



MEETING MINUTES

Friday, May 3, 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), Ewan Magie, Vice-Chair (MCC), Ellie Camann, Recorder (RRCC), Erica Henningsen (ACC), Catlyn Keenan (FRCC), Kelly Zepp (CCD), Kelly O'Dell (CCA), Becky Sporrer (OC), Nathan Robinson (NJC), Todd Ward (CNCC), Paul Boone (TSC)
- B. Members Absent: Joe Miller (PPSC), Brian Gauck (LCC)

II. CHANCELLOR JOE GARCIA, CCCS

A. Updates

- 1. Trinidad State will be receiving funding to construct desperately needed new building
- 2. Overall increase of ~8.8% to CCCS budget continues trend of several good years of funding by the State
- 3. New requirements for four-year schools to notify transfer students which credits will transfer with guaranteed short timeline and appeal process
- 4. Tax credits will be available to students if they complete degree in "in demand" fields, for first two years of successful completion of classes
- 5. Virtual board meeting next week; colleges will present budgets at June meeting
- 6. Ongoing demonstrations at Auraria campus; CCD students not involved in encampment, but CCD with support of CCCS has made decision to go remote for rest of semester due to disruptions and their graduation may take place at a different location

B. Timelines for Faculty Feedback Requests

- 1. SFAC would like to clarify what exactly "feedback" means and establish collection and process standards, including expected timelines
- 2. SFAC unexpectedly received draft versions of BP/SP 3-50 (Employee Grievances) on a Monday, but only given until that Friday to comment, which was insufficient time for getting input from faculty at schools or discussing as a group
- 3. Chancellor Statements
 - a. Feels BP/SPs 3-20 (Faculty Due Process) are improved based on our feedback and faculty were given sufficient time to review



- b. Need for revisions to be in place before the start of the next academic year since they do not want to change process midway through the year after peer review committees selected at schools
 - c. RIF decisions cannot be extended after the fact to incorporate due process; although RIF decisions are not grievable, grievance procedure protect faculty if *processes* outlined in the BP/SPs are not followed
 - 4. As discussed in prior SFAC meeting, Angie will be invited to our first meeting next year to share spreadsheet of which BPs/SPs are slated for review, so we can decide which we want to be involved with, plan review cycles, and try to space work throughout the year rather than having a time crunch at the end
 - 5. Chancellor Decisions
 - a. System will move forward with Board approval for both 3-20 and 3-50 now
 - b. Given the short turnaround we had for 3-50, if SFAC feels next year that it warrants additional feedback, we can propose that it be re-opened
- III. DR. TINA PARSCAL, Interim Associate Vice Chancellor for CCCOnline & Academic Affairs
DR. SARAH HEATH, CCCS Vice Chancellor for Academic & Student Affairs
 - A. Academic Freedom Committee Update
 - 1. Great first meeting on Monday; thanks to Tina, Sarah, Danen for support
 - 2. Hope is to have draft BP/SP in place by end of fall semester to take to our faculty for input
 - 3. Tina will work with Danen on setting a calendar
 - B. Feedback Timelines, Revisited
 - 1. Tina supports getting expectations around timing in place
 - 2. Sarah suggested we talk to Christina (we did – notes below) to see if there is time to get one more round of feedback from Faculty on BPs/SPs 3-20, since some SFAC representatives told their constituents that opportunity would be available
 - 3. SFAC suggestion that we be proactive and look at BPs/SPs *before* any proposed revisions come to us and make suggestions in advance that can be considered as CCCS staff revises, which is also in the spirit of shared governance
- IV. DIANE DUFFY, CCCS Executive Vice Chancellor
TAMMY VERCAUTEREN, Director of the Online Strategic Plan Project, Colorado Online
 - A. Colorado Online Updates
 - 1. Steering Committee meets next week to discuss proposals and issues brought forward by various groups, including letter from FRCC Faculty Senate Presidents



voicing concerns; many issues raised in letter are those discussed in December at Online Summit that workgroups were established to address

2. Latest draft of OFIAC Charter is on Colorado Online SharePoint site in the Shared Documents-Faculty Hub folder
 3. Recognition that “missing link” in communication is often to Department Chairs at campuses, so more effort will be made to involve them
 4. Discipline teams will collaborate on customized solutions unique to their discipline; optional summit this summer with SDCs and school Department Chairs; date for that will be shared ASAP (most likely July 9, 10, or 11)
 5. OFIAC co-chairs will send meeting summaries to faculty, starting next fall
 6. Diane suggested SFAC be sent links to meeting summaries from the four work groups; next info session Wednesday, May 8 will also be an update on work these groups are doing
 7. SFAC suggested that one person at each school be responsible for communication of Colorado Online information to all impacted employees; implementation chairs do not currently always do this; Tina will bring this idea to VPAAAs and see if they want to reassign communication duties to those who may have more time
 8. Diane: Colorado Online structures right now are very vertical; SFAC is horizontal across our colleges so much can be learned from us about how CO@ shared governance structure could work
- B. Initial draft of CCCS Strategic Plan will be brought to SFAC for feedback in the fall

V. SFAC Discussion

- A. Morning Debrief
- B. Faculty Morale and Retention Project
 1. Chancellor said no pay is available for a group to work on this project and he does not support the System sending out survey proposed by current group to faculty, citing survey fatigue and the pre-existence of Campus Climate Surveys
 2. Given these restrictions, the group we previously established to work on this initiative does not want to continue
 3. If SFAC wants to continue to pursue this, we will need to figure out an alternative way to do so next year; may want to suggest adding questions to the Campus Climate survey coming out this fall as a starting point
- C. SFAC Membership for Next Year – will be the same as this year
- D. College Reports



- VI. CHRISTINA CECIL, CCCS Chief Human Resources Officer
- A. BP/SPs 3-20 (Faculty Due Process) Discussion
1. SFAC has not seen latest drafts of documents to determine which feedback was incorporated from our second round of input; we requested that current versions be sent to all of us for final round of review by faculty; Christina will email after our meeting
 2. Suggested that “provide feedback” be replaced by something like “participate in the development of the plan” in section about RIF decisions in SP 3-20c
 3. 60 days minimum amount of time for notice of nonrenewal due to RIF probably originated to align with 55 days for Classified; SFAC recommended adding a statement about best practice being to give as much advance notice as possible
 4. If something comes up that is a huge concern, would we be able to review this again next year?
 - a. Christina said not next year, but the following year might be OK
 - b. Otherwise, these will be on regular review cycle of every 5 years or so, along with all other BPs/SPs
 5. Christina will still accept feedback from SFAC through late May, although there will not be another opportunity for discussion and negotiation with her before they are presented to the board in June
- B. Next Campus Climate Survey
1. Will be sent out to employees in September or early October
 2. Christina will need any requests from SFAC for questions to be added by end of August
- VII. MARK SUPERKA, CCCS Vice Chancellor for Finance & Administration
- System Budget for Next Year
- A. 3% tuition cap and 8.8% increase in budget
 - B. CCCS did not do the best of all Colorado higher education institutions for funding, but better than originally expected
 - C. Statewide funding based on formula using 3-year average of data including enrollment and retention, so lag due to pandemic impacts; have hopefully turned the corner for these measures which could put us in better position in the future
 - D. 3% base salary increase plus necessary step raises mandated for Classified employees; 3% is also CCCS target for faculty and instructors, but some schools may not be able to meet that target



- E. FAFSA Issues: Potential Impacts
 - 1. Private schools down about 25% in applications; award notices for existing students at universities are being delayed until July
 - 2. Community colleges having later admission policies than universities give hope that issues will be resolved in time for fall
 - F. CCCS received \$18 million for controlled maintenance projects, one-time funds
 - G. CNCC Capitol Renewal project approved for improving function/efficiency
 - H. TSC receiving ~\$19 million; will quickly be able to start construction
 - I. Tax Credit Proposed Legislation
 - 1. Funds being cobbled together through series of bills to take money from TABOR surplus and use elsewhere, including tax credit for first two years of higher education for in-demand jobs
 - 2. Expected to cover remainder of tuition/fees after scholarships and other financial awards
 - 3. Requires at least six credit hours per term, minimum GPA 2.5, family income less than \$90K
 - 4. Changes still being debated by legislature on some of the details, may put more burden on schools administratively
- VIII. SFAC Future Plans
- A. SFAC will send latest drafts of BP/SPs 3-20 to faculty and collect feedback to send to Travis by May 17; he will compile and forward to Christina for consideration
 - B. Upcoming Next Fall
 - 1. BP 2-30 Updates and SFAC By-Laws Discussion
 - 2. System Strategic Plan Input
 - 3. Plan for Communication with Other System-Wide Faculty Groups
 - 4. Procedures Pertaining to Transitional Retirement for Faculty
 - 5. Continuation of Faculty Morale and Retention Project?
 - 6. SFAC Planning Workshop
 - a. August 16 - Location TBD, hopefully central
 - b. Review Campus Climate survey questions and provide suggestions
- IX. ADJOURN (3:00pm)