



CMU Faculty Senate MEETING MINUTES

Date: February 6, 2025, 3:30 – 5:00pm

Venue: Library 331 Conference Room

Senators/Representatives present:

Karl Castleton, David Collins, Kathy Diehl, Ann Gillies, Eli Hall, Christopher McKim, Kyle McQuade, Steve Merino, Josh Meuwly, Christine Noel, Brian Parry, Markus Reitenbach, Stacie Schreiner, Rachel Weinzimmer, Rhema Zlatan

Senators/Representatives Absent:

Leilani Doming, Nate Perry

Guests:

Laureen Cantwell Jurkovic, Cher Hendricks, Margot Beckett, Chad Middleton, Sarah Lanci, Megan Sherbenou, Matylda Osbourne, Todd McDaniel

Renae Phillips - Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Schreiner calls meeting to order at 3:30pm

- II. Consent Agenda
 - a. GCC meeting minutes from December 4, 2024
 - b. CMU Tech Minutes from November 12, 2024

**Motion: to accept the Consent Agenda
(Hall, Gillies); Motion Carried**

- III. Approve Faculty Senate Minutes from December 5, 2024
**Motion: to approve Faculty Senate Minutes from December 5, 2024
(McQuade, Castleton); Motion Carried**

- IV. Committee Minutes and Reports to Approve

- a. UCC meeting minutes from December 5, 2024

**Motion: to approve UCC meeting minutes from December 5, 2024
(Collins, McQuade); Motion Carried**

- b. UCC meeting minutes from January 23, 2025

**Motion: to approve UCC meeting minutes from January 23, 2025
(Noel, McKim); Motion Carried**

- V. Information Items

- a. President Marshall will join the March 6th meeting at 4pm to discuss the higher-level budget for CMU and other items of significance.

b. CMU's 100th Year Anniversary Celebration work is being done across campus. The first event is scheduled for August 22, 2025, with other planned events progressing throughout the academic year (2025-2026). The goal is to link to as many events that are already planned/happening across campus as well as creating specific 100th Year events.

VI. Continuing Business

a. Online overload pay versus in-person overload pay

- i. Discussion: Chad Middleton has met with Spencer Rockwell in the budget office to start working on the request, using the analysis that has been completed, to focus on more equitable pay. Chad discussed with Cher a budget idea, so there is a plan to discuss with Spencer to see if his plan and ideas on the costs are accurate. The proforma will help with the view of the big picture. There is a striking gap between online and in-person pay. The discussion was tabled to the next meeting.

b. Attendance policy

- i. Discussion: CMU does not have a policy already in place. The draft was sent to Stephanie Rubinstein for feedback. Stephanie shared that there is employment law that addresses religious accommodation, but there are not any specific laws addressing student based religious accommodations. The committee will provide both perspectives for review to the Faculty Senate for review. Cher has given a copy of the recommendations to President Marshall for his review. The APA committee would like to give the faculty as much autonomy as possible on the policy, but with the recommendations from the lawyer, there may need to be more structure.

c. Faculty success-student survey

- i. Discussion: The student survey was recently distributed. In two days, there has been around 500 responses, with a desire to receive about 1000 responses in total.

VII. New Business

a. Senate committee and executive committee AY 25-26

- i. Discussion: Executive Board positions needed to be elected: President Elect, Vice President and Secretary. If anyone is interested or thinking of taking on one of the positions, please reach out to Stacie to share your interest. A Faculty Senator can serve two consecutive 3-year terms. However, there is not any specific term limits for the Executive Committee positions. Important to note, the Faculty Senate President

position receives a 3-credit hour release per semester. An idea was presented/discussed about whether a President should serve 2 years of their term for continuity purposes.

VIII. Reports

a. VPAA Report, Cher Hendricks

i. EOS Quarter Rocks for Spring 2025

1. Institutional Rocks:

a. Oversee the Davis Business School transformation

- i. Search for Executive Director. Is going well and hope to have strong candidates invited to campus, soon.

b. Faculty Senate changes to the handbook

- i. Good progress over the last couple of weeks.
- ii. At an Executive Team meeting, President Marshall said he would like to see the changes, so Cher has been sharing them along the way with him. This has led Cher into adding explanations on the changes and the reason for the changes.
- iii. Workload at 24cr/year; promotion for all levels; professor of practice with promotional rankings; something Cher believes will need feedback on is what is the title for “instructors” will be.

2. Departmental Rocks:

a. Climate Survey. Getting results and actionable items out by March of this year. Provided information to the BOT and results were overwhelmingly positive as compared to 2021.

- i. Sent out climate survey results to department heads, to work within the departments on departmental level concerns. Cher didn’t see anything that gave her any pause.

b. Free Speech and Civil Discourse ideas to leadership to find a good direction.

- ii. Discussion: After President Marshall comes to Faculty Senate meeting, can we come up with points to take back to each department? There is a request to see a financial picture/presentation for CMU from the budget office, like what was offered to the Faculty Senate in the past. Cher will follow up on that request. Department Heads have their times specifically, but generally they are scheduled: 2/12/25 (1-4pm) in UC 213; 2/13/25 (8-10am) in UC213.

b. Faculty Trustee Report, Brian Parry

- i. Board of Trustee meetings are open to all who want to attend.
- ii. Total enrollment is 9843, which is highest in history. This is twice or more % increase compared to other state institutions. There is an expected 13% decline in high school graduation rates in the next 10 years.
- iii. Retention rate increased from 54% in 2005 to 79% in 2023. Early alert was instituted in 2014, which started at 66% retention rate. Our retention rates are third highest, after CSU and CU.
- iv. Revisions from the Governor's office of State Planning and Budgeting forecast the deficit will be smaller than initially feared for the 2025-26 budget year. Utilizing the LCS forecast, the budget deficit is roughly \$627 million after considering essential inflationary pressures.
- v. The higher education institutions requested that the JBC cover our Base Core Minimum Costs of \$137 million by providing \$80.2 million in State funds and authority for a 2.7% resident tuition increase. CMU did not sign on to the request and will instead continue to focus on building legislative support for addressing the base funding inequity.
- vi. On January 10, 2025, President Marshall presented to the JBC along with MSU's President Davidson emphasizing several key issues:
 1. CMU and MSU both serve First Generation students and CMU serves a rural population with college attainment rates below the statewide average. However, historical inequities leave CMU below the average in per student funding.
 2. The joint higher education ask only addresses incremental cost increases—some of which are the result of statewide policy decisions—but, based on the existing distribution of base funding, would further worsen CMU's per student funding relative to the statewide average.
 3. CMU is the most or among the most efficient institutions on many measures and has only two "levers" to pull in order to meet operating needs: state funding and resident tuition. When state funding is reduced or is inadequate to address our basic needs, the cost is borne by students in the form of higher tuition or lower quality (program cuts).
- vii. CMU is working with an anonymous philanthropist, who is interested in investing \$5 million per year for three years with the contingency of meeting certain performance metrics. If met, CMU would request the state to reimburse this social impact bond.
- viii. Considerable concern with our approximately 100 undocumented students. Based on 30-minute discussion, suggestion was to not bring attention to these students, continue to support and educate them, but not obstruct the law if ICE were to appear.
- ix. Eleven faculty members were granted promotion, seven faculty members attained tenure, and seven faculty members were approved sabbatical. In addition, five were given transitional retirement.

c. CFAC report, Christine Noel

- i. Meet next week. No report
- d. VP report, Christopher McKim
 - i. No report
- e. Student Government Report, Leilani Domingo
 - i. No report
- f. Executive Committee Report, Markus Reitenbach
 - i. No report
- g. President's Report, Stacie Schreiner
 - i. It has been suggested to create a Faculty Senate newsletter to send to the campus. If someone is interested in helping structure and design, please reach out.

IX. Adjourn

Motion: to adjourn the meeting

(Collins, Seconded Merino); Motion carried 4:50p