Faculty Senate Agenda

10/5/2021, 3:45pm

Attendance:

Senators Present:

* Ellie Camann - AST, BIO, CHE, ENV, GEY, PHY, SCI
* Heather Duncan - MAT
* Julie Schneider- CSC, CIS, CWB, CNG
* Carol Martin - ECE, ECO, EDU, HUM, PHI
* Berndt Savig - ART, DAN, FIW, FVM, FVT, JOU, MGD, MUS, PHO, THE
* Amy Buckingham (Secretary)- COM, CRJ, POS, PSY, SOC, SWK
* Janet Tarase (Vice President) - ACC, BUS, MAN, MAR, CAR, EIC, HVA, PLU, SBM, REE
* Leah Rogin-Roper - CCR, ENG, LIT

Senators not present:

* Chelsea Campbell (President) - CAD, EGG, EGT, EMP, EMS, FST, LEA, OUT, PED, PRA, WQM
* Erika Iverson (Arvada Campus) - DMS, HHP, HPR, HWE, MAP, MOT, NUA, NUR, PAP, RTE

Visitors:

* Meredith Hibit for Derek Lan- ANT, ASL, GEO/GIS, HIS, JPN, SPA

1. Updates
   1. Administration agrees about snow days- if campus is closed, classes should not be held in any modality.
   2. Dr Clark is going to create a Teams folder and include the AALT meeting minutes for anyone who wants to see them. Any questions or comments about the meeting minutes should go to the deans.
      1. He doesn’t want to create a monthly communication because deans should be having regular meetings with their divisions and sharing this information. If the deans are not providing updates about the AA office, let Chelsea know- I will pass it along to Dr Clark. He can’t fix something if he doesn’t know.
   3. Sabbatical process is going through the system office. RRCC is expected to have 1 sabbatical position for next year. Expect communication soon about this.
   4. Rad Tech program underwent their accreditation process and it went very well- so Kudos to them.
   5. Meeting with Dr Haney and Bryan Bryant on Nov 2 from 3:45-4:15pm
   6. Meeting with Dr Haney and Dr Clark on Nov 16 from 3:45pm-4:45pm
2. Endowed Teaching Chair Committee Approved
   1. Brenda Forland (Math) **ETC Faculty Chair** *Former ETC Winner*
   2. Janet Tarase (Business)
   3. Johanna Debrecht (Math)
   4. Jeremy Cox (FIW)
   5. John Calavitta (English)
   6. Stina French (English) *Former ETC Winner*
   7. Chris Zaleski (Criminal Justice)
   8. Carlos Medina (Physics)
   9. Ashley Etchart (Communications)
3. Performance Plan Evaluations

* Inconsistencies between what deans have told us can and should be on the performance objective goals, primarily should chair duties be listed as a performance goal? Some deans allow, some say it needs to be removed
* Should deans have the authority to make us change our goals?
* Many goals take years to implement, but some are being asked to change our goals every year. Other deans are saying multi-year goals are acceptable.
* Should rank be included in the conversation in the beginning of the year? Conversation around if our written goals are “enough” for an exemplary review, etc. with our deans?
* A meeting invite with the deans has been sent with the suggestion that if they cannot make the date that they hold an open forum/meeting to clear up consistencies in performance plan evaluation.
* The deans will be invited to a future Senate meeting to answer questions

1. Compensation and Compression
   1. Workloads
   2. Salaries
      1. 4% raises and $500 tech fee were given this year
      2. As of 9/17/2021:
         * ACC hiring a Mortuary Science Faculty, $58,569-$71,185
         * FRCC hiring a Engineering Faculty, $54,130 - $61,617
         * RRCC hiring Business Faculty, $47,988- $56,112
      * A suggestion was made to ask for 7% raises for all faculty for the next 5 years.
   3. Compression
      1. Maybe an increase in salary as rank increases.

Other next step ideas/discussion:

* Ask HR for hiring tends for past 5 years at RRCC-
  + How many employees at RRCC? 2019-2020: 366 Full-Time/ 313 Part-Time (<https://www.univstats.com/salary/red-rocks-community-college/>)
  + How many faculty at RRCC?- asked for growth in faculty presence, was this met? 2019-2020: 95 Full-Time/ 302 Part-Time (<https://www.univstats.com/salary/red-rocks-community-college/>)
* Take 1 week in the semester (a mundane week)- 15 faculty (with no release credits and teaching a standard load) track how many hours they spend on tasks- teaching, planning, grading, other, comments
  + Dept Chairs- release credits
  + Hopefully we can create an argument for our workload stress
* Ellie Camann is currently on an SFAC sub-committee focused on faculty salary issues
  + Preliminary unofficial data shows that the system average for faculty salaries has again fallen below the national average. SFAC is asking for official data from CCCS HR to verify this.
  + Colorado is 50th in the country for higher education funding
  + Focus on salary comparisons among our “sister” schools (FRCC and ACC) may be our best bet for overall salary increases specific to RRCC.
  + SFAC is looking into the possibility of a proposal to address salary issues common to faculty at all CCCS schools (e.g., high cost of living relative to our salaries).
  + The statewide adjunct council is also working on a proposal for increasing their pay. And several different groups have suggested the creation of full-time salaried “lecturer” positions as a way to get more full-time instructors with salaries above what adjuncts earn. In the meeting with Landon, he said that the College Presidents had brought up the idea of standardized salaries
    - It was suggested that this may be for the whole system, but we still need to address Salary and Compression at RRCC separately
* We need to write a proposal with data to argue why salaries need to increase, as opposed to having a conversation alone.