



SFAC MEETING MINUTES

Friday, April 1, 2022

President's Conference Room, CCCS & WebEx

9:00AM-3:00PM

I. SFAC ATTENDANCE

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

B. **Members Absent:** Deidre Schoolcraft (PPCC) Chair

II. ANGIE GRAMSE, SYSTEM LEGAL, CCCS (9:00AM-10:00AM)

A. CE Credentialing Requirements

B. Grievance Processes when issues arrive at colleges

C. SFAC Q&A – Discussed decision making-authority structure and reporting structure/process by which faculty can raise concerns beyond local college leadership when efforts to resolve conflict directly have failed. Discussed how BP's, SP's, and college level practices are developed, regulated, and enforced at the college, system, and legally. Specific policy-related topics included:

1. Operational guidelines related to creation and revision of BP's, SP's and college policies. All system policies are currently being reviewed and a cycle for review/revision is being established.
2. Faculty workload – remote vs. on-campus requirements: who determines requirements?
 - a) Can faculty working remotely be required to come back to campus to teach? Answers: SP4-80 Faculty workload: faculty must fulfill 40hour work week – up to the institutions how to implement structure of workload and on-campus hours.
 - b) How does FML apply? Answer: Depends on the designation of the employee for APT, faculty: up to 12-weeks of protected time within a 1 year from the date of initiation. Classified staff have 13 weeks within a calendar year. Also, may depend on how much accumulated sick leave is available for that individual.
3. What process should faculty follow if there are serious problems with internal leadership when previous attempts to address concerns have failed or not been adequately addressed when conversations have been attempted?
 - (1) Angie Gramse and the entire legal office reports to the Board first and the Chancellor second. Primary ethical and professional obligation is to the State Board.
 - (2) BPs and SPs define grievance processes available to faculty:
 - (a) Series 19 Civil Rights



(b) Series 3 – grievances non-civil rights-related.

4. What is the response if a faculty issues a vote of no-confidence in leadership? Viewed more symbolically – does not trigger a formalized process or investigation at the system level. Votes are typically handled by faculty senates to symbolically communicate objections to decisions made by leadership.

5. There is an ethics complaint line that can be found on system legal office's webpage (after conversations have been attempted directly with internal leadership). There is no formalized mechanism for community members to share their concerns, but their concerns can be put forward by others.

6. Gag orders? Can leadership put a "gag order" on faculty? Generally, no. However, when a faculty member is put on administrative leave – leadership at the system has the right to issue a non-contact order to not contact other faculty or students to maintain integrity of the investigation.

7. SFAC Question: If high school teachers have the 'minimum qualifications' are they legally allowed/required to teach CE? Colleges still make the hiring decisions. There is no requirement that you have bring any one person on for the CE class, and there is no requirement that a college must offer a concurrent enrollment course. Credentials provide a baseline for consideration of employment; rejection of a candidate should be based on multiple criteria.

8. Accreditation is a legal designation but challenges or concerns about criteria related to accreditation are not handled through system legal. Federal law aspects of accreditation are managed by HLC legal, except financial aid which would be handled by system legal and system leadership. There is not a compliance office within CCCS and system legal does not serve that role.

III. LONDON PIRIUS, CCCS VPAA

A. Update CO@ were provided: Summary of 5 decisions made about Colorado Online steering committee was shared by Landon through Deidre Schoolcraft via an email sent 3/31/2022. There will another open forum about @Colorado Online 4/21.

B. CCCS General Statement regarding Concurrent Enrollment in the system will be shared across the colleges from the system office regarding academic freedom and rigor, instructor qualification processes, assessment, and high school buy-in for CE classes.

C. SFAC Question: What actions can be taken by faculty to express concern about decisions made by leadership that are negatively affecting faculty, when discussions with leadership have not yielded resolution? Answer: Generally, when there is a 'problematic' administrator the next best step is to speak with the next level of authority. Faculty feedback is considered by the Chancellor and Vice Chancellor.

D. SFAC Question: Votes of no confidence – how are these viewed/handled by the system? Answer: They are a symbolic last resort option to communicate higher-level displeasure about decisions or performance. Evaluation of college presidents process does exist occur every other year, typically. Metrics for performance are set by the board – entire executive team is involved in the evaluation process. What happens with the feedback? Feedback is considered but there



are no specified actions taken. Decisions regarding continuation of leadership are made at the discretion of the Chancellor.

- E. Budget transparency – how much should there be and who should see it?
 - 1. The board approves individual college budgets which are prepared annually.
 - 2. Budgets are submitted to the system CFO, Mark Superka. Review process is defined and followed prior to forwarding to Board.
 - 3. College budget development processes vary at individual colleges.
- F. Active Learning Institute reps from FRCC will be brought into the system office to offer the Active Learning Institute to individuals across all colleges in the system. There will be 5 cohorts. Whoever participates in the institute will get stipends for the 30-40 hours necessary to participate. The selection process is being constructed.

IV. **JOE GARCIA, CHANCELLOR CCCS**

- A. Discussed evaluation process and metrics of evaluation of college presidents. Evaluation process will be reviewed soon and faculty input in the process will be solicited.
- B. SFAC Question: To what extent is shared governance an expectation within the system and for college-level decisions that directly affect faculty? Answer: Per BP 2-30, faculty should have a large role in academic decisions but maybe not financial decisions. Recommended that SFAC review BP2-30 about shared governance and offer suggestions for changes if there is a perceived need.
- C. SFAC Question: What are the expectations of presidents to share budget information and budget decisions? Do we have shared governance over budget development? Answer: This is part of shared governance. Many presidents have indicated plans to have all-college meetings about budgets to share and gain feedback on prior to budgets being presented to the board.
- D. SFAC Question: Can BP 2-30 (adopted 2001) be revised to more explicitly define shared governance if the Colorado WINS legislation about the formation of unions does not pass? Answer: Further research on the status of BP2-30 is needed to determine when it is scheduled for review/revision.
- E. Budget for Higher Ed Updates: JBC awarded all of higher ed a budget that was less than requested but was granted with approval for a 2% tuition increase.

V. **SFAC OLD BUSINESS**

- A. Approval of March Meeting Minutes and April Agenda – approved unanimously
- B. Accommodations for students with disabilities – how do we approach accommodations that appear to force changes to pedagogy and/or re-evaluation of learning outcomes? Concerns and individual experiences were shared and discussed.
- C. Discussion about low-enrolled classes. Main points of discussion included: How do we support high-value, low-enrolled courses? Rural consortium allows for students with different home colleges to enroll in courses that are traditionally low-enrolled. Will Colorado Online make physical campuses in more rural areas obsolete? Are larger course sizes the solution to budget concerns? When are under-enrolled courses so critical that they should be allowed to run?
- D. Discussion of college Updates/Issues: Title IX grievance investigations, CE credentialing, layoffs



VI. SFAC NEW BUSINESS

- A. 2022-23 Officer Elections Vote unanimous approval of the slate for all positions
 - 1. Chair - Deidre Schoolcraft
 - 2. Vice Chair – Travis Parkhurst
 - 3. Recorder – Ewan McGee
- B. 2022-23 SFAC Reps. Invited to May meeting; Send Deidre Schoolcraft the names of new reps. if you are moving off SFAC.

VII. ADJOURN (3:00 PM)