



MEETING MINUTES

Friday, November 3, 2023

In-Person at System Offices w/Remote option (WebEx)

9:00am-3:00pm

I. SFAC Call to Order/Welcome

- 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 Sporer (OC), Brian Gauck (LCC), Joe Miller (PPSC), Nathan Robinson (NJC), Terri Herbstritt, substitute representative (TSJC)
- B. Members Absent: Todd Ward (CNCC), Paul Boone (TSJC, see substitute info above)

II. CHANCELLOR JOE GARCIA, CCCS

A. Updates

- 1. Steven Trujillo is new member on CCCS Board of Directors for Pueblo area
- 2. Governor's initial proposed budget not as favorable toward community colleges as it has been last 3 years and not enough of an increase to cover inflationary costs; emphasis is on Step 2 funding associated with enrollment/FTE rather than Step 1 funding which has benefitted us previously; proposition HH could change the picture somewhat if that passes

B. Questions about Colorado Equal Pay for Equal Work Act

- 1. Currently many differences in pay across the system including rural vs. urban, how Chairs are compensated, etc. Does this Act mean we need standardization?
- 2. (Per Landon) There needs to be consistency within the same hiring authority, but each institution in CCCS has its own hiring authority so there does not need to be standardization across the entire system.
- 3. Law does require that pay for teaching online must be the same as it is for on-campus classes within the same institution

III. DR. LANDON PIRIUS, CCCS Vice Chancellor for Academic & Student Affairs

A. Common Instructor Pay

- 1. Need to have figured out by December so presidents can write budgets in January
- 2. Currently modeling if instructor pay can be increased and standardized for our rural institutions to make them more competitive in hiring; CFOs are meeting next week to determine what is possible



3. If this happens, 3 pay tiers also likely to be standardized (some schools currently have 1 or 2 or 4 tiers) but how an individual qualifies for moving up a tier would still be determined by the school.
 4. Unlikely that urban school instructor pay rates will be standardized at this time
- B. Presentation by Sonia Brown, new Programs and Curriculum Manager for CCCS
1. Proposed changes regarding curriculum process and statewide discipline meetings to include annual deadline so catalogs can be ready/accurate on time, administrative burden lessened, and confusion minimized for students
 2. 2:2 meeting to be renamed “Annual Discipline Curriculum Meeting” and held in early February each year
 3. Curriculum timeline: disciplines discuss and plan curriculum updates at the meeting in early February, develop curriculum guides spring semester, have them through discipline and school approval process before October SFCC meeting deadline so they can go through final approval processes in time to go into catalogs and be taught the following fall; total of 1.5 years of lead time
 4. Also proposing bi-annual discipline meetings in October and April for other administrative work and communication, in addition to the curriculum-focused meeting
 5. Will be more formalized planning process for these meetings than currently, including team with dedicated event planners, Zoom facilitator/troubleshooter for remote meetings, administrative point person, etc.
 6. Prepared agenda to be sent out in advance with form for faculty to submit questions; one slide deck with relevant links will be prepared and sent out after meeting along with minutes, attachments, and meeting recording
 7. SFCC’s review and approval for this proposal will be sought next
 8. SFAC requested that proposed changes also be shared with State Discipline Chairs and school Curriculum Committees for feedback before being finalized, since they will be responsible for much of the work involved
- C. Discipline Chair Compensation Plan
1. Approved for next two years for those in disciplines that teach CO@ classes; compensation plan after that not yet determined
 2. Tier 1 (largest online programs) = equivalent to 12 credits year; Tier 2 (medium online programs) = 6 credits/year; Tier 3 (smallest online programs) = 3 credits/year
- D. Colorado Online Summit – Landon is convening a joint virtual meeting on December 8 with SFAC, SIAC (State Instructor Advisory Council), and OFIAC (Online Faculty &



Instructor Advisory Council) to focus on discussing potential solutions for some of the primary pain points faculty and instructors are experiencing related to Colorado Online

- E. Updates on Other Colorado Online @ (CO@) Concerns
1. At what point do we close registration to a pooled section? Hoping to have a process in place for spring; goal is that once enrollment gets close to already allocated courses' capacity will ask if any schools have availability to take on more, registration for that course will be closed if no one does; SFAC recommended that this communication happen with Chairs directly rather than one leadership position at school, but system does not have those contact lists
 2. Increased college control of home sections came up in VP conversation; suggestion that requests for changing a pooled section to a home section be requested, with justification, when first suggested/preliminary allocations come rather than after pooled sections are determined
 3. Regarding course materials, Landon is exploring options to see if more flexibility is possible – for example, saying textbook cost will not exceed a particular dollar amount rather than listing a specific book
 4. Currently piloting testing some variation on course cap size of 34 for four courses, based on typical retention for those courses; this spring will expand by asking every discipline to propose a course to test; goal is that every course will eventually have its own course cap based on its own attrition rate data; 25 average-at-census goal is based on financial model, so will need to see how numbers work out to see if that can be changed or not and may also ultimately be discipline/course-specific (e.g., lab sciences, writing-intensive may be lower)
 5. Landon has been in regular communication with HLC and they have been pleased with direction system is taking in addressing accreditation concerns associated with CCCOnline
 6. Next steps for CO@ shared governance: will not continue the same as now, will probably have some sort of collaborative council, perhaps via SFAC
- F. Digital accessibility required by July 1, 2024, now state law and not just federal law (<https://oit.colorado.gov/hb21-1110-faq>); requires Web Content Accessibility Guideline (WCAG) 2.1 compliance for everything a school has online; WCAG 2.1 is extension of WCAG 2.0 with most additions related to mobile device accessibility; CO@ Learning Design Team has expertise



- IV. TAMMY VERCAUTEREN, Director of the Online Strategic Plan Project, Colorado Online@
 - A. Implementation Teams for Schools – SFAC reviewed Contact Information document on SharePoint site to see what is missing or out-of-date; Implementation Lead can email updates to Tammy and Chin Ya Russell
 - B. Feedback on Online Academic Freedom Statement – concerns that the draft is more about restrictions to freedom than areas in which instructors do have freedom; decided to push work on this until we know if we’ll be able to have more flexibility in materials selection than currently; may want to have two separate statements with one on academic freedom and one on restrictions associated with materials selection

- V. DANEN JOBE, CCCS Director of Academic Programs and Curriculum
 - Shared Governance Board Policy (BP) and System Procedure (SP) Updates
 - A. Universal feedback received from schools was about need for accountability and how to address grievances if they arise
 - B. Revised version not yet complete, but discussion focused on the latest draft and the changes that were recommended by committee members based on school suggestions
 - C. System legal will need to review in order for proposed changes to move forward

- VI. MARK SUPERKA, CCCS Vice Chancellor for Finance & Administration
 - A. Budget Updates
 - 1. Governor’s proposal was an underwhelming request overall
 - 2. \$33.4 million increase in operating overall for higher ed (2.9%) but only 2.5% for CCCS – impacted by declines in enrollment and losing Pell students due to pandemic impacts and workforce/university competition
 - 3. Tuition increase caps of 2% for residents and 6.4% for non-residents
 - 4. \$4 million increase in funding for Colorado Opportunity Scholarship Initiative (COSI) & \$3 million for scholarships to support college attendance for youth who have experienced homelessness
 - 5. Capital – CNCC’s capital construction project was only inclusion; none of CCCS IT projects were recommended (not unusual for these to be excluded at this point in process)
 - 6. 3% across the board salary increase for Classified employees & implementation of Steps Pay Plan for Classified employees
 - 7. \$5 million apprenticeship proposal to align high school curriculum with pre-apprenticeships may impact some of our partnerships
 - 8. If proposition HH passes would increase educational funding around \$200 million, with most likely to go to K-12 schools



9. Next steps: conversations about costs with all higher-ed governing boards, since higher-ed tends to be stronger at negotiation as a group with a common voice; each governing board testifies in January, often in panel format; then lobbying, with figure setting in March; should know budget by May
- B. Q & A
1. Federal pandemic funds coming to an end is having an impact
 2. No Step 1 increase (which benefitted us in recent years), just Step 2
 3. Faculty pay may or may not mirror Classified; 2.5% overall increase in funding would not be enough to cover raises on its own
- VII. SFAC Discussion: Old and New Business
- A. Faculty Burnout – continued discussion/planning
 - B. CO@ - SFAC will be coordinating getting feedback from Discipline Chairs and from all faculty via SFAC representatives, on a list of previously received concerns being compiled by the philosophy discipline. The concerns collected thus far are being organized in a matrix by the Vice Chancellor of Academic Affairs' office. Once this is done, they will be sent to SFAC for additions, discussion, and action.
- VIII. ADJOURN (3:00pm)