

## State Instructor's Advisory Council

### Agenda

9:00-11:00 am – Zoom

Sept 10, 2021

Call to order

Attendance:

**David L. Wygant – FRCC - Present**

**Amanda Martin – CCCOnline - Present**

Andrew Hayes – Morgan - Absent

Donnie Hollingsworth – Lamar - Absent

Joel Gray – Otero - Absent

**John Webber – Pueblo - Present**

**Linda Hertz - Pikes Peak - Present**

Lisa Westhoff - Colorado Northwestern - Absent

Nancy Kugler - Northeastern JC - Absent

**Shane Peterson - CC of Denver - Present**

Susan Stirrup – Arapahoe - Absent

**Michael Mckee – Aurora - Present**

**Terri Herbstritt – Trinidad - Present**

**Janessa Jacobs - Red Rocks - Present**

**Landon Pirius- CCCS - Present**

### **Background: Pay for contact hours**

**Purpose: David presented on a comprehensive look at adjunct pay**

**Notes: Even though CO has a high cost of living the per hour pay is far less.**

The thought is that a 20-25% increase would really help and put us in line with others, and this could be over the next 5 years.

Make sure we are unified to get this done

David will forward more information to the group- see scary long excel sheet on in the files

Make sure we have conversation with those in which we are representing

This discussions (final stage) can go to the board in Feb

[https://docs.google.com/spreadsheets/d/1XMDFj7wADcajvO\\_6\\_hlbQHzd55oao7Xz/edit?usp=sharing&oid=113211391068904252746&rtpof=true&sd=true](https://docs.google.com/spreadsheets/d/1XMDFj7wADcajvO_6_hlbQHzd55oao7Xz/edit?usp=sharing&oid=113211391068904252746&rtpof=true&sd=true)

<https://docs.google.com/presentation/d/1UdjGunSKoOFvUf9N-dKpsUtLroXNjAuR/edit?usp=sharing&ouid=113211391068904252746&rtpof=true&sd=true>

### **Background: When will we met?**

**Actions:** Second Friday still good- just what time? Stacie will send out poll

Put co-chairs in poll and note takers.

### **Background: HR reps October 8th**

Angie Gramse = General Council

Christina Cecil = HR Lead Administrator (or something to this effect)

#### List of questions for HR:

What are the limiting factors in paying adjuncts a fair wage based on cost of living?

To get "Adjunct Contracts" how would we start?

When an Adjunct has a problem with job security, how do they express those concerns?

Most colleges limit the load to 12 credits, CCD and CCCO are 15 (others are even higher). What is the reason for this?

What is the Tier process? Is it possible to have an automated Tier advancement system through centralized HR? Is there a better way to keep track of professional development?

Why can we not offer benefits to adjuncts even if they are teaching 21 credits? What are the requirements to become benefits eligible?

Can we have it so that Adjuncts are paid over the whole year rather than just being paid for 4 months?

Some data sharing would be nice

Number of adjuncts per tier

Is there a possibility for good adjuncts to become full time? Number of people that get full time after adjunct. Could there be a pathway? Is this a problem with the number of full time available or something else?

#### **TODO this year:**

**Understand the SYSTEMATIC process between colleges – what is same and not among**

## **CCCS?**

**Background: Pay**

**Purpose: Low pay in high cost of living**

**Background: Tier Structure**

**Purpose: Have benefits based on possible load? Other than just compensation**

**Could help with retention**

**Background: Benefits**

**Purpose: Adjuncts need health care too**

**Background: Job Security / Contracts for Adjuncts**

**Purpose: Have a yearly contract so they have some credit hours**

**Background: College Culture**

**Purpose: Not fear speaking up**

**Background: Distribution of loads – last minute changes**

**Purpose: Quick switches are hard on teachers and cause significant stress**

Have a shared system of instructors to help share resources

Even just switch these to online to get more students (rule of 8, 12 at Pueblo or prorated, 5 in Trinidad)

Adjourn Meeting

