

CCPS CAC Agenda
Noon, September 25, 2019
297C DeVos Center

[We will meet only for one hour for this first meeting, to allow everyone to stop by the CCPS Advising Center's Kickback event. The rest of the meetings will be scheduled for two hours]

Administrative Matters

Welcome to new members

CCPC CAC Minutes – note taker

Meeting Schedule – distributed earlier

Old Business

Discuss President Mantella's response to equity in access to workout facilities memo – Aaron Van Oosterhout

CCPS Award submission and review process – Tonisha Jones

Research Symposium – Patty Janes

New Business:

Appoint regular faculty member to serve on the AFAC for remainder of 2019-20 AY

2019-20 Agenda Items

CCPS Faculty Suggestions for CAC (see second page of this agenda document)

Other?

Adjourn at 1:00.

CCPS Faculty/Staff Kick-off meeting Input

- CCPS-wide agreement to be more sustainable by reducing paper consumption (syllabi distribution, etc.)
- Explore accelerating CCPS program completion
- Additional support for teaching excellence
- Use of FTLC to support faculty teaching (including adjuncts) Evaluation of teaching of all CCPS faculty – adjunct, tenure track, and tenured faculty
- More consistency in faculty personnel processes (contract renewal, tenure and promotion) between CCPS units. Activities such as classroom visitations, teaching support vary greatly
- Increased pay for adjunct faculty to improve quality
- Share best practices and models for assigning faculty mentors in each unit
- Sharing techniques, “lunch & learns:”, for faculty on mentoring today’s students (success coaching, career prep., etc.)
- CCPS lead the way to being an “age friendly” university
- Shift to paying more attention to the needs of non-traditional students across their entire life span from 30s to 70s and beyond (Mark H. has info on this)
- Look into decisions for full professor salary adjustment to understand why no increases at all in some units; would like to know rationale and process for market salary adjustments by unit/rank and have clear, written explanations for decisions
 - o Who are comparative institutions?
 - o Comparing WHAT? Base salaries? Annual adjustment increments?
 - o Share methodology and findings of market analysis and share transparently
- Examine current CCPS salary adjustment process, see some serious problems with it; salary /pay adjustment based on merit/productivity
- Look into CCPS workload equity among units (class locations, size caps, etc.)
 - o Workload equity concerns across CCPS and university
 - Compensations for 399s, 499s, 699s, etc.
 - Service load