



**Faculty Senate
Meeting Minutes
September 1, 2022
Tomlinson Library 331**

Senators/Representatives participating:

Brian Parry, Kristin Heumann, Brad Montgomery-Anderson, Kyle McQuade, David Collins, Ann Gillies, Eli Hall, Kelly Krohn Bevill, Christopher McKim, Nate Perry, Ben Reigel, Markus Reitenbach, Stacie Schreiner, Margot Beckett, Tim Casey, Laureen Cantwell, Cy Shimamura

Senators/Representatives absent from participation:

William Campbell

Guests:

Cher Hendricks–Vice President of Academic Affairs; Morgan Bridge–Assistant VPAA for Assessment and Accreditation; Holly Teal, Registrar; David Weinberg, Faculty Salary & Benefits Committee; Megan Sherbenou, Academic Policies Committee; Sarah Lanci, Undergraduate Curriculum Committee; Gannon White–Chair, Faculty Success Committee; Kristina Pagel–faculty, SBS; Aisha Chapra–faculty, SBS; Robbi Grimm–faculty, WCC

Melinda J. Scott, Minutes Recordist

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

President Parry called the meeting to order at 3:31pm.

Senators and guests were asked to sign in via the circulating roll call roster.

At the president’s direction, senators and representatives introduced themselves by name, department and time served with Faculty Senate.

II. CONSENT AGENDA

- A. Essential Learning Committee Minutes, December 14, 2021
- B. Essential Learning Committee, Year-End Report 2021-2022
- C. Sabbatical Leave Committee Year-End Report 2021-2022
- D. Undergraduate Curriculum Committee Minutes, April 28, 2022
- E. WCCC Curriculum Committee Minutes, May 10, 2022
- F. Assessment Committee Year-End Report 2021-2022
- G. Combined Curriculum Year-End Report 2021-2022

Motion: to receive all items on the consent agenda.

(Hall/seconded); motion carried.

III. CONTINUING BUSINESS

- A. Adjunct Compensation– David Weinberg, Faculty Salary & Benefits Committee

Weinberg updated senators of the Faculty Salary & Benefits Committee’s research into adjunct pay. Notable findings include a discrepancy in rate between online and in-person teaching, no caps on in-person classes (unlike online) and no pay rate adjustment for adjuncts in the last twelve years—including cost of living allowance. The percentage of university courses taught by adjuncts varies significantly between departments. The pool of qualified teaching candidates is severely limited by the county’s geographic location and semi-rural character. Weinberg and committee colleague Sherbenou answered questions from the senate.

President Parry suggested bringing these issues to the administration via executive committee meeting and revisit this topic at the next senate meeting, perhaps to generate an ad hoc committee and issue a charge of action.

B. Improve efficiency of receiving and approving curriculum committee minutes

VPAA Morgan Bridge presented the difficulty in implementing approved proposals to upcoming curriculum in a timely manner due to the turn-around time imposed by Faculty Senate procedure for reviewing submitted committee minutes & items. Senate by-laws require a “consent” and “approval” process, taking up to a month to complete.

Motion: that for the purposes of the Graduate, Undergraduate and WCC Curriculum Committee Minutes, said minutes are to be received at least one week in advance of a Faculty Senate meeting, circulated by email, so they may be voted on directly in the senate’s new business, as opposed to putting them on the consent agenda; and that, if needed, begin the process to formally change by-laws or relative items in the Standing Committee Handbook to reflect this process.

(Casey/seconded); motion carried.

Discussion: Clarification that such disseminated curriculum committee minutes be put in the “reports and minutes to approve” section of the upcoming senate agenda, instead of “new business.”

IV. APPROVE FACULTY SENATE MINUTES FROM MAY 5, 2022

Motion: to approve the Faculty Senate minutes of May 5, 2022.

(Reitenbach/seconded); motion carried.

V. APPROVE FACULTY SENATE MINUTES FROM MAY 19, 2022

Motion: to approve the Faculty Senate minutes of May 19, 2022.

(Hall/seconded); motion carried.

VI. COMMITTEE MINUTES AND REPORTS TO APPROVE

A. Faculty Senate Standing Committee Procedures and Policies Manual, Proposed Reformat and Modifications

Motion: to approve Faculty Senate Standing Committee Procedures and Policies Manual, Proposed Reformat and Modifications.

(Heumann/seconded); motion suspended.

Discussion: Does the Senate want to incorporate changes to the manual proposed earlier in this meeting? (See Item III.B.)

Motion: to table the approval of the Faculty Senate Standing Committee Procedures and Policies Manual, Proposed Reformat and Modifications.

(Krohn Bevill/seconded); motion passed.

B. Distance Learning and Technology Committee Minutes, October 13, 2021

C. Distance Learning and Technology Committee Minutes, February 9, 2022

Motion: to approve Distance Learning and Technology Committee Minutes of October 13, 2021, and February 9, 2022.

(Hall/seconded); motion carried; one abstention.

Discussion: None

D. Faculty Success Committee Minutes, February 4, 2022

E. Faculty Success Committee Minutes, March 4, 2022

F. Faculty Success Committee Minutes, April 1, 2022

Motion: to approve Faculty Success Committee Minutes of February 4, 2022, March 4, 2022, and April 1, 2022.

(McQuade/seconded); motion carried; two abstentions.

Discussion: None

G. Faculty Salaries and Benefits Committee Minutes, October 21, 2021

H. Faculty Salary and Benefits Committee Minutes, December 2, 2021

I. Faculty Salary and Benefits Committee Minutes, April 21, 2022

Motion: to approve Faculty Salaries and Benefits Committee Minutes of October 21, 2021, December 2, 2021, and April 21, 2022.

(Heumann/seconded); motion carried; two abstentions.

Discussion: None

J. Assessment Committee Minutes, February 3, 2022

K. Assessment Committee Minutes, March 3, 2022

Motion: to approve Assessment Committee Minutes of February 3, 2022, and March 3, 2022.

(Heumann/seconded); motion carried; two abstentions.

Discussion: None

L. Academic Policies Committee, Year-End Report, 2021-2022

Motion: to approve Academic Policies Committee, Year-End Report, 2021-2022.

(Beckett/seconded); motion carried; one abstention.

Discussion: None

M. Distance Learning and Technology Committee, Year End-Report, 2021-2022

Motion: to approve Distance Learning and Technology Committee, Year-End Report, 2021-2022.

(Hall/seconded); motion carried; one abstention.

Discussion: None

N. Distinguished Faculty Awards Committee, Year-End Report, 2021-2022

Motion: to approve Distinguished Faculty Awards Committee, Year-End Report, 2021-2022.

(Montgomery-Anderson/seconded); motion carried; one abstention.

Discussion: None

O. Faculty Salary and Benefits Committee, Year-End Report, 2021-2022

Motion: to approve Faculty Salary and Benefits Committee, Year-End Report, 2021-2022.

(Montgomery-Anderson/seconded); motion carried; one abstention.

Discussion: None

P. Faculty Success Committee, Year-End Report, 2021-2022

Motion: to approve Faculty Success Committee, Year-End Report, 2021-2022.

(Collins/seconded); motion carried; one abstention.

Discussion: None

Q. Library Advisory Committee, Year-End Report, 2021-2022

Motion: to approve Faculty Success Committee, Year-End Report, 2021-2022.

(Gillies/seconded); motion carried; one abstention.

Discussion: None

VII. INFORMATION ITEMS

- A. WCCC Curriculum Committee Minutes, April 12, 2022.
Approved via email.

VIII. CONTINUING BUSINESS

- A. Faculty compensation for administering credit by examination.

The committee charged with researching this issue and making recommendations has not yet met. Any proposals made by the committee must be received by the senate by early November in order to incorporate changes into the handbook. According to Weinberg this isn't possible.

Senate recommendation for the committee going forward research additional activities beyond faculty's normal duties, including the administration and compensation for independent study programs, internships, structured research in addition to credit by examination.

Motion: to charge the Faculty Salary and Benefits Committee with doing an internal study of the university's rate of compensation for independent study, structured research, internships, and credit by exam to determine the equity of pay across the institution.

(Casey/seconded); motion carried.

Discussion: Senators discussed additional details regarding individual departmental approaches to these various programs.

IX. NEW BUSINESS

- A. Faculty Retention
- i. Increase tuition discount for dependents
 - ii. Improve maternity leave
 - iii. Improve compensation for overloads

Motion: to table Item IX.A., "Faculty Retention," until the next Faculty Senate meeting. (Krohn Bevill/seconded); motion carried.

Discussion: A suggestion was made that senators review the faculty handbook, focusing on faculty compensation before next meeting.

X. REPORTS

- A. CFAC Report, Margot Beckett

First meeting of the Colorado Faculty Advisory Council is next week.

- B. Vice President Report, Brad Montgomery-Anderson

The spreadsheet listing current personnel of Faculty Senate's standing committees has been updated. Some committee positions are still vacant. Montgomery-Anderson will be contacting committee chairs to rectify these vacancies.

- C. Student Government Report, Cy Shimamura

The ASG's current order of business is mapping out fiscal year 24-25. Student body voting for ASG's new governing body, its House of Representatives begins next week.

- D. Executive Committee Report, Kyle McQuade

Executive Committee meeting is scheduled for Tuesday of next week.

- E. Faculty Trustee Report, Tim Casey

CMU's Board of Trustees has met a few times since the last senate meeting on May 19, 2022. The board's financial committee met to review budget items. The board also took a look at the student portion of CMU's campus climate survey.

At one of its meetings, the board was treated to a geo-exchange system report; dorm extensions were toured stimulating a discussion about campus housing issues. Strategic vision for CMU was also given attention, focusing on the statement of values and the universities various and varied

stakeholders. The Department of Higher Education spoke to the trustees about the governor's priorities for students. Western Colorado Community College is also being regarded with a view to rebranding/folding into CMU.

Casey still intends to conduct open forums for faculty with President Marshall on a once-a-month schedule.

F. President's Report, Brian Parry

No report

G. VPAA Report, Dr. Cher Hendricks

Upper administration has a more active role in CMU's strategic planning initiative. Informational material is available online. September 19th is scheduled for a "Student Experience" workshop open to all interested parties (faculty, students, and staff) from 2-4pm. November 9th is slated for CMU's Teacher Summit. September 23rd is a meeting for faculty to discuss a Center for Teaching & Learning on campus. More information on all mentioned will be followed by email notifications.

XI. ADJOURN

Motion: to adjourn the Faculty Senate meeting of September 1, 2022 (Heumann/seconded); motion carried.

Meeting adjourned at 5:03pm.

Respectfully submitted,
Melinda J. Scott, Minutes Recorder