

Faculty Senate Meeting Minutes
Red Rocks Community College
11/19/2019

Senators Present: Robert Vroman, Jeffrey Kaplan, Helena Martellaro, Meredith Hibit, Benjamin Rogers, Janet Tarase, Brandon English, Kyle Whitecotton, Tim Kjensrud, Sally Cirincione, Sally Stablein, Erika Iverson

Senators Absent: Chelsea Campbell, Heather Duncan

Non Senators Present: Paul Le

Rank and Title – Several faculty members submitted their names to have their rank and title changed. All names were approved unanimously.

Faculty Pay Suggestions – It is suggested that if there were a pay increase associated with an upgrade in title and rank many more faculty would apply for rank and title upgrades. The question remains as to whether it would be a one-time pay bonus or a raise to the base salary, would it be a percentage or a flat rate increase? This would probably have to accompany some requirements in performance of some kind in order to upgrade in rank and title, whether it's professional development or in another arena. It is noted that this would probably benefit the faculty's morale. This is meant to address the issue of salary compression, and the fact that Red Rocks is the worst paying institution in the Metro Area and among the worst in the CCCS.

Proposed Department Leadership Model – The senate suggestions concerning the PDLM were well received, and the model as it was originally proposed will not be continue forward. There is currently an attempt to reconfigure a model from the remains of the past models where prefixes will have their own chair unless it makes more sense for certain prefixes to be grouped together. And course releases or reassignments will be distributed in as equitable a system as can be implemented.

Faculty Senate Collaboration – There is a perceived rift between Faculty and the Deans, and the Deans have requested to collaborate with Faculty Senate on projects. It is noted that it would be beneficial to faculty to have representation concerning administrative policies and procedures. The Senate agreed that it would be beneficial to collaborate with the Deans.

Course Capacity Limits – It is suggested that adding students above the capacity limit would no longer alter the capacity of the course permanently, but instead only effect that particular course during that particular semester.

Possible Agenda Topics for the Future – Pay for Course Development. Working on developing a definition of research within the institution. Is research service or

teaching? Should we be getting credit for research (it's not in our contracts)? It is suggested that a possible collaboration with Deans is professional development.