Faculty Senate Agenda

11/2/2021, 3:45pm

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
* Amy Buckingham (Secretary)- COM, CRJ, POS, PSY, SOC, SWK
* Janet Tarase (Vice President) - ACC, BUS, MAN, MAR, CAR, EIC, HVA, PLU, SBM, REE
* Chelsea Campbell (President) - CAD, EGG, EGT, EMP, EMS, FST, LEA, OUT, PED, PRA, WQM
* Leah Rogin-Roper - CCR, ENG, LIT
* Berndt Savig - ART, DAN, FIW, FVM, FVT, JOU, MGD, MUS, PHO, THE
* Erika Iverson (Arvada Campus) - DMS, HHP, HPR, HWE, MAP, MOT, NUA, NUR, PAP, RTE

Senators not present:

Visitors:

* Toni Nicholas for Derek Lan- ANT, ASL, GEO/GIS, HIS, JPN, SPA

1. Dr Haney and Bryan Bryant on Budget
   1. Governor’s proposed budget for higher education

1. Includes requirement to hold tuition rates stable

* + 1. Stable tuition rates make raises in pay more difficult
    2. Stimulus money this academic year helped fill in budget gaps so that raises at RRCC

2. Money for childcare centers and infrastructure in the community college system being proposed at the state level

3. Non-credit offerings have not had financial support from the state; this is being proposed for the future to support workforce development

4. Government level interest to support the growth of health care programs across the community college system

5. All proposals for financial support are new and part of a list of priorities, as opposed to part of an actual budget at this time

* 1. RRCC reserves are still strong because of the use of COVID/stimulus funds and revenue recovery help
     1. We are leaning on these returns but have anticipated and budgeted based on the decrease in income (planned for the 14% drop in enrollment we experienced)
     2. RRCC follows the philosophy that we need to have at least a year’s worth of salary for all employees in reserve at any given time
     3. All construction was funded by a pre-approved budget, no new funding was used

C. How do we remain competitive in hiring when we do not offer a competitive salary?

* + 1. RRCC previously committed to giving raises 1% more than CCCS-wide standard increases; it is hoped that this, or some other equalizing plan, will be in place next year as well
    2. Some institutions, besides RRCC, have proposed higher salaries for positions in high-demand fields, as opposed to across the board
    3. Pay calculation formulas, comparison, and cost/analysis information on pay rates needs to be examined across the colleges as a whole
    4. Low pay, or pay not based on a set formula, is not just a faculty issue, but an issue across the board including ATP and Classified positions
    5. 58% of current RRCC budget goes to instruction. This is higher than all the other metro area colleges. $11,897 per FTE overall (not just instruction). $1,400 more per FTE for instruction than other metro colleges. That accounts for about 2.5 million dollars.
       1. FY22 $4.5MM budgeted for adjuncts
       2. FY22 $8.8 MM budgeted for faculty

D. CCCS webpage/board meetings/June 2021 to see all recent college budgets

* + 1. <https://www.cccs.edu/about-cccs/state-board/board-meetings/> this is a link to where board meeting information exist for the most recent 3 years. Board budgets are reviewed/approved in June, so you can go to a specific year of interest, click on “June” for the specific year. You will then need to click the link to the “SBCCOE Book” which will open the full board packet. This will allow you to see each college’s board presentation.
    2. Other institutions group expenses in the same categories as RRCC
       1. templated format in which we present the budget to the board based on NACUBO categories such as Instruction, Academic Support, Student Affairs, etc. These last two years can be quite confusing as stimulus funds were worked into this report and we also reported them differently each year

1. Vote on Emeritus/Rank Applications
   1. 4 rank change applications
      1. Amy Buckingham from Rank 2 to Rank 3
      2. Brian Yates from Rank 2 to Rank 3
      3. Lynnette Hoerner from Rank1 to Rank 2
      4. Rich Thatcher Emeritus Faculty
   2. All met the requirements and requests were approved
   3. It is the responsibility of the faculty member to keep track of rank; HR does not keep records.
   4. Salary increases (retroactive) have been suggested in addition to title change to help with compression
2. Vote on Virtual Meeting Request
   1. Who is this request being made to?
      1. President, VP, and deans; smaller group meetings can determine how they meet
   2. Tech issues add a burden on IT
   3. Will phrase the request as a pilot program to be re-evaluated in a year to assess involvement, attendance, and impact on the college
   4. Revision on the request will be sent out this week to review and vote on