

**CMU Faculty Senate  
MEETING MINUTES**  
**Date: May 4, 2023, 3:30 – 5:00pm**  
**Venue: Library 331**

**Senators/Representatives present:**

Brian Parry, Brad Montgomery-Anderson, Kristin Heumann, Kyle McQuade, William Campbell, David Collins, Ann Gillies, Josh Butler (for Eli Hall), Kelly Krohn-Bevill, Christopher McKim, Benjamin Reigel, Markus Reitenbach, Stacie Schreiner, Margot Beckett, Tim Casey

**Senators/Representatives Absent:**

Nate Perry

**Guests:**

Laureen Cantwell Jurkovic, Cy Simamura, Cher Hendricks

Rena Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
  - a. President Parry calls meeting to order at 3:33pm
  
- II. Consent Agenda
  - a. Pre-Tenure Review Year-End Report
  - b. Faculty Success Committee Year-End-Report
  - c. Salary and Benefits Committee Year-End-Report
  - d. Distinguished Faculty Awards Committee Year-End-Report

**Motion: to receive Pre-Tenure Review Year-End Report; Faculty Success Year-End Report; Salary and Benefits Committee Review Year-End Report; Distinguished Faculty Awards Committee Year-End-Report (Collins, Seconded Butler); Motion Carried**

- III. Approve Faculty Senate Minutes from April 20, 2023  
**Motion: to approve Faculty Senate Meeting minutes from April 20, 2023. (Beckett, Seconded Gillies); Motion Carried**

- IV. Committee Minutes and Reports to Approve
  - a. GCC Minutes, April 5, 2023  
**Motion: to approve GCC Minutes from April 5, 2023. (Heumann, Seconded Schreiner); Motion Carried**

- b. WCCC-CC Minutes, April 11, 2023  
**Motion: to approve WCCC-CC Minutes from April 11, 2023. (Campbell, Seconded Reitenbach); Motion Carried**

- V. Information Items
  - a. Desire to move adjunct faculty from PERA to 403(a)

- i. President Marshall is discussing the possibility of moving adjunct faculty from PERA to 403(a). Could be a way to save monies for university and add monies for the faculty with this transition.

Discussion: Do adjunct faculty have the choice of which is the best for them in the retirement option they receive. For some, PERA is the best benefit, instead of the 403(a) option.

## VI. Continuing Business

### a. Technical/Clinical Distinguished Faculty Award

- i. Clinical/Technical Faculty Award charge: the committee came up with the award being for either full time or part time faculty or can be applied to a group. This needs more discussion, so is being tabled for further review.
- ii. Early Career Distinguished Faculty Award has been approved.

### b. Faculty Evaluations

- i. Still required to have evaluations. One's performance on an evaluation may provide opportunities for adjustment above or below market analysis. Academic Affairs will create recommendations and present the options to the Faculty Senate next year for review.

Discussion: Casey expressed, that if someone doesn't get the adjustment they don't expect, it creates a subjectivity that it may create a social trust issue as there are some long held social just issues. If we are adding evaluation to the mix, that there be a word of caution. Cher Hendricks had faculty identify the current evaluation process has been unfair. Evaluation should be a way to make sure that everyone is meeting goals and working on performance. Workplace equity is a large issue that was communicated during the survey. Evaluation is in the Handbook, so there will be a need to make sure that is ready to go by the December 2023 BOT meeting.

## VII. New Business

### a. Vote for Vice-President

- i. Nate Parry nominated Stacie Schreiner, as a second position along with President-Elect.

Discussion: If Stacie Schreiner is elected as Vice-President and is the President Elect, there might be a loss in voice and broader representation for the at the Executive Committee meetings. Tim Casey proposes a solution: vote Stacie temporary Vice President then open the possibility for new Senators. Other option would be to think about adding the Trustee to the Vice President position, which would make a good option. Kristin Heumann is expecting in the fall semester, so will be out on maternity leave, which would mean the Vice President would need to take over running the Faculty Senate meetings in her absence. Margot Beckett has nominated herself if VP only attend Executive Committee and meetings and President-Elect runs meetings in the absence of President. The

individual who will run the Faculty Senate in the Fall semester will receive a course release credit.

**Motion: to remove nomination of Stacie Schreiner and nominate Margot Beckett as Vice President (Parry, Seconded Heumann); Motion Carried**

**Motion: to suspend the requirement that the Vice President assume the role of President and the President-Elect will assume that role (Casey, Seconded Reigel); Motion Carried**

- b. Committee Members Elections/Announcement of incoming senators
  - i. Votes will be announced after tally.

#### VIII. Reports

- a. CFAC report, Margot Beckett
  - i. No report
- b. VP report, Brad Montgomery-Anderson
  - i. No report
- c. Student Government Report, Cy Shimamura
  - i. New President: Aleena Gomez and Vice President: Robert Hammes
- d. Executive Committee Report, Kyle McQuade
  - i. Previous meeting was on 4/25/23 meeting and last meeting will be discussing the syllabi.
- e. Faculty Trustee Report, Tim Casey
  - i. Brian Parry is the new Faculty Trustee for the next two years. Last CM&U will be in DH 104 @ 2pm on Friday, May 5<sup>th</sup>.
- f. President's Report, Brian Parry
  - i. Thank you was shared with all. Made many gains over the year and will continue the positive momentum.
- g. VPAA Report, Cher Hendricks
  - i. Dr. Hendricks shared her appreciation working with everyone. Presentations by the CTL Director Candidates are scheduled for May 8<sup>th</sup> from 10-11am in DH211 (Kate Belknap) and May 11<sup>th</sup> from 3-4pm in DH 110 (Barry Laga). The communication on faculty compensation is forthcoming and will be communicated with campus.

#### IX. Adjourn

**Motion: to adjourn the meeting (Krohn-Bevill, Seconded Reigel); Motion carried 4:54p**