

Instructor Advisory Council Meeting Notes

May 14, 2021, 9:00-11:00 am – Zoom

Call to order

Voting Members Attending:

Position	Name	Attendance
Note Taker/Agenda Creator	Amanda Martin – CCCS	x
Morgan CC	Andrew Hayes	
Lamar CC	Donnie Hollingsworth	x
Otero JC	Joel Gray	x
Pueblo CC	John Webber	X (30 min)
Pikes Peak CC	Linda Hertz	x
Colorado Northwestern CC	Lisa Westhoff	
Northeastern JC	Nancy Kugler	
CC of Denver	Shane Peterson	x
Arapahoe CC	Susan Stirrup	x
CC of Aurora	Tasia Vandervegt	x
Trinidad State JC	Terri Herbstritt	x
Red Rocks CC	Janessa Jacobs	x
CC of Aurora	Michael Mckee	X

Guests:

- Landon Pirius, CCCS

1	Topic: Chair/Sec	Presenters	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carryover <input type="checkbox"/> Prep	<input type="checkbox"/> Information <input type="checkbox"/> Input <input type="checkbox"/> Decision <input checked="" type="checkbox"/> Vote	<input type="checkbox"/> Complete <input checked="" type="checkbox"/> Carryover <input type="checkbox"/> Table
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Background: Dedicated chair suggested by SFAC to give us legitimacy

Purpose: decide facilitator and note taker for each meeting for the year.

Expected:

Actions: Find second chair in Fall

Notes:

- Going with the co-chair model. Open suggestions
- Vote for Amanda Martin as one of the co-chairs: Approved!
- In fall with next meeting will set up next chair.

2	Topic: Tiers payment for returning hires.	Presenter s Tasia Landon	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carryover <input type="checkbox"/> Prep	<input type="checkbox"/> Information <input type="checkbox"/> Input <input type="checkbox"/> Decision <input checked="" type="checkbox"/> Vote		<input checked="" type="checkbox"/> Complete <input type="checkbox"/> Carryover <input type="checkbox"/> Table
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Background: HR often places returning instructors at tier 1 even if they have been at tier 3 in prior years

Purpose: Develop a policy that matches the spirit of the policy

Expected: Develop words to have Landon send to HR

Actions: Draft 3 sent to Landon for HR

Notes:

Proposed revision to State Board Policy 3-10b (section 3):

- When hiring an instructor who teaches currently or has taught previously at another CCCS college or at another campus of the same college, the hiring college and CCCOnline shall maintain the highest compensation level achieved by the instructor at his or her current or previous college.

If instructor is not currently employed, they cannot get the highest tier. Spirit is the highest tier ever.

This group needs to modify language, so the spirit of policy is matching the language.

Needs to include words about breaks in service. Should be MORE explicit than less.

Draft of new one:

- When hiring an instructor who teaches currently or has taught previously at another CCCS college or at another campus of the same college, the hiring college and CCCOnline shall maintain the highest compensation level ever achieved by the instructor at their current or previous college. This includes Instructors who have had a break in service across one or more semesters.

Question on what break-in-service.

Questions on reasons for break of service, should instructor come back at same level if they quit? Various opinions on that

Questions on how long is break of service, things change like equity, and will the instructor be as effective without current PD and understanding?

Draft 2:

- When hiring an instructor who teaches currently or has taught previously at another CCCS college or at another campus of the same college, the hiring college and CCCOnline shall maintain the highest compensation level ever achieved by the instructor at their current or previous college. This includes Instructors who have not instructed for any reason for one or more semesters.

Draft 3:

- When hiring an instructor who teaches currently or has taught previously at another CCCS college or at another campus of the same college, the hiring college and CCCOnline shall maintain the highest compensation level ever achieved by the instructor at their current or previous college. This includes Instructors who have not instructed for one or more semesters.

Motion to forward Draft 3 to Landon to disperse to HR.

Approved.

3	Topic: Pay consistency.	Presenters	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carryover <input type="checkbox"/> Prep	<input checked="" type="checkbox"/> Information <input type="checkbox"/> Input <input type="checkbox"/> Decision <input type="checkbox"/> Vote		<input type="checkbox"/> Complete <input type="checkbox"/> Carryover <input checked="" type="checkbox"/> Table
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Background: Tiers are different at different colleges

Purpose: Explore consistency of tiers

Expected: Learn how various colleges apply tiers

Actions: Discussion on inconsistencies of tiers

Notes:

- Of note even though we have tiers are all adjuncts getting paid by this standard.
- There is not a consistent process in applying for tier levels.
- There is also not consistent pay for credit and credit is defined differently based on lab/lecture in only SOME colleges.
- Also, max credits are not even within the system.
- Generally, CCCOnline is higher so adjuncts can pick up extra there. This might change with the shift happening with CCCOnline

4	Topic Landon	Presenters Joe Garcia	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carryover <input type="checkbox"/> Prep	<input type="checkbox"/> Information <input checked="" type="checkbox"/> Input <input type="checkbox"/> Decision <input type="checkbox"/> Vote		<input type="checkbox"/> Complete <input type="checkbox"/> Carryover <input checked="" type="checkbox"/> Table
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Background: Landon Update

Purpose: What is the schedule for next year?
CCCOonline update

Expected:

Actions: Share list of subcommittees with people that might join (list in your email)

Notes:

- CCCOnline discussions are still going to happen over the summer. Project coordinator position just opened today.

- External data collection done.
- Consultant hired for mapping and student online learning- this is the work for next couple of months.
- What should their registration experience look like? Library experience?
- Most work for CCCOnline is done in sub-committees. Real work starts in fall.
- Can share this information to others to get people in committees. This doc is now in the team drive and the list was emailed to all members.
- Hiring can be informal at some colleges- Is this an equity issue? Should broaden this so that there is a larger range in candidate diversity?
- Internal vs external hires as we shift CCCOnline?
- Having adjuncts cross disciplines in high demand fields?
- Some clarification on getting paid, if it is in just your college need to submit

5	Topic Schedule for fall	Presenters David	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carryover <input type="checkbox"/> Prep	<input type="checkbox"/> Information <input type="checkbox"/> Input <input type="checkbox"/> Decision <input checked="" type="checkbox"/> Vote		<input checked="" type="checkbox"/> Complete <input type="checkbox"/> Carryover <input type="checkbox"/> Table
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Background: When will we met?

Purpose: set schedule

Expected:

Actions: Sept meeting is 2nd Friday at 9am. Sept 10th, 2021.

Decide rest of year after that.

Notes:

- Meeting schedule for next academic year. Do you still want to have your meetings the 2nd Friday of each month from 9-11?
 - Motion to keep this for JUST September. First agenda item will be to solidify the schedule for the full year.
 - Approved.

Adjourn Meeting

Circle back Items:

Meeting schedule for the year

Guests from CCCS system office: HR, General Council

Angie Gramse = General Council

Christina Cecil = HR Lead Administrator (or something to this effect)

- Paying over the whole year rather than just being paid for 4 months?
- Multi-year contracts

Maybe next month we can formulate questions that would be asked of whomever we are inviting for the August/September meeting

Advancement pathways, opportunities, and continuing education. It would be good to have clear pathways to advance to full-time, higher pay, continuing education credit, etc. For instance, I know adjuncts can be encouraged to have more education but lack access to funds or resources to make that happen (This may be more of an individual college conversation?)

Job security / Ombudsman—rather than another instructor becoming that “ear”. Fear of “retaliation”/job in jeopardy. Dispute resolution

Invite the Ombudsman for CCCS—is there such a position? Does that person represent adjunct instructors?

Online and how the shift from CCCOnline will affect instructors and course load (currently 21 credits max per semester across the system). Worried about limited availability.

Most colleges are 12, CCD and CCCO = 15. Benefits reasons?