

**Faculty Senate
Meeting Minutes
November 6, 2014
UC 221**

Senators in attendance:

Johnny Snyder, Aparna Palmer, Dan Schultz-Ela, Genell Stites, Elizabeth Sharp, Lisa Friel, Chad Middleton, Josh Butler, Megan Glynn, TJ Gerlach, Sarah Swedberg, Laney Wooster, James Ayers, Anne Bledsoe

Guests in attendance:

Steve Werman, Academic Affairs; Stephen Stern, Vice Chair, Faculty Salary and Benefits Committee; Steven Bradley, Pre-Tenure Committee

Minutes Recorder: Melinda J. Scott

I. CALL TO ORDER AND ROLL CALL BY SIGN-IN

Meeting was called to order by President Aparna Palmer at 3:30pm.
Senators were reminded to sign the Roll Call sheet on the clipboard.

II. CONSENT AGENDA

**Motion: to receive the items on the consent agenda as listed below.
(Swedberg/Butler); motion carried unanimously.**

- A. WCCC Curriculum Committee Meeting Minutes (10/14/14)
- B. UCC Minutes (10/23/14)

III. APPROVE SENATE MINUTES FROM PREVIOUS MEETING (10/16/14)

Motion: to approve the Faculty Senate meeting of October 16, 2014, with amendments as noted in the discussion.

(Middleton/Snyder); motion carried unanimously.

Discussion:

Item 1: Change the time the meeting was called to order from “3:29pm” to “3:30pm.”

Item 2: Page 1, last paragraph, change “His concern is how soon new graduates may begin working on their projects,” to “His concern is how soon new graduate students may begin working on their projects.”

IV. CONTINUING BUSINESS

Motion: to move item IV.C. “Collection of 0.8 Faculty Surveys” on the agenda to precede IV.A. on the agenda.

(Snyder/Sharp); motion carried unanimously.

- C. Collection of 0.8 Faculty Surveys (Johnny Snyder)

Snyder collected forms. He will do a trend analysis on the data collected and report at the next faculty senate meeting. It was noted that even though the information in these surveys was understood to be confidential, some faculty members were reluctant to complete and submit them for fear of jeopardizing their job security.

- A. Response from Faculty Salary and Benefits Committee (FSBC): Dependent Tuition Benefits and Parking Benefits (Stephen Stern) [five hand-outs]

The FSBC has determined that CMU's parking rates are relatively low and suggest there be no change to the faculty parking pass rate.

The FSBC recommends the CMU Faculty Senate adopt Western State Colorado University's model for dependent tuition benefits (see hand-out). IRS implications are unclear at the time of this report—the FSBC can provide further data at a later point. Snyder offered to pass this recommendation along to the Ad Hoc Committee for handbook revisions and/or the Executive Committee.

Motion: that the Faculty Senate Executive Committee present the findings of the Faculty Salary and Benefits Committee regarding parking benefits and dependent tuition benefits to the administration at their Executive Committee meeting.

(Butler/Stites); motion carried unanimously.

- B. Pre-tenure Committee and Meeting the Needs of Junior Faculty (Steven Bradley)

Motion: to delay the discussion of agenda item IV.B. "Pre-tenure Committee and Meeting the Needs of Junior Faculty" until Steven Bradley arrives.

(Swedberg/Butler); motion carried unanimously.

Discussion: At issue is if (or how) the Pre-tenure Committee has been helpful to junior faculty members in the tenure/promotion process. It is evident that there is a lack of consistent criteria across departments with regard to preparation for the tenure-granting process. The idea was introduced of establishing a "resource committee" for junior faculty members to utilize in order to solicit a "second opinion" outside of a faculty member's department. It was suggested that the Senate return to this discussion after reviewing Tim Casey's report from the Faculty Success Committee.

Motion: to survey the faculty on their experience of the Pre-tenure Committee.

(Stites/Friel); motion carried unanimously.

V. REPORTS

- A. Standing Committee status report, Johnny Snyder

Faculty senate members were urged to email Tim Casey with the mentoring activities taking place within your department. Snyder reviewed the process of activating committees for the year. All standing committees are now staffed.

- B. Executive Committee Report, Dan Schultz-Ela

President Foster and Vice President of Academic Affairs Carol Futhey were absent from the Executive Committee meeting. The main topic of discussion was pre-tenure issues.

- C. Update from Academic Affairs, Steve Werman

Nothing to report.

VI. ADJOURN

Motion: to adjourn the Faculty Senate meeting of October 16, 2014 (Middleton).

Meeting adjourned at 4:41pm.

Respectfully submitted,

Melinda J. Scott, Minutes Recorder