

CMU Faculty Senate MEETING MINUTES

Date: March 7, 2024, 3:30 – 5:00pm

Venue: Center for Teaching and Learning

Senators/Representatives present:

Margot Beckett, Karl Castleton, Ann Gillies, Eli Hall, Kristin Heumann, Deb Kennard, Christopher McKim, Kyle McQuade, Steve Merino, Josh Meuwly, Brian Parry, Nate Perry, Markus Reitenbach, Stacie Schreiner, Rhema Zlaten, Aleena Gomez

Senators/Representatives Absent:

Kathy Diehl

Guests:

Laureen Cantwell Jurkovic, Cher Hendricks, Scott Andrews, Ben Reigel, David Weinberg, Megan Sherbenou, Michelle Mellenthin, Holly Oberle, Kara Walter

Rena Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Heumann calls meeting to order at 3:30pm

- II. Consent Agenda
 - a. Assessment Committee Minutes November 3, 2023
 - b. Assessment Committee Minutes December 1, 2023
 - c. Assessment Committee Minutes February 2, 2024
 - d. Library Advisory Committee Minutes February 27, 2024
 - e. Faculty Salary and Benefits Committee Minutes January 24, 2024
 - f. Faculty Success Committee Minutes September 12, 2023
 - g. Faculty Success Committee Minutes September 26, 2023
 - h. Faculty Success Committee Minutes October 24, 2023
 - i. Faculty Success Committee Minutes January 24, 2024
 - j. Faculty Success Committee Minutes February 28, 2024

**Motion: to approve entire Consent Agenda
(McKim, Seconded Beckett); Motion Carried**

- III. Approve Faculty Senate Minutes from February 15, 2024
**Motion: to approve Faculty Senate Minutes from February 15, 2024
(Beckett, Seconded Gillies); Motion Carried**

- IV. Committee Minutes and Reports to Approve
 - a. CMU Tech Curriculum Committee Minutes from February 20, 2024
**Motion: to approve CMU Tech Curriculum Committee Minutes from February 20, 2024
(Schreiner, Seconded Hall); Motion Carried**

- b. Undergraduate Curriculum Committee Minutes from February 22, 2024

**Motion: to approve Undergraduate Curriculum Committee Minutes from February 22, 2024
(McQuade, Seconded Castleton); Motion Carried**

c. Graduate Curriculum Committee Minutes from February 7, 2024
**Motion: to approve Graduate Curriculum Committee Minutes from February 7, 2024
(Hall, Seconded Schreiner); Motion Carried**

V. Information Items

- a. Dignity in Dialogue Speaker Series – March 11, 2024.
 - i. 230-4pm appetizers in CTL for faculty
 - ii. 500-630pm in Meyer Ballroom – need to RSVP
 - iii. Meeting with classes at CMU Tech on March 12th

VI. Continuing Business

- a. Faculty Success Committee Report.
 - i. Student Evaluation Recommendations Report is located on the R:/Faculty Senate. Eighty-four people took the survey and there were about two dozen at the workshop. The bolded items in the report are recommendations.
 - 1. The last question prompt on page 8 may not be ideal or hard for a student to accurately access: Professionalism and continuous improvement: It is evident that the instructor has put effort into preparation of course lectures and assignments.
 - 2. There seems to be a decrease in evaluations being completed by students and wondering if the electronic process is hindering holding students accountable to evaluate. There is a recommendation to have a QR code for each class that the faculty can use to direct the students to the specific evaluation for that specific course.

**Motion: to table the discussion on Faculty Success Committee to the next meeting
(McKim, Seconded Reitenbach); Motion Carried**

- b. Faculty Salary and Benefits Committee Report.
 - i. Report on Potential Instructor Promotion Systems is located on the R:/Faculty Senate. Faculty Salary and Benefits Committee voted unanimously to submit the report to the Faculty Senate. Instructors are participating in many different aspects depending on department of employment, some may be expected to do more than others. Lecturer level would be completing 12 credits per semester of teaching only. If the Department Head wanted adjunct faculty to do more work, they would need to promote them to the instructor level. The instructor level would include 15 credits per semester, i.e. 12 credits of teaching and the equivalent of 3 credits of teaching toward advising, service, and/or scholarship. The instructor pay would be increased to support the well-

defined duties. This level would be available for application in their 6th year of employment at CMU. There is a third level recommended to create a Principal Lecturer/Instructor, which would have a \$3000 base pay increase and a 3-year contract for Lecturers and Instructors who maintain an Exceptional or Above Expectations Performance Ratings, plus 10-year employment at CMU.

1. If a Lecturer applied for Instructor but didn't receive promotion, could they apply again in the future? Yes, the expectation is that someone can apply again. Who would be reviewing the promotion requests? Believe the best would be the Department Head and support by VPAA.
2. Would a Principal Lecturer get \$3000 base pay increase as well as a Principal Instructor? Yes, it would be the same. However, if someone followed the promotion process from Lecturer to Instructor to Principal Instructor, they would have a higher salary based on the promotion process proposed.

Motion: to accept the Faculty Salary and Benefits Committee Report (McKim, Seconded Hall); McKim withdrew the motion.

Motion: to table the discussion to accept the report on the Faculty Salary and Benefits Committee Report to the next meeting (McQuade, Seconded Castleton); Motion Carried

- c. Faculty Senators for 2024-2027 terms.
 - i. Rachel Weinzimmer will be replacing Kristin Heumann; Marcus Reitenbach will be retaining his position; David Collins will be returning to Faculty Senate
 - ii. Executive Committee Nominations
 1. President: attend all meetings including Executive Committee, run Faculty Senate meetings, responds to faculty and emails. There is a course release associated with this position.
 2. President Elect: attend all meetings and observe for taking over as President. Needs to be in their 1st or 2nd year of Faculty Senate term.
 3. Vice President: run meetings in absence of President; keeping committees filled and reaching out to make sure they are filled.
 4. Secretary: communication in conjunction with President, take minutes/notes from Executive Committee.
 - a. If interested, please let Kristin Heumann know before April meeting.

VII. New Business

VIII. Reports

- a. VPAA Report, Cher Hendricks

- i. Candidate for Distance Education position on campus on Friday, March 8th in CTE. On Monday, March 11th at 11am in CTE is a session with Nadine Strossen, includes lunch.
- b. Faculty Trustee Report, Brian Parry
 - i. No report
- c. CFAC report, Margot Beckettell
 - i. No report
- d. VP report, Margot Beckettell
 - i. No report
- e. Student Government Report, Aleena Gomez
 - i. ASG submitted a letter of support for HB1082 to designate CMU as a First-Generation Institution; MAV Awards are coming up.
- f. Executive Committee Report, Kyle McQuade
 - i. No report
- g. President's Report, Kristin Heumann
 - i. No report

IX. Adjourn

Motion: to adjourn the meeting

(Beckettell, Seconded Merino); Motion carried 4:56p