

Faculty Senate Meeting Minutes  
Red Rocks Community College  
11/05/2019

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

Senators Absent: Erika Iverson,

Non-Senators Present: Joanna Liebelt, Amy Braziler, Mike Coste, Toni Nicholas, Rebecca Smith, Candace Garrod, Sandra McRae Sajbel, Arnie Oudenhoven, Brenda Forland, Adam Forland, Jeremy Cox

CCCS Faculty Evaluation Committee – Amy Braziler updated the Senate concerning changes to the faculty evaluation procedures at the System office. Amy noted that the last time that the evaluation procedures were developed at the system office, it was done by the college presidents without faculty representation. She has emailed faculty with some of the procedural suggestion. It was suggested that the procedure be less prescriptive and more open ended (faculty are concerned about a one size fits all situation). It was also suggested that veteran faculty have different parameters. It is strongly suggested that a two-year evaluation schedule would reduce the work load for both Faculty and Deans. It is suggested that the evaluation procedure could be prescriptive, but allow the Deans to have the authority to override some of the criteria as they saw fit. There is a question of the service component within the procedure, is it appropriate to have a 70:30 split of teaching: service. It is noted that most faculty do *far* more service than 30%. *Do* those two categories encapsulate everything that faculty do, are there things that faculty do that don't fit into either of those categories? There is a question as to whether the evaluation "grades" should have more than 3 grading options (needs improvement, commendable, exceeds expectations).

Arnie Speaks on the PDLM – (Proposed Departmental Leadership Model) There is a question as to whether a faculty member can be *forced* to go to a 220 day contract if they don't want to; in that case that someone was hired at a 164 day contract and they don't want to go to 220. Arnie essentially said that he doesn't have enough information to intelligently answer the question. He indicated that there are a few contract options, but depending on what the faculty member needs to accomplish for their assignment, they might not have other options. He assured us that he would find the answer to this important question, but as of this moment it is absolutely unclear what the answer is.

There are some question as to whether a 220 day contract would mean the same thing for every faculty member or department. Does it mean workable days? Is it more of a contractual acknowledgment of the work that is done? Would it be possible to work the equivalent in hours instead of days?

Senate Feedback to the PDLM – It is noted that implementing the PDLM by the summer seems a very ambitious. It is noted that it would be possible to hire hourly employees to help with the administrative load at a cheaper rate for the institution. It is also noted that the VPI would like to eliminate the hourly budget in order to raise the salary of the faculty. It is noted that the PDLM will benefit certain departments and not others, particularly the smaller departments. It is noted that the working days within the 220 day contract can be determined by individual faculty members and their dean within the PDLM. It is noted that the PDLM is a broad solution, when what is really needed is specific solutions to specific problems, and suggested that the current system of course releases is the best solution it just needs alteration.

It is suggested that we poll the faculty to see who wants to be one of the community leads, which is effectively an *Associate Dean* position, because it's believed that there are very few current faculty that would be willing to take these positions. There is a question as to whether the institution is willing to hire new people if there are no faculty willing to work these 220 contracts? It is also noted that although many faculty members would *prefer* to have less administrative work, there is *very little* administrative work that faculty are actually able to give up for a variety of reasons.

There is some consensus that faculty are not happy with the PDLM across the board, and instead of having community leads it would be beneficial to have dedicated Program Assistants again.