

CMU Faculty Senate MEETING MINUTES

Date: March 2, 2023, 3:30 – 5:00pm

Venue: Library 331

Senators/Representatives present:

Brian Parry, Brad Montgomery-Anderson, Kristin Heumann, Kyle McQuade, William Campbell, David Collins, Kyoung Hwa Oh (for Eli Hall), Kelly Krohn-Bevill, Christopher McKim, Nate Perry, Benjamin Reigel, Markus Reitenbach, Stacie Schreiner, Margot Beckett, Tim Casey

Senators/Representatives Absent:

Eli Hall, Ann Gillies,

Guests:

Laureen Cantwell Jurkovic, Cy Simamura, Cher Hendricks, Megan Sherbenou, David Weinberg

Renae Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Parry calls meeting to order at 3:32pm
- II. Consent Agenda
 - a. Nothing to receive or approve.
- III. Approve Faculty Senate Minutes from February 16, 2023
Motion: to approve Faculty Senate Meeting minutes. (Casey, Seconded Campbell); Motion Carried
- IV. Committee Minutes and Reports to Approve
 - a. Graduate Curriculum Committee Minutes, February 1, 2023
Motion: to approve Graduate Curriculum Committee Minutes from February 1, 2023. (McQuade, Seconded Reitenbach); Motion Carried
- V. Information Items
 - a. Reminder about the voting process/ballot sent out.
- VI. Continuing Business
 - a. Faculty Salary and Benefits Committee report
 - i. In Fall 2022, Faculty Senate charged the Faculty Salary and Benefits Committee with evaluating compensation for Independent Study, Structured Research and Credit by Examination
 1. Report was disseminated to Brian Parry who provided to Executive Committee last week.
 - a. Hendricks surveyed Department Heads to help guide on direction. Also talked with Teal, to look into how many students are taking these courses but determined that

- information might have disconnect on what each department is doing. So, decided it was best to reach out to Department Heads to discuss department specifics. Surveyed between November and early February, some changes within that time that some departments have started paying when they hadn't been paying in the past.
- b. Internship is paid at \$150/student/credit hour. Structured Research/Independent Study is paid at \$55/student/credit hour. Found that it would cost less than \$8000 to bring departments across campus up to paying the Independent Study/Structured Research costs.
 - c. Recommendations to raise to the Internship pay at minimum (\$150/student). Discussions on overload/adjunct pay; compression, etc. Last time any changes in pay for these options were well over 15 years ago, so they are being devalued over time.

Discussion:

1. Internship pays at \$150/credit hour; Independent Study/Structured Research pays at \$55/credit hour/enrollment. Normal credit hour pay ranges close to \$300/credit hour. Last time overload pay was updated was in 2008 and faculty are not motivated to teach overloads as it is lower pay than their annual pay. Where did you find the source for the policy for pay rates? Hendricks discussed that it is listed through the FLAC pay rate schedule, which is the typical low enrollment pay scale. Historically, faculty haven't always been paid to support the Internship/Structured Research/Independent study. In 2018/2019, Tim Pinnow made Internships a flat rate of \$150/student, non-dependent on number of credit hours associated. Independent Study/Structured Research seems a lack of oversight/guidance on what each is and which course number to utilize, correctly. Hendricks mentioned there is a push to update the Department Head/Director of Department Handbook to include clarification of guidance in relationship to courses, etc. What is the guidance on 0.8 (full time) Instructors doing overloads? It appears that Instructors are being paid less than a living wage, that they are willing to take on any extra they can to be paid more. There are departments who need overloads, i.e. if we don't offer the course the students don't get to graduate. There are other departments where the departmental functioning and culture that is pressured to participate in overloads. The Faculty Handbook has a specific guideline on overloads, and it hasn't been followed. Salary compression came up and there is an issue because we cannot even hire instructors any more due to salary. Spoke with Michelle Quinn (CFO), discussion of tracking of monies coming in from tuition, etc., that there would be a task to work on over the summer.

Will place this on Continuing Business on next agenda.

- b. Basic financial report on faculty priority requests

Discussion: Met with Michelle Quinn (CFO), provided education on how the budget works at CMU. In general, overall costs of faculty and administrative salary is \$45 million/per year. Should know in the next few weeks what COLA will be, what the budget for upcoming year will be, and faculty requests, etc. The retirement match has a lower cost to the university because 10-15% of administrative staff is on PERA. Adjunct pay on the Front Range is approximately 80% higher than at CMU, it would cost \$1.2 million to bring adjunct pay equal to Front Range adjunct pay. Sometimes we don't realize the cost of our benefits, the health insurance costs were to go up 10%, but the university bought down about half of that cost, which was close to \$1.5 million.

Discussion: TIAA has a 10% contribution when PERA has a 24% contribution. There was discussion about the \$3.5 million being used to buy Albertsons and where those monies come from, yet we continue to have pay inequity. Understand that there are other funds, however, how can monies be pulled to pay salaries over construction. Operating budget is approximately \$130 million for CMU. Adjunct faculty pay hasn't gone up in 15 years and adjunct faculty pay continues to be pushed to back. President Marshall communicated that the Albertson's purchase could be used for temporary faculty housing. What has come about with the Finance 101 meeting? There has been philosophical discussion, but nothing has come about from it. Michelle Quinn and Cher Hendricks discussed the Finance 101 meeting, Michelle Quinn wants to do that this spring semester, potentially at the end of March or early April, but due to the tremendous amount of work she has currently on her plate with budget with the requests coming from the State Legislation it has been pushed back. Increased enrollment/increased tuition is what pays for things we need to pay. No discussion on tuition dependency benefits during this meeting.

VII. New Business

- a. No new business

VIII. Reports

- a. CFAC report, Margot Beckett
 - i. Next meeting is April in Denver
- b. VP report, Brad Montgomery-Anderson
 - i. Vacancy for Academic Policies Committee, Group A: Health Sciences submitted Mary Jo Stanley; Business submitted Tevfik Demirciftci; Kinesiology may submit someone. Will vote at the next meeting.
- c. Student Government Report, Cy Shimamura
 - i. Monday, March 6th Celebration of Life for Ricky Maestas.
 - ii. Forming the Future Summit was today and went well. Open House is in UC 213, Friday, March 3rd
 - iii. Professional Development Date for Linked In Head Shots: UC Ballroom 10-2pm Tuesday, March 7th
 - iv. Athlete Meet and Greet – when athletes are done with their eligibility, they might now how to connect with other options for leadership

- opportunities, etc. Working with career services and student groups that they can connect, April 5th in Brownson Arena
- v. Communication across campus, create APP that might work with
 - vi. April 27th Maverick Marketplace
- d. Executive Committee Report, Kyle McQuade
- i. Feb. 21st met with Cher Hendricks, Michelle Quinn, President Marshall.
- e. Faculty Trustee Report, Tim Casey
- i. Next Friday, March 10th the Trustees are back in town.
 - ii. Future Summit today, Open House (drop-in) in UC 213 on Friday, March 3rd, 8a-12pm; need feedback. Heumann suggested that the Strategic Plan has changed a bit, some items had been missed or changed, so suggest taking a look carefully to see if there are anything missing and suggest adding them back.
- f. President's Report, Brian Parry
- i. No report
- g. VPAA Report, Cher Hendricks
- i. No report

IX. Adjourn

Motion: to adjourn the meeting

(Becktel, Seconded Heumann); Motion carried 4:47p