



SFAC MEETING MINUTES

Friday, May 6, 2022

Zoom

9:00AM-3:00PM

I. SFAC ATTENDANCE

A. **Members Present:** Deidre Schoolcraft (PCC) Chair, Travis Parkhurst (PCC) Vice Chair, Jenai Rutledge (ACC) Recorder, Rhonda Schoenecker (TSJC), Shirley Smith (CCD), Ellie Camann (RRCC), Jay McLaughlin (CNCC), Catlyn Keenan (FRCC), Kelly O’Dell (CCA), Debbie Stump (NJC), Becky Sporer (OJC), Andy DeRoche (FRCC), Ewan Magie (MCC),

B. **Members Absent:** Joe Shields (LCC)

II. JOE GARCIA, Chancellor CCCS

A. SFAC Salary Proposal Response- with a favorable budget, colleges are looking for ways to improve pay with a focus on groups that are most behind the national mean. JBC monies were awarded to focus on Pell-eligible and traditionally underserved populations. Discussed investment in instructors and faculty as a strategy for improving recruitment and retention. Focus of CCCSystem will be on ‘front-line’ recruitment and advising staff because it is more justifiable as having a direct observable relationship between recruitment and retention.

B. Budget approved by JBC was more favorable than originally anticipated and Amendment 50 gambling money has been higher than expected. Higher education budgets were higher than anticipated.

III. LANDON PIRIUS, VCAA

A. SFAC Questions:

1. Sabbaticals – financial concerns at individuals’ schools are creating barriers for faculty to receive a sabbatical. Some schools are developing procedures, few are offering/approving them.

2. CCSSEE and 360 evaluations are ‘system level’ initiatives but appear to be delivered unevenly and without clear reasoning for when they are done.

a) CCSSEE – Measures student engagement and classroom experiences. It is always spring, and it only done in the classroom. What year it is offered is decided by the college within a three-year cycle. Reports identify strengths and weakness. Focus on deficits is a choice.

b) 360 Evaluations – President-level is up to the Chancellor. Lower administration evaluations are determined by the individual college leadership.

3. System budget structure framework

a) Faculty salary increases: System is looking at options to allow college presidents to go higher than a proposed 5.5% increase which the system is currently poised to recommend. There is no mandate from the system to raise faculty salaries. Colleges have been given permission to increase the raises from 3% up to 6% and may consider mid-year salary ‘bumps’ based on enrollment.



Raises are not based on cost of living – board policy makes all raises merit-based.

b) Instructor council discussion: there are currently no system-wide initiatives to increase instructor pay which is impacting ability to attract and retain well-qualified instructors. The Instructor Council did put forth a proposal to the board for pay increases.

IV. SFAC Business

A. April 1 SFAC Minutes Approved

B. Comings and Goings

1. SFAC bids farewell to Andy DeRoche and Rhonda Schoenecker and thanks them for their service!

2. SFAC welcomes to Catlyn Keenan as the new representative from FRCC!

C. College Updates – morale and faculty motivation are low system-wide resulting in different faculty dynamics at individual colleges. Major issues vary between colleges. Turnover is high at many colleges and many faculty have indicated that they are considering or actively seeking employment elsewhere.

D. Updates & Discussion:

1. Collective Bargaining is off the table for higher education.

2. Concurrent enrollment – pay structure is shifting away from the 105% reimbursement that paid to participate in CE. Most VPs have supported Danen’s statement about CE standards.

3. Discussed role of advising in recruitment and retention. Challenges of holding high standards for our students while ‘meeting them where they are’ are efforts that appear to often run counter to each other.

4. How do we discuss budget decisions that affect faculty salary?

a) Discussions with college president

b) Talk with other estates (instructors, students, classified employees)

c) Continue strategic planning

E. Strategic salary planning – discussed how SFAC can approach this topic next year.

F. Question: related to BP3-20 - if a program closes can a faculty member be moved to teach other things they are qualified to teach. Question forwarded to Landon for email follow-up.

G. Action Items:

1. Academic freedom statement related to CE from Danen Jobe: General support for the statement but concerns about lack of accountability and/or enforceability. SFAC developed a statement to address perceived weaknesses.

2. Shared governance SP/procedures: future action item for SFAC, develop – as it pertains to accountability of presidents to their faculty. Recommendation for professional development for upper administration on best practices for creating a system of shared governance.

3. Pathways Project Review

H. Year in Review/Goal Setting for AY 22-23



**STATE FACULTY
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1. Development of an SP/procedure based on BP2-30 that more explicitly explains how shared governance relates to presidents' accountability to their faculty.
2. Concurrent Enrollment standardization
3. Colorado Online@ transition planning
4. Student academic travel courses and processes

V. ADJOURN (3:00pm)