

PCCEA Report to Faculty Senate

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Ongoing AERC Work

- *Reporting as Faculty PCCEA rep.* There are a lot of [ongoing projects](#) in the AERC. The meetings are open and we have public comment at the beginning of each of our sessions. Here is a list of what we are currently working on:

Resolution Team Status Document (click to make copy)	Policy/policies affected Working Document	View only + PDF	AERC point person (responsible for updates/ running meetings)	Status	P
Provost/FT Faculty meetings	none - ongoing meeting	n/a	Makyla Hays	in discussions	
Staff Pay Structure, Placement, and Progress		<input type="checkbox"/>	Jason Brown	in discussions	
FT Faculty Salary Structure	Proposed Faculty Step Progression	<input type="checkbox"/>	Makyla Hays	in discussions	
AP/AERC involvement - Meet and Confer	DRAFT AP 1.25.01	<input type="checkbox"/>	Makyla Hays	in discussions	
Adjunct Faculty Responsibilities	Draft Faculty General Responsibilities	<input type="checkbox"/>	Kate Schmidt-she her	in discussions	
FT-Faculty Role and General Responsibilities	Draft FT Faculty General Responsibilities	<input type="checkbox"/>	Aubrey Conover	choose one	
Remote Work		<input type="checkbox"/>	Jason Brown	in discussions	
Adjunct Faculty Tier System	Draft Faculty Compensation	<input checked="" type="checkbox"/>	Sarah Jansen	posted	
Adjunct Faculty Tier System Part 2A	Draft Adjunct Faculty Rat...	<input checked="" type="checkbox"/>	Sarah Jansen	waiting Admin appr...	
Adjunct Faculty Tier System Part 2B	Draft Faculty Professiona...	<input type="checkbox"/>	Lynn Maners	in discussions	
Adjunct Faculty Professional Development	Draft Adjunct Faculty Pro...	<input checked="" type="checkbox"/>	Sarah Jansen	waiting Admin appr...	
FT Faculty Professional Development	Draft Faculty Professiona...	<input checked="" type="checkbox"/>	Matej Boguszak	posted	
FT Faculty Hard to Hire		<input type="checkbox"/>	Aubrey Conover	choose one	
FT Faculty Credit Beyond Graduate Hours		<input type="checkbox"/>	Aubrey Conover	choose one	
Syllabus & Course Prep. AF		<input type="checkbox"/>	Kate Schmidt-she her	in discussions	
Faculty Sick Leave/PTO buyout		<input type="checkbox"/>	Makyla Hays	in discussions	
Tuition Waiver/Staff Prof Dev - A	Draft Tuition Waiver	<input checked="" type="checkbox"/>	Jamie Irvin	waiting Admin appr...	
Tuition Waiver/Staff Prof Dev - B	Draft Staff Professional D...	<input checked="" type="checkbox"/>	Jamie Irvin	posted	
Non-Exempt Annual Leave Accrual	Draft Annual Leave	n/a	Jamie Irvin	closed/not moving f...	
Accommodation for Religious Observance	Draft Accommodation for...	<input checked="" type="checkbox"/>		posted	
Provisional Faculty	Draft Faculty Professional Devel...	<input type="checkbox"/>	Makyla Hays	choose one	
ODR Complaint Process	Track Changes for Comp...	<input type="checkbox"/>	Makyla Hays	in discussions	
Faculty Hiring Process	ap-2-02-02 - Working Co...	<input type="checkbox"/>	Kate Schmidt-she her	21 day comment	
Holidays and Recesses	Final Draft Holiday and Recesses	<input type="checkbox"/>	Makyla Hays	waiting AERC appr...	
FT Faculty Professional Development (TLC)	Draft FT Faculty Professional De...	<input type="checkbox"/>	James Sheldon	in discussions	
Gambling on college property		<input type="checkbox"/>	Aubrey Conover	choose one	

- *Of interest to PCCEA and faculty:*
 - [FT Faculty Salary structure](#)
 - Waiting to hear about the cost impact of the 16 step schedule
 - Working on language to capture step progression
 - [AP/AERC involvement](#)
 - Have not met since All Faculty Day but will continue conversation next week
 - [FT Faculty Roles and General Responsibilities](#)
 - Conversations are focusing on faculty workload and responsibilities
 - Leadership compensation is not being discussed by this group

- The conversation about Faculty and Remote Work will take place in this group.
- FT Faculty Hard to hire and FT Faculty Credit beyond Graduate Hours
 - Benchmarking and determining best way forward
 - New members who volunteered at All Faculty Day are being invited to the next meetings
- ODR complaint process
 - We are inviting ODR back to AERC to further discuss the complaint process as the conversation did not happen at the end of last semester.
- FT Faculty Professional Development
 - After the last updates to professional development, the TLC brought forward some more fixes and great additions. A team, including the TLC, is now working on another update to this policy to better capture Professional Development opportunities through the TLC.

Topics to Track (outside of AERC)

- Hiring for Full Time Faculty
 - Process for next year
 - What data will be used
 - What positions are approved
- Leadership compensation system
 - To be looked at by Dr Duran-Cerda and Dr Bea
- Board Policies on Shared Governance
 - BP 1.01, 1.06, 1.25
 - Mentioned in the [Board's document addressing HLC criterion 2](#)
- Benefits committee
 - We have reached out to Dr Bea to reconvene the group who gave input on the benefits in the past
- Have heard concerns about some faculty being asked to teach low enrolled courses at a prorated rate because students need them.
- PCCEA vacant positions special election for Spring via email