



## MEETING MINUTES

Friday, September 6, 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), Ellie Camann, Recorder (RRCC), Erica Henningsen (ACC), Catlyn Keenan, Faculty Board Member (FRCC), Kelly Zepp (CCD), Kelly O'Dell (CCA), Becky Sporrer (OC), Nathan Robinson (NJC), Todd Ward (CNCC), Paul Boone (TSC), Joe Miller (PPSC), Zach Sands (LCC)
  - B. Members Absent: Ewan Magie, Vice-Chair (MCC)
  
- II. DIANE DUFFY, CCCS Executive Vice Chancellor  
Draft System Strategic Plan Presentation & Feedback
  - A. Keystone Policy Center
    1. Consulting company helping to develop the plan
    2. Philanthropic partners paid for them to be hired
  - B. Listening Sessions – received input on five draft guiding principles at each college
    1. Economic Mobility
    2. Education for All
    3. Partner of Choice
    4. Power of 13
    5. Empowered Talent
  - C. Takeaways
    1. Opportunities ascribed to economic mobility, partner of choice, and education for all principles are overlapping and similar
    2. Strong shared value for student success and the community college mission
    3. Universal feelings of community and support on campus
    4. Frustrations with lack of resources, compensation, outmoded technology and platforms, system complexity, lack of transparency and bureaucracy
    5. Employee and student excitement around the Power of 13
    6. Strong belief that prospective students and communities have low awareness of the benefits and ROI of community college education and training
  - D. Research Data Points
    1. CCCS accounts for 37% of Colorado's public higher education students
    2. Public confidence in higher education has fallen by 36% since 2015
    3. Substantial impact of Covid & overall declining enrollment



- E. Colorado Higher Education Landscape
  - 1. “The Big Blur” erasing boundaries between high school, college, and careers
  - 2. Still have a long way to go in better helping underrepresented groups achieve degrees and certificates
  - 3. Switch in emphasis at state level from attainment toward value and affordability
  - 4. Colorado is currently 47<sup>th</sup> out of 50 states in funding for higher education
  - 5. Meeting workforce development needs is a priority
- F. Planned Timeline
  - 1. September 10 & 11: Board Strategic Planning Workshop
    - a. Revision of current draft Mission, Vision, Values
    - b. Work on Goals and Strategies
    - c. Catlyn Keenan, our Faculty Board Member, will share SFAC’s feedback
  - 2. October 9 Board Meeting
    - a. Collect feedback from key stakeholders by then
    - b. Confirm drafts, prioritize, work on success measures
  - 3. November – refine and finalize
  - 4. December 11 Board Meeting – strategic plan adopted
- G. SFAC Feedback on Draft Mission, Vision, Values
  - 1. Recommendation: change “staff” to “employees” in Keystone report since the term here is meant to combine faculty and staff employee groups
  - 2. Plan for Receiving Input from Faculty
    - a. System will provide a summary document to share with constituents later in September
    - b. Catlyn Keenan will create brief survey with a few targeted questions plus opportunity for additional comments
  - 3. Recommendation: “Empower Talent” was ranked as #1 most important guiding principle that forum attendees would like addressed, but that barely shows up in draft of mission/vision/values; would like to see this emphasized more
  - 4. Need to be sure diverse perspectives are included – were enough individuals of color present at campus sessions to speak to issues being experienced?
- III. JOE GARCIA, CCCS Chancellor
  - A. Colorado Online is Fully Underway – overall positive feedback from presidents and students
  - B. Ballot Initiatives Related to Property Taxes
    - 1. Initiative 50 and Initiative 108, if passed, could have reduced CCCS general funding from state by 20-50%



2. See email sent out by Chancellor to all employees on 8/8/24, which includes the Board's Resolution of Opposition
  3. Compromise reached during special general session last week
    - a. Funding will still be reduced, but it will not be as devastating as feared
    - b. Will need to improve efficiencies but CCCS will be OK
  4. Part of compromise includes agreement that groups who brought initiatives forward will pull it off the ballot for this year and not bring any additional property tax initiative forward for at least six more years
- C. Dr. Chato Hazelbaker began his tenure as President of PCC
- D. More growth in FTE than in headcount recently, indicating more students are full-time – which might improve our efficiencies and outcomes because fewer overall students to serve

IV. DR. SARAH HEATH, CCCS Vice Chancellor for Academic & Student Affairs

- A. Plan for Improved Communication
1. Sometimes information does not trickle down from VPs as expected
  2. Now that we have a single instance of Outlook, would like to use attribute settings for individuals that could help with communication/listservs (for example, System does not have dynamic list of State Discipline Chairs)
  3. Would like to transmit information more directly from System; for example, to all of Academic Affairs at all schools simultaneously
  4. Currently IT is being charged with this project
  5. Recommended that individual schools pause work in this vein for time being in hopes System can figure out a way to simplify process System-wide
- B. After Angie presents BPs/SPs to us today, we can have conversations with Sarah and Tina about the ones overseen by Academic & Student Affairs
- C. If any meetings on our campuses would benefit from having CCCS staff members present to share/explain information, Sarah and Tina will try to facilitate that
- D. Rural Consortium (RC)
1. Convening September 25 from 9:00-4:00 at Otero
  2. Each rural school should send a team
  3. RC has taken a backseat to other initiatives - need to renew commitment, hold each other accountable, and re-establish how RC fits in with CO@
  4. So far, has been mostly reactive – need to discuss proactive ideas such as shared programming, maximizing benefits of specialties at individual schools, potential shared services and departments, student life, unique needs of rural campuses



5. Some learners will be asked to share their experience with the consortium so have better idea of learner profiles and pain points as it moves forward
  6. SFAC brought up potential conflict between goals of collaborating/consolidating vs. fears of individual institutions losing their autonomy; Chancellor said he is committed to individual institutions remaining because they are each unique and foster belonging with the communities they serve
- V. DR. TINA PARSCAL, CCCS Associate Vice Chancellor for CCCOnline & Academic Affairs
- A. CO@ Governance Plan
    1. Steering Committee starting to work on plans for continuation and transitioning now that the project phase is winding down
    2. Want to be collaborative in establishing what that governance will look like moving forward
    3. Trying to be intentional on processes, such as communication that fits with faculty schedules
    4. SFAC recommended faculty representation as voting members on decisions
    5. Travis attended OFIAC meeting to express intention to support for them to take on larger role in interfacing with leadership
  - B. CCCOnline is no longer operating in terms of instruction; some CCCOnline staff are still working in service to schools and instructors with a few employees continuing past September
  - C. CO@ Discipline Liaisons are important new role
  - D. AI Summit on October 17 at Lowry
    1. Sarah sent out invitation to Presidents for them to send table of 8 representatives from each college that “could be inclusive of faculty”
    2. Also want to have one table of just faculty including 2 from SFAC, 2 from SIAC, 2 from OFIAC, 2 from SFCC
    3. Goal of solidifying what AI means to us as a System, especially in terms of academic integrity
    4. This is just the kickoff of the conversation, so there will be other opportunities to engage for those who are not part of this initial summit
    5. Question for vendors: Zoom and WebEx now have AI summaries, whether or not you ask for it or want it or give permission... can we turn that off?
  - E. CCCS Excellence Conference on October 18
  - F. RFP for Learning Management System – extensive process will start this year
  - G. SFAC Comments on Perception of CO@



1. Faculty dealing with extra workload and not necessarily seeing the benefits do not have as rosy a perception as some administrators
2. Schools need assurance that if they invest in serving CO@ they will be able to continue to support that work via consistent allocations they can count on providing continued funds
3. Pay for work such as State Discipline Chairs, course designers, attendance at the CO@ Chairs Summit, etc. has often not been forthcoming in timely manner

VI. ANGIE GRAMSE, CCCS General Counsel

- A. Upcoming Revisions to Board Policies (BPs) and System Procedures (SPs)
  1. There are about 180 policies and procedures, on a 5-year review cycle
  2. The list up for consideration this year is longer than can be accomplished, so some will be pushed until later
  3. Updating the 4-20 series related to Financial Aid is necessary to get into compliance with recent changes to Federal law
  4. Executive Leads will take SFAC requests as to which ones we want to be involved with but will typically come to us with a first draft already prepared rather than involving us from the onset
  5. Late-stage drafts on all BPs/SPs always go out to Presidents, VPs of Academic Affairs, VPs of Student Affairs, Chief Academic Officers, & HR Directors at each school who can then share with constituents they think might have input/interest, but they only get a week or two to provide feedback
  6. Possibility that SFAC may be able to be involved in creating drafts for some of the more complex ones; it's up to the Executive Lead for each to determine how and when they want to include us
  7. Currently no APT System-wide group; SIAC was created as advisory to Joe and isn't statutory
  8. SFAC requests for a chance to review and possibly be involved in those potentially up for review that are overseen by Academic and Student Affairs
    - a. 9-30 series: Approval of Academic Programs
    - b. 9-47: Program Review and Evaluation
    - c. 9-80 Academic Standards and Practices
    - d. SFAC requested that SFCC also be involved in the review of these items
  9. SFAC requests for a chance to review and possibly be involved in those potentially up for review that are overseen by Finance and Administration
    - a. SP 8-61c: Travel Procedure, redlined draft in progress



- b. 8-160: Reserve Requirements and Use, redlined draft in progress
  - 10. SFAC requests for a chance to review and possibly be involved in those potentially up for review that are overseen by Human Resources
    - a. 3-06: Legal Protection for Employees, merely mirrors statute so we withdrew our request
    - b. 3-15: Evaluation of College Presidents; will be presented to Board in October
    - c. 3-31: Evaluation of Job Performance
    - d. 3-45/3-55/3-56: Salary Plan, redlined draft in progress to consolidate plans for APT and Faculty into single BP and SP
    - e. 3-60: Employee Benefits & Leave, redlined draft in progress
    - f. 3-90: Copyrights and Patents, to be reviewed in conjunction with Academic and Students Affairs
    - g. 19-10: Bullying/Violence/Firearms on Campus, to be updated to match new statute and create two separate policies
    - h. 19-50: Use of Recording Devices
  - 11. BP 19-60: Prohibition of Discrimination, Harassment or Retaliation
    - a. This and its related SP were already updated, effective August 1, 2024
    - b. Done to comply with new Title IX regulations
  - B. BP 2-30: State Faculty Advisory Council and Faculty Shared Governance
    - 1. This semester, we will continue with work started on this at end of last spring
    - 2. A couple of small typos/word changes noted for correction
    - 3. Last year's new separate Shared Governance BP/SP will function in conjunction with this BP
    - 4. Our by-laws serve the same function as a SP, so that is where we may be able to include specifics about role SFAC plays in shared governance for the System
- VII. DANEN JOBE, CCCS Director of Academic Programs and Curriculum
- A. State Faculty Meeting Agenda
    - 1. September 27, 9:00-3:00
    - 2. Formerly called the 2:2, but with separate spring semester meeting started last year to focus on curriculum changes, the agenda for this one is more general
    - 3. Draft agenda packed with short updates from multiple groups and individuals from 9:00-12:00, with disciplines meeting after lunch
      - a. Concerns that this is too long and too administrative-heavy
      - b. Segment on rural consortium will be removed since that does not impact all schools



- c. Danen wants to combine his time and SFAC's to focus on Academic Freedom rather than multiple topics
  - d. What is the overall purpose of this meeting? How can sessions be designed to reach that end goal? Danen indicated Academic Freedom work overview and Sarah Heath's introduction are main goals
  - e. Recommendation to have breakout rooms to focus on things like demo of Simple Syllabus and/or Yuja Panorama with individuals given freedom to choose which one(s) to attend
- B. Academic Freedom Timeline
- 1. Danen will schedule two meetings in next month for all on committee to start making progress
  - 2. After that, monthly meetings for all plus a writing group that meets in interim
  - 3. Suggestion of creating Teams site for when we want to start collecting feedback from outside the committee
- VIII. SFAC Discussion
- A. AI Summit Representatives from SFAC: Kelly Zepp, Travis Parkhurst
- B. Substitute for Board Meeting
- 1. Moved from the usual Wednesday to a Tuesday
  - 2. Kelly Zepp will substitute for Catlyn Keenan
- C. Climate Survey
- 1. Travis sent our compiled suggestions to Christina Cecil
  - 2. Have not heard if any changes will be made to questions based on this feedback
- D. OFIAC Liaison
- 1. Tammy Vercauteren requested that one SFAC member attend OFIAC meetings
  - 2. Currently 1<sup>st</sup> and 3<sup>rd</sup> Friday mornings, so none of us available for entirety of the one that overlaps with our SFAC meetings
  - 3. SFAC decided to have one of us attend for about 15 minutes of each meeting, on a trial basis, and we will revisit when we see if that is beneficial
  - 4. Kelly Zepp (our star volunteer for today!) volunteered to do this; Joe Miller will be backup if Kelly cannot make a meeting
- E. SFAC Logistics
- 1. Travis is continuing to work with Mark Superka on SFAC budget clarification
  - 2. Our October meeting will also be in-person
- IX. ADJOURN (3:00pm)