

## CMU Faculty Senate MEETING MINUTES

Date: February 16, 2023, 3:30 – 5:00pm

Venue: Library 331

### Senators/Representatives present:

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

### Senators/Representatives Absent:

Eli Hall, Stacie Schreiner, Brad Montgomery-Anderson

### Guests:

Laureen Cantwell Jurkovic, Cy Simamura, Cher Hendricks

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. Faculty Salary and Benefits Minutes from October 19, 2022
- b. Faculty Salary and Benefits Minutes from December 8, 2022

**Motion: to accept Faculty Salary and Benefits Minutes from October 19, 2022 and December 8, 2022.**

**(Butler, Seconded Beckett); Motion Carried**

- III. Approve Faculty Senate Minutes from February 2, 2023

**Motion: to approve Faculty Senate Meeting Minutes from February 2, 2023.**

**(Collins, Seconded Gillies); Motion Carried**

Discussion: clarification on VI. Discussion “vote if it is voting each independently as opposed to all/none vote.” Clarification that no consensus happened, as that would be discussed during today’s meeting.

- IV. Committee Minutes and Reports to Approve

- a. Undergraduate Curriculum Committee Minutes, January 26, 2023

**Motion: to approve Undergraduate Curriculum Committee Minutes from January 26, 2023.**

**(McQuade, Seconded Heumann); Motion Carried**

- V. Information Items

- a. NA

- VI. Continuing Business

- a. Approve Senate Constitution Proposals

Discussion: A point of clarity for the suggested changes doesn't determine who votes (i.e. all faculty or only full time faculty). Suggestion that ballots be given out at a department meeting specially called by the Department Head/Director of the Department, so that it is done directly instead of through electronic voting. Wordsmithing was completed. A single vote for each ballot measure will be conducted as opposed to separate votes for each proposed line item change. These changes are made to align with the handbook.

**Motion: to approve each item as a whole document in a vote as dispersed by the Department Head with votes returned to the faculty senator of that respective department, by full time faculty only.**

**(Heumann, Seconded Reigel); Motion Carried**

Discussion: Parry will create a ballot and send out electronically to Senators to make enough copies for each full-time faculty member in the department. Ballots will be given out to each Department Head/Director of Department with completed voting by April 18, 2023. Ballots are to be collected by the Faculty Senators and given to Brad Montgomery-Anderson. Hendricks will send an email to Department Heads/Director of Departments explaining the procedures of the calling the meeting to complete the vote by all full-time faculty.

## VII. New Business

a. Suggested syllabus statement on free speech and civility.

i. Has proposed a syllabus statement to be added to all syllabi.

1. Free Speech and Civil Discourse syllabus statement proposal:

“Colorado Mesa University supports and protects the First Amendment and upholds the freedom of speech and the principles of academic and artistic freedom. The University encourages the free and responsible exchange of diverse ideas on our campus. Colorado Mesa University is a campus committee to open inquiry and spirited and thoughtful debate of such ideas.”

Discussion: Syllabi are cluttered. Is there a way to use syllabi for course requirements and another location for campus-wide syllabi language? Hendricks suggested to have a website, hosted by Academic Affairs, for all required syllabi language, that faculty can post the link to the website in each of their syllabi to refer to required syllabus language, instead of adding directly.

**Motion: to charge the Policies and Procedures Committee with developing a policy regarding required syllabi language and information. That we ask them to consider, as one of the options, housing that in a common space like on a website. That they consider among those required languages the request on Free Speech and Civil Discourse statement. Report back to Faculty Senate, then work with Academic Affairs on coordinating the changes.**

**(Casey, Seconded Heumann); Motion Carried**

- b. Suggested handbook changes clarifying tenure process for clinical faculty.
  - i. Clarify how clinical faculty are included in the process of tenure.

Discussion: Hendricks suggested the context behind the changes to this handbook changes clarifying tenure process proposed by J. Hawkins noticing concerns related to Clinical Faculty Tenure process. Hendricks understands that the Handbook Committee can directly make suggestions to update items but prefers to have Faculty Senate seeing items and having feedback and understanding. Casey explained the line of demarcation to protect the updates and changes to a Handbook. Maybe waiting to move to Fall semester for further discussion. Handbook December 1<sup>st</sup>, committee review in January/February, Trustees by April.

**Motion: to table suggested Handbook change to Fall semester meeting.  
(Reitenbach, Seconded Casey); Motion Carried**

#### VIII. Reports

- a. CFAC report, Margot Beckett
  - i. Full report is on the R:/ February meeting via Zoom. Determined that each meeting will be 3 hours each, instead of 2 hours and 4 hours. Next meeting will be in person in April.
- b. VP report, Brad Montgomery-Anderson
  - i. No report
- c. Student Government Report, Cy Shimamura
  - i. Upcoming Events: Forming the Future Initiative, Future Summit, Thursday, March 2<sup>nd</sup> from 12-2pm in the UC Ballroom. Would like support from faculty to push it out to students as much as possible to encourage them to attend. Future Summit and Open House, Friday, March 3<sup>rd</sup> from 8am-12pm in UC213 is a drop in option to give feedback on the 5 Pillars.
- d. Executive Committee Report, Kyle McQuade
  - i. First meeting of the semester was on Feb. 7<sup>th</sup>: met with Hendricks on the Free Speech syllabi addition. Reiterated our hope to be a part of the conversation on the potential salary adjustments and parental leave policies.
- e. Faculty Trustee Report, Tim Casey
  - i. Please encourage faculty to engage in the Future Summit and Future Summit Open House on March 2<sup>nd</sup> and March 3<sup>rd</sup>. CM&U had about 8 faculty members attend: good discussion on enrollment and outlined that CMU is most likely to miss the enrollment cliff based on demographics of CMU students. Value of Higher Education and communicated that through essential learning courses. Marshall stated that we need to move on from the return on investment. Representative Taggart has advanced a bill on First Generation Serving Institutions, creating a category to leverage this for funding in the future. Board of Trustees next meeting is March 10, 2023.

- f. President's Report, Brian Parry
  - i. No report
- g. VPAA Report, Cher Hendricks
  - i. Michelle Quinn (CFO) has been able to align costs for several priorities from the Faculty Senate from Fall 2022: including retirement matching, COLA adjustments, faculty salary, adjunct pay and healthcare. Michelle will join Faculty Senate Executive Committee next week for a more detailed report. In terms of the timeline of pay equity, compression and market rates, the President, Michelle and Cher met yesterday to discuss timeline and methodology, and think can have a tentative plan by May 1<sup>st</sup>. Give time to identify where our largest gaps are in pay, to determine costs to fill those gaps and strategy and timeline for adjustments. Remind everyone that is a lot of work and must figure out the dollar amount to fix those gaps, it will take a few years to get where we need to be. A discussion with President Marshall about maternity leave, maybe a semester off for faculty/staff, but need to see what it takes to pay for those changes.

IX. Adjourn

**Motion: to adjourn the meeting**

**(Butler, Seconded Campbell); Motion carried 4:58pm**