



SFAC MEETING MINUTES
Friday, December 6, 2024
Remote via 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), Catlyn Keenan, Faculty Board Member (FRCC), Kelly Zepp (CCD), Kelly O'Dell (CCA), Becky Sporrer (OCC, partial), Todd Ward (CNCC, partial), Paul Boone (TSC), Joe Miller (PPSC, partial), Erica Henningsen (ACC), Nathan Robinson (NJC), Zach Sands (LCC, partial)
- B. Members Absent: Becky Sporrer (OCC, partial), Todd Ward (CNCC, partial), Joe Miller (PPSC, partial), Zach Sands (LCC, partial)

II. DIANE DUFFY, CCCS Executive Vice Chancellor

ANGIE GRAMSE, CCCS General Counsel

Impact of Elections on Higher Education

- A. Angie taking lead for CCCS by creating legal summary document to be updated as developments occur, including potential impacts and CCCS positioning
- B. Diane recommended we consider this topic as a standing item on our agenda; it will also be a standing agenda item for weekly Presidents' meetings
- C. Document will potentially grow in scale; focus will be on areas where there is active movement in the courts or elsewhere on something substantive, staying pragmatic and avoiding being too speculative
- D. For identified topics, the document will give context and action plan for System, and name an executive team member lead for CCCS response
- E. Five Topics Currently Being Actively Monitored
 - 1. Title IX
 - 2. Fair Labor Standards Act Overtime Rule
 - 3. Gainful Employment
 - 4. Borrower Defense
 - 5. Department of Homeland Security/Immigration and Customs Enforcement
- F. SFAC brought up other areas of concern:
 - 1. Potential harassment ("your body, my choice" talk and racist texts sent recently to Black individuals) – none of which is known to have happened at one of our schools, but has impacted some of the communities we serve
 - 2. Threatened dismantling of US Department of Education
 - 3. Possible undermining of accreditation agencies



- III. DR. SARAH HEATH, CCCS Vice Chancellor for Academic & Student Affairs
DR. TINA PARSCAL, CCCS Associate Vice Chancellor for CCCOnline & Academic Affairs
- A. BP/SP 9-71 Community College Course Numbering System
 - 1. Revised by SFCC working group
 - 2. SFAC suggested a few additional small edits
 - 3. Next will go to Legal for review and then out to school Presidents for final comments
 - B. 3-year Bachelor's Degrees
 - 1. Would require legislation allowing for less than 120 credits, so CCCS has some time to determine position and whether this is conversation it would be desirable to get involved with
 - 2. One potential area of concern is whether universities would accept fewer credits for transfer from community college students as a result
 - C. CO@ Governance Draft Plan
 - 1. Transitioning from Implementation Plan to ongoing operations and support
 - 2. Document laying out the proposed organizational charts needs some final vetting; it will be shared as soon as approvals happen at the System office
 - 3. Instead of a Steering Committee, plan is for a Strategy Decision Team to include:
 - a. System Office Leadership personnel (Academic Affairs, Finance, IT, Marketing)
 - b. Faculty Representation (one Faculty and one Instructor representative from OFIAC)
 - c. College Operation Leads from each school (possibly current Implementation Leads)
 - d. Representatives from the Vice Presidents (Academic, Student Affairs, Finance) and a dean representative
 - e. Others will be brought in on an as-needed basis, depending on topic of discussion
 - f. Director of Consortial Operations (hoped-for new position) will oversee Committee
 - g. Faculty advisory groups, other functional groups (e.g., finance/IT/MarCom), and consultants will serve in advisory role to members of the Strategy Decision Team
 - h. Vice Chancellor for Academic and Student Affairs (Sarah) will make final big decisions related to those areas; Chancellor will make the others
 - 4. New and Changed Positions
 - a. Tammy Vercauteren's and Chin Ya Russell's positions end at end of fiscal year
 - b. Director of Consortial Operations (still requires budget approval)
 - c. Director of Accessibility Services (already in process of being hired)
 - d. Director of Academic Affairs (still requires budget approval)
 - e. John Schmahl's position title will change to Associate Vice Chancellor for Student Affairs
 - f. Kevin Kelly's contract is being extended for a year
 - g. Part-Time Discipline Liaison positions extended for another year (pending approval) while permanent organizational structure for Academic Affairs determined



5. Academic Affairs (headed by Tina Parscal) and Student Affairs (headed by John Schmah) will have individuals and groups under them in the new structure; other chief executives for the project will be Director of Consortial Operations, Director of Business Services, and Director of Strategic Initiatives
6. Feedback has been that it is not really feasible to have just one person responsible for all contact/decision-making, so they want to be sure there are multiple “through lines”
7. An Operations Manual is being created as reference; will include contacts, procedures, how all this will work; VPs reviewing next week before it is finalized and distributed
8. Requests/Issues from SFAC on behalf of OFIAC
 - a. Recommended giving this same presentation to OFIAC
 - b. OFIAC members, especially at rural schools, don’t have the bandwidth for participation and turnover is high
 - c. Compensation not well-defined or consistent between different state-level functional groups (SFAC, SIAC, OFIAC, SDCs, SFCC, etc.)
9. SFAC Feedback on Proposed Plan
 - a. Still multiple issues in getting faculty and instructors paid for their participation in System work – this will be an SFAC agenda item in February, giving Sarah a chance to investigate and pull the proper people together to discuss it with us
 - b. State Discipline Chairs currently not really represented well in the proposed organizational charts; these are crucial roles requiring a lot of work; Tina says that is recognized and being worked on both in terms of continuing compensation and a sustainable model for workload
 - c. Need more faculty voice/representation – recommend flipping graphic of org chart so faculty are at the top, and including several more representatives (possibly SDCs and school Department Chairs) than just two OFIAC members whose voice could get lost with so many upper-level administrators on the Strategic Decision Team
 - d. Consider including Schedulers in this structure since they are so deeply involved in the technology, course distribution process, etc.

IV. DANEN JOBE, CCCS Director of Academic Programs and Curriculum

- A. Academic Freedom Draft
 1. Latest draft from working group sent to SFAC earlier in the week, seeking feedback
 2. Different terms including academics, faculty, instructors, researchers, educators all used which makes it confusing; Danen will look into where standardization makes sense versus where nuances are important, perhaps giving definitions or differentiating between the role and the responsibility (e.g., faculty who do research, not Researchers)
 3. Recommendation to make reference to SP 16-60a procedure around elections
 4. A couple of additional small suggestions made
- B. January Faculty Meeting to Collect Feedback



1. Friday, January 24th from 3:00-4:30 on Zoom
2. Danen plans to send latest draft of SP to SFAC on Monday
3. Danen will also re-send meeting invite, with context and encouragement to attend
4. Before Winter Break, SFAC will send draft to all Faculty asking for feedback to either be sent to SFAC representative to compile or to be shared at the January meeting
5. If participation is broad, Danen wants each SFAC representative to lead a breakout room discussion during that meeting

V. DR. ANNESSA STAGNER STULP, CCCS Project Manager of the Rural Consortium

Introduction to Rural College Consortium

- A. She has been in role for about 6 months; grew up in Lamar, has faculty experience, was academic dean at LCC, married into farm family
- B. Rural Consortium History
 1. Goal of sharing courses in way that continues to give students personalized instruction in the same way that students who go to these schools expect
 2. Sometimes individual schools can't offer breadth of offerings they would like; this partnership expands offerings for all schools and maximizes expertise
 3. All rural colleges received funds to upgrade technology
 4. Now trying to maximize what they can do for online live synchronous instruction
 5. Piggybacking on a lot of technology and processes that CO@ established
- C. Importance for All CCCS Colleges
 1. Financial impact as viable revenue source for the broader good
 2. Exciting opportunity for students throughout state to be able to take breadth of classes
 3. Equity – ensures that all students are being served and multiple modalities are available
- D. Broadening Faculty Participation in the Decision-Making Process
 1. SFAC reps from the rural colleges have been invited to monthly meetings
 2. Faculty input will be sought through other mechanisms, as well
 3. Consortium is a work in progress, and they want it to feel good to everyone
 4. SFAC emphasized that it is important for faculty to understand what's happening and be given the chance to participate/give feedback

VI. SFAC Discussion

A. SFAC Bylaws Revision

1. Change term limit for Board Representative to up to 3 years instead of 2, voted on every year; this matches what Angie and the Board have requested
2. Decouple Chair and Board Representative roles but add statement allowing for two roles to be filled by the same person to keep it flexible
3. Ellie will start additional edits and post working document in SFAC SharePoint for editing and comments



4. Will finalize at our February meeting so it's ready when Board approves the related BP the following week
- B. New Representative for Benefits Committee
1. Becky has been in the role but can no longer make meetings
 2. Typically meets the 4th Wednesday of the month for most of the day, possible to just attend from 9:30-12:00 and they would shift the part where they most want faculty there to the morning
 3. Erica Henningsen (ACC) graciously volunteered to be representative
- C. Belonging Survey Analysis
1. 676 Faculty from the 13 System schools responded
 2. Three areas where gap between level of importance and level of satisfaction rated by faculty were largest:
 - a. Trust between employees and senior leadership (59.45% difference)
 - b. Salary (52.39% difference)
 - c. Work-life Balance (46.02% difference)
 3. Areas rated lowest by faculty in remaining questions focused on topics related to shared governance, communication with senior leadership, and reasonable/equitable workload
 4. Results support SFAC's continued focus on seeking ways to improve faculty morale

VII. MARK SUPERKA, CCCS Vice Chancellor for Finance & Administration

Budget Update

- A. Governor presented his proposed budget on November 1
- B. Budget is work-in-progress with hearings, briefings, lobbying, etc. to happen prior to finalization in the Long Bill
- C. However, the state has a deficit of about \$900 million and there is a legal requirement for a balanced budget, so there is less potential for improvement than in past years
- D. Proposed budget would only cover about half of what we need and all public higher education institutions in Colorado are facing similar hardships; System is working on lobbying collectively with them
- E. Proposal is for only 0.8% increase in General Fund operating and tuition cap of 2.3% for residents and 2.4% for non-residents
- F. Other decreases in funding for specific programs including the Skills Advance Program
- G. No CCCS Capitol Construction funding recommended
- H. Classified employee compensation has been negotiated at 2.5% and goal usually for other employee groups to match

VIII. ADJOURN (3:00pm)