

Faculty Senate Meeting Minutes  
Red Rocks Community College  
2/4/2020

Senators Present: Robert Vroman, Meredith Hibit, Benjamin Rogers, Janet Tarase, Brandon English, Sally Stablein, Erika Iverson, Chelsea Campbell, Helena Martellaro,

Senators Absent: Jeffrey Kaplan, Kyle Whitecotton, Tim Kjensrud, Heather Duncan, John Padgett

Non-Senators Present: Linda Comeaux, Amy Braziller, Adam Forland, Sally Cirincione Sarah Fall, Michele Haney

Faculty Be Aware of the Following:

- Equity Grant, The institution is looking for faculty members to apply for the Equity grant, the focus is to be on racial equity, but other types of equity would be considered. This would be a college-wide grant. Jen Macken is the contact person for this grant, and she has sent out information.
- Assessment Council is proposing language that will be included within ALL faculty goals.

Faculty Request Process - Linda Comeaux was asked to explain what the process was in choosing particular positions to fill or not fill. She explained that in Sept/Oct the Deans were discussing with their departmental needs, but due to weather cancellations the process was delayed. 8 new positions will be filled in instruction, 6 of them faculty members. 6 new positions are to be filled as replacements (Cybersecurity, NUA, EIC/HVAC, MATH, COM, Dean of Instruction), 1 new position will be filled using reallocated funds (EMS), and 1 position will be filled with new money (Concurrent Enrollment Manager). Linda explained specific reasons why each position was filled and other positions weren't for the time being.

The Concurrent Enrollment Manager will help with some of the administrative tasks for concurrent enrollment, which should lighten the load for those programs which utilize concurrent enrollment and may feel burdened by the work load.

It was noted that when departments fill out the form stating departmental need, they aren't receiving feedback, which leaves faculty thinking that they didn't make a good enough argument for the position that they requested. Linda noted that the *form* isn't what makes the decisions, but what the institution must prioritize, and in doing so it may cause some areas to feel disrespected or unappreciated,

and this is understood, however difficult decisions must be made for the benefit of the institution as a whole.

It was asked whether the priority of the institution will *always* be English, Math, and Science, as opposed to degree completion and CTE. The answer to this question was that it depends on the circumstance of the institution at the time, and that priorities can shift.

Additionally, it was noted that Faculty have some frustration with the lack of faculty involvement in these decisions.

Faculty Evaluation Process – Amy Braziller met with senate in regards to proposed changes to the faculty evaluation process from within the system office.

Amy asked for feedback to the proposed changes. It was noted that SOI's are problematic measurement of teaching ability/ success. There were some questions about the appropriateness of the aspect of collegiality, like: how it is measured, how it is defined, and how it would be evaluated?

In regards to collapsing the categories of teaching and service into one holistic measurement, instead of the 70/30 percentage split that has been in place, the senate largely thought that this was an extremely positive change.

There is a proposal concerning veteran faculty whom have received an exemplary review for multiple years in a row, which would allow them to opt out of annual evaluations/observations. The exemplary evaluation would be set in place for a 2-3 year cycle in which faculty don't need an annual evaluation. There is a question as to whether Dean's would then provide exemplary ratings to avoid more work on their end, or whether this would be affected by a new Dean taking over the division. It is suggested that an observation may be required if the faculty draw a low SOI score. Within the current proposal, a supervisor or Dean may request to observe at any time, and that there is a 3 year limit.

It was asked whether 3 evaluation tiers (exemplary / commendable / needs improvement) is too many or too few. It is suggested that more than 3 would be too cumbersome, but less than 3 could cause some issues as well. There is some discussion as to what would happen to losing the middle tier, which allows the evaluator some room. And there was a consensus among the senate that 3 tiers was an appropriate amount.

Let Amy know if there are any questions or concerns about this proposal.

\*\*\*\* ACTION ITEM – SENATORS SPEAK TO CONSTITUENTS ABOUT PROVIDING AMY WITH FEEDBACK CONCERNING THE FACULTY EVALUATION PROCESS, SO READ IT.

Amy needs to know by FEB 17TH