Faculty Senate Agenda

2/1/2022, 3:45-4:45pm

Senators Present:

* Ellie Camann - AST, BIO, CHE, ENV, GEY, PHY, SCI
* Heather Duncan - MAT
* Julie Schneider- CSC, CIS, CWB, CNG
* Amy Buckingham (Secretary)- COM, CRJ, POS, PSY, SOC, SWK
* Chelsea Campbell (President) - CAD, EGG, EGT, EMP, EMS, FST, LEA, OUT, PED, PRA, WQM
* Berndt Savig - ART, DAN, FIW, FVM, FVT, JOU, MGD, MUS, PHO, THE
* Derek Lan- ANT, ASL, GEO/GIS, HIS, JPN, SPA
* Carol Martin - ECE, ECO, EDU, HUM, PHI
* Janet Tarase (Vice President) - ACC, BUS, MAN, MAR, CAR, EIC, HVA, PLU, SBM, REE
* Kevin Kelley - CCR, ENG, LIT
* Erika Iverson (Arvada Campus) - DMS, HHP, HPR, HWE, MAP, MOT, NUA, NUR, PAP, RTE

1. Updates
   1. Committee search request
      1. The CCCS OER committee is looking for two with extensive knowledge of OERs and RRCC’s need to serve on the system committee.
   2. Faculty salary increase update
      1. Patty Davies (Executive Director of Human Resources) and Bryan Bryant are working on a plan to increase faculty salary for RRCC faculty; looking at a “lump sum” option but no amount has been proposed
      2. SFAC is requesting a 13% lump sum increase in pay for faculty system-wide next academic year; hope to look at inequities between schools in subsequent years
   3. Human Resource updates
      1. To work for the state of Colorado we need to sign a “loyalty oath” upon hire. These should be updated soon. ALL employees, faculty, staff, must sign to remain employed for the state.
      2. We may be asked to submit official transcripts if it is unclear what is in our file.
      3. IT/security training has been sent today to complete; more HR training to follow. Plan to complete all trainings before going off contract for summer.
      4. Timeline for hiring will remain the same:
         1. request a new posting by November
         2. approval and postings will occur by January/February
         3. hiring will occur by spring break.
            1. We would like to push this time line up to remain competitive with other colleges and universities.
   4. Covid updates
      1. Covid emails were sent to students today requesting testing results if vaccination records have not been received. These will come out weekly, for three weeks, until testing results are submitted. At that point, students will be told that they cannot come to class.
         1. It is unclear if instructors will be updated on student status – Senate President will check.
      2. Senate President will check on emergency funds for students for the current year
         1. Were emergency funds awarded last year taxed for students?
2. Scholarship Fund in memory of Candace Garrod
   1. Suggested that a fund be started for faculty to be able to contribute to support scholarships.
   2. One larger lump sum from faculty would enable faculty to give what they are able, regardless of amount per person.
   3. Senate President will check on logistics of individual giving and tracking.
3. Faculty Workload Follow-up
   1. Release Credit Audit
      1. One credit hour equals 2.25 hours of work per week
      2. Recommended to start tracking any release hours in anticipation of an audit
   2. 24 hr/wk on-campus
      1. Dr. Clark replied in an email to be sent out to all faculty
         1. Current requirements will remain in place for this semester
         2. Task force will be created for the fall 2022 semester to determine required hours on campus
         3. It is unclear if the HR policy will be changed and how
4. Data Points for Bryan Bryant
   1. Will ask for the following data points; confirmation on new data vs system data integrity
      1. Average (mean and median) faculty salary
         1. With and without PA program
      2. Number of FT Faculty
         1. Limited
         2. Non-Limited
      3. Number of PT Adjuncts
      4. Number of RRCC (ATP, classified) staff
      5. Number of Instructional Support Staff
         1. Definition
         2. What positions are included in the group category of instruction costs?
         3. What percentage of instructional cost is full time faculty
      6. Number of upper level administrators
         1. Executive directors
         2. Directors
         3. Deans (assistant/associate)
         4. VP (associates and VPs)
      7. FTE: Faculty Ratio per program
      8. Average years faculty have been employed
      9. Faculty starting salaries
      10. Cost per FTE for each program (distribute to deans)
      11. Faculty resignations; may be a question for HR
      12. Faculty retirements; may be a question for HR
          1. Attrition per dept vs hire rates per dept (trend 10 years)
          2. Faculty Attrition overall by year (trend 10 years)
      13. Trend lines (20 years)
          1. Faculty Count
          2. Administration Count
5. Dean’s Invitation- March 15
   1. All faculty are invited and encouraged to submit questions
   2. Will collect questions by March 1st to pass on in advance
      1. Some potential topics could/would include:
      2. New evaluation forms
      3. Faculty/Staff hiring needs
      4. Communication in Academic Affairs
      5. Enrollment boosting brainstorms
      6. General Faculty Questions