

**Draft
Faculty Senate Meeting Minutes
March 20, 2014**

Senators: Steven Bradley, Johnny Snyder, Elizabeth Sharp, Cynthia Chovich, Anne Bledsoe (Library), Dan Schultz-Ela, Sarah Swedberg, Carrie McVean Waring, Chad Middleton, Genell Stites, Alane Wooster, Gayla Jo Slauson, Jack Delmore. Absent: Jeanine Howe, Eric Sandstrom

Guests: Don Carpenter, Carol Futhey, Gary Looft, Carolyn Ferreira-Lillo, Holly Teal, Michelle Dusterdick (ASG Representative)

Minutes Secretary: Coreen Blair

I. CALL TO ORDER

The meeting was called to order by Steven Bradley, Faculty Senate President, at 3:32 PM in UC221.

II. CONSENT AGENDA

Motion: to receive the consent agenda (Swedberg/Middleton); motion carried.

a. Receive WCCC Curriculum Committee minutes from March 11, 2014 meeting.

III. FACULTY SENATE MINUTES

Motion: to approve minutes from 6 March, 2014 (Delmore/Sharp); motion carried.

IV. COMMITTEE MINUTES AND REPORT

A. Motion to approve WCCC Curriculum Committee minutes from January 21, 2014 (Chovich/Sharp); motion carried.

B. Motion to approve Faculty Salary & Benefits report from February 19, 2014 (Sharp/Delmore); motion carried.

Discussion: Bradley commented on report that was put on consent agenda and discussion in last Executive Committee meeting (two weeks ago). President Foster and Vice President Futhey were willing to consider recommendations with regard to dependent tuition credits, if more factual information could be provided. Bradley has asked Tom Acker to research policies including definitions of *dependent* from each four-year college in Colorado, particularly CU Boulder and UCCS. Bradley requested that information be reported by end of academic year.

C. Motion to approve Distinguished Faculty Award Committee minutes from December 3, 2013 (Stites/Swedberg); motion carried.

Discussion: Minutes contain suggestion to ask Faculty Senate or Administration to expand categories of awards. Further discussion deferred to follow approval of minutes.

Motion to send a charge to Faculty Success Committee to explore expanding categories of Distinguished Faculty Awards (Chovich/Sharp); motion carried.

D. Motion to approve Distinguished Faculty Award Committee minutes February 17, 2014 (Swedberg/Middleton); motion carried.

E. Motion to Approve Undergraduate Curriculum Committee minutes February 27, 2014 (Chovich/Sharp); motion carried.

Discussion: Bradley questioned the reason for large number of prerequisite changes for ENGL courses on page 2, Item III.b. Languages, Literature, and Mass Communication. Carpenter did not know. Bradley questioned revisit and amendments to passed motions made on pages 5-6, WCCC: Business, Applied Science and Information Services, for PROS 290. Carpenter explained original approval overlooked the lack of a chosen name for PROS 290, which prompted the motion to revisit previous motion and add stipulation that a finalized name be chosen and included in the program sheet. Item is currently on agenda to address at next UCC meeting.

F. Motion to approve proposed changes to Combined Curriculum Policy Manual from February 27, 2014 (McVean Waring/Schultz-Ela); motion carried.

Discussion: Bradley clarified that the proposed change is to add BS in Mechanical Engineering to Professional, Technical and Other list, and asked about permission to complete over 120 hours in the PTO category. Carpenter explained PTO programs can exceed 60 hours in major and can specify General Education requirements; further permission would need to be approved through CCHE.

G. Motion to approve Graduate Curriculum Committee minutes from February 26, 2014 (Schultz-Ela/Sharp); motion carried.

Motion to remove Item IV.H from table (Schultz-Ela/Chovich); motion carried.

H. Motion to approve official Academic Affairs Policy form *Academic Residency for Undergraduate Certificates* as amended (McVean Waring/Wooster); motion carried.

Discussion: Agreement was made to finalize the wording on form stating “A grade lower than ‘C’ will not be counted toward satisfying certificate requirements” and changing “...fifty percent of the coursework” to “...fifty percent of credit hours.”

V. Presentation on DegreeWorks – Holly Teal

Teal demonstrated new degree analysis software called DegreeWorks which is planned to replace CAPP by mid-August. Enhanced features of DegreeWorks include reversal of registration process by beginning with degree plan first. Worksheet tab shows percentage of student completion in program, along with courses still needed for completion and dynamic drop down options to find specific courses and times. System also includes general education requirements indicator and GPA calculators. Overall program is expected to be more flexible and allow for customization to improve efficiency of

advising and registration process. Teal distributed implementation plan for 2014 with more details.

VI. NEW BUSINESS

Chovich shared information on annual faculty salary survey in *The Chronicle of Higher Education* and distributed salary data with listing of average salaries of tenured and tenure-track faculty. Bradley will pass along more information shared at Trustee's meeting.

VII. OLD BUSINESS

Bradley made note that the last FS meeting date of the semester will be May 8 at WCCC in the multi-purpose room. The meeting will conclude with a food and beverage social hour.

VIII. REPORTS

A. Trustee Report – Slauson presented highlights from the March 19 meeting with the BOT and shared that President Foster has received several letters recommending a classroom to be named after faculty emeritus Don MacKendrick. Administrative details and collaboration have been further defined with the initiation of the RN-BSN online program through Academic Partnerships (AP). CMU and AP will split tuition 50/50 per credit hour. AP will act as marketing executer, with CMU having approval of all marketing communications. AP will provide integration team support to facilitate program and operational planning sessions and collaboration with CMU faculty in program design and best practices for delivery. AP will assist with student retention support and conduct market research for demand of additional online degree programs at CMU. Financial management, scholarships, and credit award will be overseen by CMU.

Information on faculty and staff compensation over the last few years was reported showing FTE increase from 364 (2009) to 464 (2013), recognition and rating of exemplary employees increased from 38 to 48, excellent employees increased from 169 to 203, and highly proficient increased from 136 to 179. Report also shows a breakdown of how employee cost of living adjustments, market analysis, merit increases and promotions have trended since 2009. Bachelor of Social Work and Emeritus status was approved. Proposal with minor change of year plans and limitations with defined contribution plan was approved. Newly tenured faculty were identified, the new calendar for next year's meetings was approved, and budget and retention was discussed. Slauson noted concerns with Instructor-30 proposal and payback penalty, or "clawback" clause. Slauson made recommendation to BOT to revisit this proposal and item was tabled. All other Professional Handbook Committee changes were approved.
(Reported out of sequence.)

B. Executive Committee – Schultz-Ela reported that President Foster discussed highlights of BOT meeting, including problems with new I-30 instructor category falling between tenured and at-will employees. Futhey clarified that the I-30 category is currently in a test year and needs need more feedback on how many will choose to continue. New educational buzz word "grit" was discussed, and related as perseverance

and stamina in learning efforts. Retention issues were discussed with plan to conduct research and track national databases for both CMU students that have left and transferred to other institutions and those that have not returned to higher education. Futhey will present more info in next couple of weeks.

C. President's Report – Bradley reminded FS that with the three meetings left of the year, Senate business will need to focus on upcoming election of FS officers and Senators reaching term limit. Departments will need to elect substitutes for these positions reaching term limits; including, Jeanine Howe, Eric Sandstrom, Carrie McVean Waring (Biology). Snyder is currently reviewing Senate standing committees, noting those members that are term limited with plans of asking those not term limited to serve another term and/or find replacement. Letters will be sent to department heads that include all positions needed from that department for next year per bylaws, policies and procedures. Snyder (newly appointed chair) of Senate Officer Nominee Committee made request for new President-Elect, Vice President, and Secretary nominations prior to May 8 meeting.

Bradley noted Academic Policies charge of “+/-“ grading system returned to Senate asking permission to drop on basis of survey not providing enough “compelling” evidence and faculty response showing an equal split. Bradley asked for feedback and thoughts on Pre-Tenure Review Committee (established 6 years ago) and decision to make it a non-standing committee. Self-assessment from committee and feedback from colleagues may be needed to “restart” conversation with Administration on how pre-tenure review process fits into and can be structured in an official process.

D. Academic Affairs Update – No report.

IX. Adjournment

Meeting adjourned at 5:10 PM (Schultz-Ela).

Respectfully submitted,
Coreen Blair
Minutes Secretary