

Faculty Senate
Meeting Minutes
November 21, 2019
UC 221

Senators/Representatives in attendance:

Johnny Snyder, Kelly Krohn-Bevill, Kristen Hague, Diana Bailey, Josh Butler, David Collins, Michael Delaney, Lisa Friel-Redifer, Carmine Grieco, Pam Holder, Adam Kluck, Rick Ott, Benjamin Reigel, Thomas Walla, Suzanne Owens, Brian Parry, Laureen Cantwell

Senators/Representatives absent:

Beau Flores | Angel Bautista; Melinda J. Scott, Minutes Recorder

Guests in attendance:

Kurt Haas, VPAA; David Miller, Developmental Education; Sarah Lanci, Computer Science and Engineering; John Marshal, Student Services; Heather McKim, Institutional Research

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

The meeting was called to order by President Johnny Snyder at 3:32pm.

II. CONSENT AGENDA

A. Sabbatical Committee Minutes, October 9, 2019

B. Sabbatical Committee Minutes, November 13, 2019

**Motion: to receive the two items on the consent agenda.
(Collins/seconded); motion carried unanimously.**

III. APPROVE FACULTY SENATE MINUTES FROM 11/7/19

**Motion: to approve the Faculty Senate minutes of November 7, 2019.
(Butler/seconded); motion carried unanimously.**

IV. COMMITTEE MINUTES AND REPORTS TO APPROVE

A. Faculty Success Committee Minutes, March 7, 2019

**Motion: to approve the Faculty Success Committee Minutes of March 7, 2019.
(Butler/seconded); motion carried unanimously.**

B. Faculty Success Committee Minutes, September 17, 2019

**Motion: to approve the Faculty Success Committee Minutes of September 17, 2019.
(Collins/seconded); motion carried unanimously.**

Discussion: Faculty Senate has volunteered to help fund the collegiality award that the Faculty Success Committee is presenting.

C. WCCC Curriculum Committee Minutes, October 15, 2019

**Motion: to approve the WCCC Curriculum Committee Minutes of October 15, 2019.
(Butler/seconded); motion carried unanimously.**

Discussion: President Snyder reminded senators that approving the change—adding a fourth group for standing committees—will also necessitate an update to the Faculty Senate Standing Committee Policy and Procedures manual; this will be updated in the spring.

D. UCC Minutes, October 24, 2019

**Motion: to approve the UCC Minutes of October 24, 2019.
(Owens/seconded); motion carried unanimously.**

Discussion: ARKE courses/deactivation status—the decision to deactivate these courses came from two faculty members and was not approved by SBS faculty generally; the UCC had concerns, and the changes to ARKE classes in the minutes were tabled and sent back to SBS for further discussion and

clarification. Going forward, the new CIM process should ensure that all faculty members of a department are included in approval of curricular changes.

Clarification on 2D from UCC minutes—the request that the library receive notice as soon as possible about new course and program proposals was intended for new UCC members who are still learning the process and not to suggest that there has been a problem generally with notifying the library about changes. Laureen Cantwell from the library added that they're working on their end to improve the workflow process as we transition to CIM.

There was a question about Item V.A. in the minutes about what making a strong case looks like in terms of course justification. Sarah Lanci, a UCC representative, clarified that it can be brief (e.g. it's enough to say that the faculty of the department approve the change/see the need for it).

V. CONTINUING BUSINESS

A. President-Elect

The search continues.

B. Ad Hoc Handbook Committee Report & Voting

President Snyder clarified that if Faculty Senate approves the proposed changes from the Ad Hoc Handbook Committee, they will be taken up by the university-wide Handbook Committee as it considers proposals for changing the Professional Personnel Employee Handbook.

i. Evaluation of technical faculty

Motion: to approve the proposed policy regarding evaluation of technical faculty. (Collins/seconded); motion carried unanimously.

Discussion: This proposed change came from faculty members from WCCC; technical faculty currently undergo annual review and this addition would bring the handbook policy up to speed with the process that is currently ongoing at WCCC.

It was noted that Section VI.9 of the handbook stipulates that WCCC faculty will have comprehensive evaluations every year, which is different from CMU faculty who have comprehensive evaluations every five years. In addition to the change suggested above, it was also suggested that the Handbook Committee review this section of the manual to make it consistent with general institutional policies about evaluations.

ii. Dependent tuition waiver

Motion: to approve the proposed policy regarding dependent tuition waiver. (Kluck/seconded); motion carried unanimously.

Discussion: The proposed changes were based on a comparison to CMU's approved list of peer institutions. These institutions generally allow more credits to be waived than CMU currently does. According to Snyder, the administration and senate don't see eye to eye on the possible changes, with senate more strongly in favor.

It was noted that the current policy allowing a maximum of six credit hours for spouses or dependents of employees is not enough incentive for prospective students to attend CMU rather than another college or university. Increasing the maximum to 18 hours per academic year will increase that incentive. Also, if the students are full time, they will still be paying tuition to CMU for their remaining credit hours per year, in addition to all fees and room/board for students living on campus.

Snyder noted that currently there are no statistics about the possible costs to the university in making the proposed change.

iii. Maternity leave

Motion: to approve the proposed policy regarding maternity leave. (Ott/seconded); motion carried unanimously.

Discussion: Snyder noted that the proposed policy puts forth three options for leave:

- (1) 12 weeks: accrued sick leave for the first six weeks + FMLA leave (unpaid) for the second six weeks
- (2) FMLA leave (unpaid) for six weeks
- (3) The current policy: employees adjust their workloads so they don't use accrued sick leave and continue to receive full pay.

VI. NEW BUSINESS

A. CMU Climate Survey, VP John Marshall and Heather McKim

It has been three years since CMU's last climate survey, and the current one was administered in April of 2019. There are two surveys—one for faculty and staff and one for students.

The survey was scored on a 7-point scale, with 7 indicating strongest agreement and 1 indicating strongest disagreement; therefore, scores above 4 indicated generally positive responses while those below four indicated generally negative ones.

For faculty, there was a 46% response rate; for the most part, responses were on the positive end of the scale (5's and 6's). The faculty perception of administrative support scored a bit lower than other areas.

A factor that complicated the results was that some participants elected not to disclose who they are (full/part time faculty or staff; sex; race; etc). For this particular group, the rankings tended to be lower than for the other faculty, staff, and student responses.

Women scored CMU lower on campus safety and a few other factors; it wasn't a huge difference—between .4 and .8 of a point—but it was consistent across the responses.

Close to 2000 students responded to the survey, and the demographics of this group are representative of the campus at large.

As compared to the 2016 survey, CMU has made good progress with students of color and their perceptions of faculty support. Scores from LGBTQ students were generally higher as well, with the exception of transgender students.

The survey showed that issues of substance abuse, mental health, relationship difficulties, sexual assault, suicide, and food insecurities impacted students' overall perceptions and experiences at CMU. For example, 19% of respondents reported thoughts of suicide during the previous year.

The results of the survey will be used to improve areas where faculty, staff, and student responses indicate issues that need to be addressed.

There was general support from Senators for making the results of the survey available to all faculty and staff. No decision has been made about this, but the results will be housed and available at the office of Institutional Research.

VII. REPORTS

A. CFAC Report, Brian Parry
Postponed until next meeting.

B. Vice President Report, Kelly Krohn-Bevill
No report.

C. Student Government Report
No report.

D. Executive Committee Report, Kristen Hague
No report.

E. Faculty Trustee Report, Suzanne Owens

Postponed until next meeting.

F. President, Johnny Snyder

Snyder is looking for two faculty members to be on handbook committee; must be appointed by early December.

G. Update from Academic Affairs, Kurt Haas

Campus update meetings with President Foster and VPAA Haas are ongoing; if anyone missed their department's meeting, there will be an additional one on 12/4.

VIII. ADJOURN

Motion: to adjourn the Faculty Senate meeting of November 21, 2019

(Butler).

Meeting adjourned at 5:00pm.

Respectfully submitted,

Kristen Hague, Faculty Senate Secretary