be retained.
6. Question: How will course cancellation decisions be managed? Will there be flexibility if a section is under-enrolled at one college to shift students into a section existing at a different college? Answer: Scheduling will be coordinated - not centralized. Through coordinated scheduling, collaboration will hopefully be possible so that education needs and demands of students can be met across the system.



IV. CHRISTINA CECIL - CCCS Chief Human Resources Officer

A. SFAC Faculty Salary Sub-committee requested data from the system regarding faculty salary averages by individual college and system-wide; comparison salary data from other 2YC around the country; employee headcounts by college, years of experience of faculty, and budget information by category. Additional reports with these data will be provided to SFAC at a future meeting and/or via email.

B. General Q/A

V. SFAC Subcommittee Reports & General Discussion

A. Funding Allocation (Subcommittee Chair: Travis Parkhurst) - Plan to table development of recommendations until discussion within the state government, e.g., House Bill 1330 has progressed. Current recommendations from the 1330 taskforce is to account for first gen, underserved, and minority populations. Funding models include specific allocations for these populations already, but emphasis continues to be placed on funding for those populations.

B. Faculty Salary and Budget (Subcommittee Chairs: Ellie Camann) - Requests for data have been submitted to system offices. Will continue to identify and address salary compression across the system.

C. Concurrent Enrollment (Subcommittee Chair: Deidre Schoolcraft) - a survey has been developed with questions geared towards collecting information about practices used at each college to facilitate and organize CE courses. Need to examine how the differences in the goals of H.S. and colleges create issues with offering CE courses.

D. Online Project Team (Subcommittee Chairs: Deidre Schoolcraft/Kelly O'Dell) - see previous comments above regarding Colorado Online.

E. Discussed strategies and concerns related to meeting needs of international student athletes - How to support these students so that they are achieving in the classroom as well as in their athletic activities? Administration support for addressing these needs at colleges where these issues exist appears to be low.

VI. MARK SUPERKA, CCCS Vice Chancellor of Administration (Budget) - Funding Allocation Subcommittee Updates

A. CDHE asked for \$140 million and was awarded \$42 million for next year.

B. The Governor will also not allow tuition to be raised.

C. 2-year and 4-year colleges will be lobbying to either increase the funding or allow tuition hikes.

D. \$24 million has been awarded to fund General Maintenance across CCCS (roofing, plumbing, stuff like that).

E. Governor has approved a 3% salary increase for classified employees. In past years, that has been followed by a 3% raise for faculty, too, but that does not appear to be the current plan.

VII. Adjourn at 2:55PM