

CMU Faculty Senate MEETING MINUTES

Date: September 7, 2023, 3:30 – 5:00pm

Venue: Library 331

Senators/Representatives present:

Margot Becktell, Karl Castleton, Kathy Diehl, Ann Gillies, Eli Hall, Kristin Heumann, Deb Kennard, Christopher McKim, Kyle McQuade, Steve Merino, Josh Meuwly, Brian Parry, Nate Perry, Markus Reitenbach, Stacie Schreiner

Senators/Representatives Absent:

Rhema Zlaten

Guests:

Laureen Cantwell Jurkovic, Cher Hendricks, Andrew Shering

Rena Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Heumann calls meeting to order at 3:31pm
- II. Consent Agenda
 - a. Assessment Committee Report to Faculty Senate

**Motion: to approve Faculty Senate Meeting Minutes from May 4, 2023.
(Schreiner, Seconded McQuade); Motion Carried**

- III. Approve Faculty Senate Minutes
 - a. Faculty Senate Minutes from May 11, 2023

**Motion: to approve Faculty Senate Meeting Minutes from May 11, 2023.
(Hall, Seconded Gillis); Motion Carried**

- b. Faculty Senate Minutes from May 4, 2023

**Motion: to approve Faculty Senate Meeting Minutes from May 4, 2023.
(Parry, Seconded McKim); Motion Carried**

- IV. Information Items
 - a. The Senate records were transferred into the digital repository:
<https://archives.mountainscholar.org/digital/collection/p17393coll245>. Some reports were missing from the R drive.
 - i. Working through committee minutes, pulling the right information for consistency. There are about 400 items in the database now. You can use keyword searches.

- b. Faculty Compensation/Market Analysis was completed for all faculty. This is going to occur again for the next year as CUPA data is updated.
 - i. This was completed for all of the faculty. President Marshall explained to the Executive Committee meeting that basically we are just chasing the CUPA data and trying to move the needle with inflation. The plan is to complete the review of CUPA data again for everyone.
- c. 403b contributions will hopefully start in January of 2024
 - i. There have been some legal items to figure out.
- d. The University has identified a private insurance that we will use for the FAMILI program starting in January that will cost us less.
 - i. The University is going to be going through a new, private insurance, in order to cut costs.

V. Continuing Business

- a. Combining advising and service for future evaluations
 - i. Discussion: Some departments may not have as much advising, while others do, and when expectations are added for service, it is hard to find the time to add it into one's schedule as a faculty. Cher explained that one of her goals over this past summer was to take a look at the evaluation process for faculty as she noticed that out of all she reviewed that each were wildly different from others, depending on the department, etc. Several faculty requested putting the advising category back under the service category, which makes sense to her due to the changes in advising throughout campus.
- b. Technical/Clinical Faculty Award
 - i. Discussion: Parry expressed that the opportunity for this award is needed; however, the plan that was drafted for this award by the Distinguished Faculty Committee had some characteristics were not clearly delineated. Need to revisit. Chad Middleton will serve as the Ex-Officio member from Academic Affairs on the Distinguished Faculty Awards Committee this year. The suggestion was also made to create three \$1000 monetary awards for teaching, service/advising and scholarship.

**Motion: to charge the Distinguished Faculty Awards Committee to determine eligibility criteria for an award recognizing outstanding performance Technical/Clinical Faculty Award.
(McQuade, Seconded McKim); Motion Carried**

**Motion: to charge the Distinguished Faculty Awards Committee with creating three separate awards in the category of service/advising, teaching, and research scholarship to be awarded with \$1000 each.
(McKim, Seconded Beckett); Motion Carried**

VI. New Business

a. Faculty Teaching and Annual Evaluations – need to determine how to increase student response, and to determine if changes are needed to the student evaluation form and the annual evaluation forms.

- i. We need faculty to vet the evaluation process, so we have a proposal to charge Faculty Success Committee with reviewing student evaluations, and to charge the Academic Policies committee with determining if the new annual evaluation tools that Cher is proposing are viable to move forward with this academic year as a pilot. Cher emphasized that the evaluation is still using the same categories of success, just adjusting the tool. The new form will be more specific instead of open ended where some faculty would give long explanations while others would be short in their personal evaluation.

Motion: to charge the Policy Committee to evaluate the new proposed evaluation forms that Cher has developed.

(Hall, Seconded Schreiner); Motion Carried

Motion: to charge the Faculty Success Committee with investigating best practices for course evaluations with an aim at improving response rates, improving the quality of data that can be used by instructors in their classes, and improving the mechanism by which evaluation is offered.

(McQuade, Seconded Beckett); Motion Carried

b. Instructor lines – extending contracts to 3-year terms and establishing rank.

- i. Cher brought this to the Executive Committee about 4 weeks ago. Working on a faculty compensation study this summer and noticed a pattern with our instructors who've been here for decades who are some of the lowest paid people on campus. It would be nice to reinforce that our instructors feel undervalued, overworked, and overloaded. Would like to see better retention with better contracts and better pay. Have a recommendation by the end of the year (beginning of March 2024).

Motion: to charge Faculty Salary and Benefits with evaluating potential changes to policies related to instructor rank and contracts. Specifically, Faculty Senate requests feedback on proposals from Academic Affairs that establish new ranks for instructors, a new instructor promotion path, and the possibility of three-year contracts for instructors.

(McQuade, Seconded McKim); Motion Carried

VII. Reports

a. VPAA Report, Cher Hendricks

- i. Center for Teaching and Learning is set up in the library on the 1st floor. Sept. 27th there is a Forming the Future follow up. Sept. 28th there is a Bring Your Own Lunch in the CTL. October 9th is the Grand Opening of the CTL from 3-5pm. Every 1st Friday from 11-1pm Cher will be in the CTL if you want to drop in.

- b. Faculty Trustee Report, Brian Parry
 - i. First meeting of the year in August. The bulk of the conversation was about financial issues. Commerce portfolio that CMU controls sits at \$33.4 million, which is up 1.3 million from the previous year. So, it is showing consistent growth in terms of the market analysis that took place with our salary adjustments. There are specific numbers indicated, we were found to be 6.4% behind our cohort group. Headcount is pretty much flat, but we've increased by 101 students from last year, we are currently at 10,138 for enrollment. Housing is near capacity at 95%. Total cash and investments is up nearly \$13 million compared to the same date from 2022. Currently scholarships are awarded based on the combination of GPA, ACT/SAT scores for our Distinguished and Presidential Academic Achievement Scholarships. There is a new scholarship: Trustees Scholarship which is the second highest at \$7500 and those are for those students who have 3.9 or higher GPA. The Presidential Scholarship will move from \$3500 to \$5000. And the Academic Achievement Scholarship will increase from \$1250 to \$3000. There is a push to reach out to Western Slope students, where there is a higher concentration of First Generation and lower college going rates. So there is an effort to recruit those students and get them to come to CMU, with a promise to cover tuition for those students who meet those requirements. These will all go into effect in 2024. HLC visit is coming up and select board members were selected to represent CMU and the Board of Trustees.
- c. CFAC report, Margot Beckettell
 - i. No report
- d. VP report, Margot Beckettell
 - i. All committees are nearly fully staffed.
- e. Student Government Report, ASG House Speaker Andrew Shering
 - i. Representing President Gomez and VP Tavis
- f. Executive Committee Report, Kyle McQuade
 - i. Met with Executive Committee about the market analysis.
- g. President's Report, Kristin Heumann/Stacie Schreiner
 - i. If you know you are going to be absent from a meeting, it is expected that you find someone to represent your department. Moving meetings to the CTL

VIII. Adjourn

**Motion: to adjourn the meeting
(McQuade, Seconded Parry); Motion carried 4:58p**