

CCPS CAC Meeting Minutes

March 18, 2019
488C DeVos Center

In attendance: Paul Stansbie, CCPS Dean's Office, Shantonya Scott, Advising Center, Patty Janes, HTM, Kristine Mullendore, CJ, Steven Smith, SW; Diane Kimoto Bonetti, SPNHA, Aaron Van Oosterhout, JCP; Tonisha Jones, CJ

Absent:

Meeting commenced 12:05pm

Approval of past minutes: not necessary since they were approved via email.

Approval Agenda - approved

Chair report

Updates

CCPS Bylaw revisions – no one has contacted Kris regarding questions. This will be included as an agenda item for March 20 to allow for any discussion about the proposed revisions and the committee agreed to a subsequent electronic ballot for voting.

Elections – reviewed process and open membership opportunities on committees, including errors with omitted committees on the ballot. The Affiliate Faculty Advisory Committee needs a faculty meeting to serve from our college (John Lipford HTM serves as an affiliate member on this committee). General Education Committee needs a CCPS faculty member, preferably one who teaches, or has taught, a Gen Ed course. Writing Skills Committees position may be open, as current member's term has ended. (Patty agreed to check with Alison Adams to see if she is willing to serve again). The faculty member of the College Personnel Committee term has also expired and a nomination will be needed for that position. Patty indicated that she believed Michael Scantlebury was willing to run for another term. The election results and need for another ballot process will be shared at the upcoming CCPS meeting and the electronic nomination and voting ballot will be implemented after the meeting for these open positions

March 20, 2019 CCPS Winter meeting – Discussed agenda. Paul updated the committee reporting that the agenda will now include the Provost, as she requested a college meeting to allow her to share information to be transparent regarding budget issues/questions. Therefore, instead of hosting another CCPS meeting in April, it was decided to omit the originally arranged guest speaker. Kris contacted our speaker and she graciously agreed to art another time instead. CAC April meeting: Steve Smith has completed her term and his replacement, Sally Pelon, will be invited to attend the remainder meeting this academic year. A vote need to be held to elect the chair of the CAC for 2019-20 during a meeting that she is able to attend.

a. Agreed to continue discussion of Dean's salary adjustment process at April meeting

Kris shared an additional item from the fall startup items not yet finalized, the new

salary review process. This was revisited with fall meetings. However, the first step of the process has been completed (FAR).

- a. Tonisha asked for clarification re: scholarship and accepting “other” published items (e.g. technical reports, book chapters). Paul suggested they are included. The group discussed the importance of clarification of what other scholarship is accepted.
- b. Does the dean’s office receive the raw data to evaluate gender, race, age, and/or other variables? Paul said although they do not evaluate it currently. However, they will consider it. They can be exemplary in 2/3 items. Others discussed concerns re: sample size (if only three people respond, is it being used?).
- c. Kris discussed peer evaluation process (lack thereof) and other methods for evaluating teaching (e.g. faculty reflection on the FAR).
- d. Patty asked how many faculty have been negatively impacted by the new guidelines this year. Although there are in the middle of the process, there has been a couple of instances the dean’s office has returned to the department chairs for items in need of further clarification.
- e. A discussion occurred regarding salary, salary compression, the Provost’s initiative to address compression, etc.
- f. The committee asked for continued analysis and discussion of this topic. Although it was supported in concept by the committee, there is concern since this process is tied to salaries and long term faculty impacts.

Old Business

Continued discussion of faculty/staff interest in CCPS “Research Symposium”: Johnson Center and HTM are interested, and Sal in SPNHA. Kris suggested going forward that each committee member work on one of the CAC initiatives. Patty will coordinate this initiative. This should be created and announced at the start up meeting in the fall.

Aaron shared the letter sent by email to downtown units asking for support of establishing access to exercise facilities on the Pew campus. Three specific responses were shared with committee members. One of these included a report on an earlier survey of KCON students with results showing a very high interest in this type of work out facility access. A discussion emerged regarding the finalization of a formal letter to administration (HR and executive team) by the end of this academic year asking for this to become a more highly prioritized item on the master facilities plan.

New Business

- a. CCPS Awards process - Diane and Tonisha
The Chair shared that a question had been raised as to whether the award process permits the nomination and consideration of “co” nominees for joint initiatives. In discussion it was agreed that this is permissible under the current process and has occurred before. Diane and Tonisha agreed to meet and have recommended changes

for the committee to address in the fall. The dean's office suggests the creation of an award moved and Diane seconded to untangle a motion to create an affiliate only award. A discussion ensued regarding the value of affiliate only award (there are currently five in our college) vs. a generic award. Upon a vote (affiliate faculty teaching award) – the motion failed. Patty moved that there be an “outstanding college contribution” award and Diane seconded. This award will include all faculty/staff (full time/part time). Committee will detail the award description/criteria by fall. –The committee unanimously support of the motion.

Other

Members agreed to take a lead as follows:

Fall kick off – Faculty (all)

Mentoring (Paul)

Health/Wellness (Aaron)

Research Symposium (Patty)

Kris raised with the committee for discussion the CCPS strategic plan report shared earlier with the committee. She was asked by the dean's office for the CAC to discuss objective reports and what was met/not met as reported in the material sent out previously. The report shows that the majority of the objectives have been met. Considerable discussion emerged regarding diversity goals (Objective 2.B.1). Questions included: is diversity only racial diversity (or how do we define it); the measurement (how was 10% determined)? What are the strategies for recruitment? What about adjuncts/staff percentages? What is the local community/student population percentages? CAC should send additional questions.

Adjourned:

Adjourned 2:00pm. NEXT MEETING: Note April 1st deadline for faculty award nominations. Please review all nominations before the meeting April 8 at noon in 488C DeVos. An agenda will be forwarded.