

Faculty Senate Meeting Minutes
Red Rocks Community College
2/18/2020

Senators Present: Robert Vroman, Meredith Hibit, Benjamin Rogers, Janet Tarase, Brandon English, Sally Stablein, Chelsea Campbell, Heather Duncan, Jeffrey Kaplan, Kyle Whitecotton, John Padgett

Senators Absent: Erika Iverson, Helena Martellaro

Non-Senators Present:

SICK LEAVE POLICY – HR proposed that all sick leave was to be deducted from faculty sick leave balance in 8-hour increments. Previously, faculty were told to take time off for the classes and office hours. There are multiple faculty questions concerning this new policy. What about fractional days worked, what about days faculty work for 12 hours, it is pointed out that faculty still often work when they take sick days, and is this policy even legal? It is noted that sick/personal days claimed on development day or graduation have a standard amount of hours that every faculty must deduct from their sick/personal leave balance, but for class time the hours claimed should be flexible and relative to the teaching hours missed.

It is noted that the one of the most concerning aspects of this policy is that it is representative of the administration encroaching on faculty autonomy and implementing more levels of micromanagement.

Faculty Senate essentially agreed that the system should remain how it has been, but Deans need to enforce the policy it uniformly.

If this policy is in place, are faculty permitted to not answer emails over the course of their sick day? When in point of fact faculty are often addressing email communication while ill or caring for a sick relative. There is a question as to “What is this about? Why is this being implemented in the first place?” It is pointed out that this feels disrespectful, nickel and diming the faculty, and a collective punishment for individual malfeasance.

PERSONAL TIME – There is a question as to whether personal time is wrapped into this conversation. It isn’t on the table at this time. It was noted that all Dean’s need to be on the same page about faculty NOT using personal leave to attend professional conferences, as some faculty have been instructed to claim personal days for such activities.

FACULTY SALARY – There are still issues with faculty salaries and compression, AND the starting salaries. An idea was raised that there would be a salary increase that accompanies a change in rank, which would require altering the change of rank process into a much more formalized process.

It is noted that state law prohibits faculty have cost of living raises. Faculty salaries met the 2012 national average in 2018, and the most recent raise only covered the PERA benefit cost. Addressing these issues demonstrates institutional respect and appreciation of faculty. This would also affect faculty recruitment, because why would someone choose to work here knowing that they will make more at every other metro school?

There is a sense that salary compression is the biggest issue at this time, because faculty that have been here for many years make only a very small amount more than newly hired faculty.

ADJUNCT COURSE LIMITS - There is a question of whether or not adjuncts should be able to teach 15 credit hours per semester, whether a department could request an exemption from the 12 credit hour limit, or whether the school should raise the adjunct limit to 15 hours. There are multiple departments that would benefit from removing the 12 credit limit.

NON-PROVISIONAL PROCESS – There is a desire to make the Provisional and Non-provisional process clearer. There is a question as to why the time as a limited faculty doesn't apply to time towards non-provisional service time.

SENATE REPRESENTATION – Under the new departmental leadership model, the make-up of senate representation may need to be altered, under the new bylaws any department with 3 or more faculty can have their own senator. This could mean that there could be 23 senators, which means that there would be more representation across the college. This may mean that Chair meetings are no longer needed, because every prefix will have their own chair, making the chair meetings too large. Is the current model of representation preferable to having more senators? If more senators were involved in senate, would it be fair to have the representation from a 3 person department be equal to that of an 11 person department in the conversation?