



CMU Faculty Senate MEETING MINUTES

Date: February 20, 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, Nate Perry, Markus Reitenbach, Stacie Schreiner, Rachel Weinzimmer, Rhema Zlaten, Leilani Domingo, Chad Middleton (on behalf of Cher Hendricks)

Senators/Representatives Absent:

Brian Parry, Laureen Cantwell Jurkovic

Guests:

Margot Becktell, Wayne Smith, Megan Sherbenou

Rena 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. Academic Policies Committee meeting minutes from October 17, 2024
 - b. Academic Policies Committee meeting minutes from October 24, 2024
 - c. Academic Policies Committee meeting minutes from November 13, 2024
 - d. Academic Policies Committee Religious Holiday Policy Report AY 24-25

Motion: to accept the Consent Agenda

(Reitenbach, Weinzimmer); Motion Carried

Discussion:

- III. Approve Faculty Senate Minutes from February 6, 2025

Motion: to approve Faculty Senate Minutes from February 6, 2025

(Noel, Hall); Motion Carried

Discussion: Nate Perry was absent and has been updated to minutes.

Motion: to approve Faculty Senate Minutes from February 6, 2025, with updates

(Noel, Castleton); Motion Carried

- IV. Committee Minutes and Reports to Approve

- a. GCC meeting minutes from December 4, 2024

Motion: to approve GCC meeting minutes from December 4, 2024

(McQuade, Collins); Motion Carried with one abstention (Weinzimmer)

- b. CMU-Tech CC meeting minutes from December 3, 2024

Motion: to approve CMU-Tech CC meeting minutes from December 3, 2024

(Meuwly, Gillies); Motion Carried

- a. GCC meeting minutes from February 5, 2025

**Motion: to approve GCC meeting minutes from February 5, 2025
(Collins, Hall); Motion Carried**

- a. CMU-Tech CC meeting minutes from January 21, 2025

**Motion: to approve CMU-Tech CC meeting minutes from January 21, 2025
(Meuwly, Castleton); Motion Carried**

V. Information Items

- a. VPAA

- i. At an Executive Committee meeting, they discussed having the VPAA sit at the table during Faculty Senate meetings, and in the future will be sitting at the table.
- b. Distinguished Faculty Award Committee – nearly have a full committee (an anonymous committee)

VI. Continuing Business

- a. Online overload pay versus in-person overload pay

- i. Discussion: no update currently.

- b. Attendance policy

- i. Discussion: The Academic Policies Committee has received recommendations from President Marshall, which matched those recommendations that Faculty Senate has suggested. There is not an Attendance Policy currently in place that covers religious requests for students. There is an appendix on the recommended policy. Faculty Senate has requested the committee to submit a final report of the policy for review when it is available, and all recommendations have been added.

- c. Faculty success-student survey

- i. Discussion: No new information this week. Michelle has reached out to IR to keep it open a bit longer to get more responses. Planning on presenting to Faculty Senate in April and to faculty at large in the CTL in April, as well.

- d. Senate committees and executive committee AY 25-26

- i. Discussion: Department Heads have been notified of anyone who is rolling off of any Senate committees. David Collins noted that the transition of Faculty Senators has been getting off balance. David believes it may stem from the times when Senators came in to finish up another Senator's term, but the term were not accurately identified, causing confusion of the actual terms. There are 13 Senators, and this year half of the Senators' terms are expiring, while 5 or 6 end in 2026 and 2 end in 2027. There is a suggestion to look at prior term limits from years past to help correct the issue before electing new Senators. Stacie called for Executive Committee members for 2025-2026 includes President Elect, Vice President and Secretary; please reach out with your interest. Hope to have the vote for all Senate sub-committees by mid-April.

VII. New Business

- i. NA

VIII. Reports

a. VPAA Report, Chad Middleton

- i. PPEH, Cher is working on chapter 3. Generated a draft that she has sent out to Department Heads for review. Cher plans to bring a rough draft to Faculty Senate soon. Tenure Track Faculty category has no current changes; Non-Tenure Track Faculty (i.e. Clinical, Technical, Teaching, Practice) has recommended changes. Clinical, Teaching and Practice faculty have 24 CR/year and Technical faculty are at 30 CR/year. There is a conversation with Brigitte Sundermann about the costs to bring Technical faculty to 24 CR/year and will take about a year to provide a plan.
- ii. Enhanced Faculty Mentoring:
 1. Academic Affairs & CTL:
 - a. New2CMU orientation & 3-year onboarding
 - b. Interdepartmental Peer Coaching
 - i. Pairs, trios, quads
 2. University-wide:
 - a. Faculty Senate Pre-Tenure Review committee
 3. Department-wide:
 - a. ADH classroom observations and evaluations
 - b. Intradepartmental Mentorship
 - i. Faculty Mentor or T&P committee
 - c. Intra or Interdepartmental Peer Coaching
 4. Peer Coaching
 - a. 3rd iteration this semester
 - b. Kickoff event last Thursday
 - c. 42 faculty participants (70 last semester)
 - d. Peer Coaches Celebration on May 7 @ 4pm
 5. Faculty Mentor Training:
 - a. Thursday, March 6th from 4-5pm
 - b. Target audience:
 - i. Faculty Mentors
 - ii. ADHs and/or Assistant ADHs

b. Faculty Trustee Report, Brian Parry

- i. No report

c. CFAC report, Christine Noel

- i. Met on Friday, February 14th
 1. CCHE
 - a. CO Workforce Development Council
 - i. 2024 CO Talent Pipeline Report released January 2025: explains labor market information, highlights talent development strategies, and provides data-informed opportunities to enhance the talent pipeline in CO.

1. 77% of post-secondary completers remain in CO and its workforce for at least 1 year after graduation.
 2. Tier 1 Jobs: About \$85000/year needed for family of 3 with 1 adult working (an increase of 95 over 2023)
 - a. 95.1% of these require post-secondary education or training
 3. Tier 2 Jobs: About \$52000/year needed for a single, working adult (an increase of 29% over 2023)
 - a. 62.3% of these require post-secondary education or training
 - b. CO is one of 4 states expected to have the lowest share of jobs for workers with a high school diploma or equivalent in 2031.
 - i. In 2031, 73% of all job openings will be for workers with some type of post-secondary credential, with 30% of these requiring a bachelor's degree.
 - c. Unemployment rates fall as education increases:
 - i. Less than high school diploma: 7.0%
 - ii. High school grad.; no college: 4.4%
 - iii. Some college/associate's degree: 2.7%
 - iv. Bachelor's degree or higher: 2.2%
2. GEC
- a. Working to get freshman-level world language courses as part of GT Pathways.
 - b. Widespread concern over concurrent enrollment courses that are taken at the high schools (not on college campuses)
 - c. Report: Does Concurrent Enrollment Improve College Access, Success, Time-to-Degree, and Earnings (in Colorado)? Link: <https://coloradolab.org/wp-content/uploads/2020/09/Concurrent-Enrollment-Technical-Report.pdf>
 - d. Key takeaways: Students who took concurrent enrollment courses were more likely to
 - e. (1) attend college within 1 year following high school graduation (77% vs. 52%), with higher retention rates (82% vs. 77%);
 - f. (2) earn a college degree on time or early (37% vs. 22%); and
 - g. (3) have higher workforce earnings after 5 years (9.7% higher)
3. College Reports

- a. Widespread concern about changes with the new presidential administration: Cuts of federally funded programs and grants, loss of specific designations, e.g., HSI, worry about email communications, use of pronouns, etc.
 - b. From FRCC: “Our president has designated two people as the legal points of contact in case Immigration and Customs Enforcement shows up on our campus. Staff have been advised on the steps to take if ICE shows up – we escort them to an empty office and call our point people.”
 - c. Here at CMU, we have not been given very much direction.
 - 4. CDHE
 - a. Career Connected Learning Campus Designation
 - b. Recognizes institutions that excel in integrating academic curriculum with work-based learning experiences.
 - c. 2024-2027 Colorado Career Connected Campuses
 - i. Colorado College
 - ii. Colorado School of Mines
 - iii. CSU Global
 - iv. Pueblo Community College
 - v. Regis University
 - vi. University of Colorado at Denver
 - vii. University of Denver
 - 5. SB 24-164 update
 - a. RE: Transparency requirements, expansion of GE Council, improving transfer w/in GT pathways, and timely response to transfer credits. Intended to modify the student bill of rights (last done in 2001).
 - b. 30-day clock proposed to begin once: (1) student is admitted, (2) student requests transfer determination in writing, and (3) student has provided all required documentation needed for evaluation, e.g., all official transcripts.
 - c. Identified high enrollment transfer courses deadline October 1st (GE Council to CDHE)
 - d. Transfer courses only from GT Pathways fall under this bill.
 - ii. Discussion: Concurrent students in our on-campus classes, has anyone heard or felt like students were unqualified for the classes that they are registering at CMU.
- d. VP report, Christopher McKim
- i. No report
- e. Student Government Report, Leilani Domingo
- i. Vigil held for student who passed away recently, there was a wonderful turnout. Bi-annual will be presented to Board of Trustees soon. Two bills were passed: the Library Bill and the Student Nurses Association Bill to support going to Panama. Working on the upcoming elections for 2025-2026. ASG would like to hear about cameras in parking lots from the Faculty Senate and opinion on adding cameras throughout campus.



f. Executive Committee Report, Markus Reitenbach

i. No report

g. President's Report, Stacie Schreiner

i. Meeting on March 6th @ 4pm: President Marshall will be joining the Faculty Senate about budget and will take back some bullet points to take back to departments.

1. Discussion: would like to have further direction on verifying the credentials of ICE individuals who come to campus. The statement from President Marshall stated that we will follow the law, but what does that mean? President Marshall stated that he did not receive any response from campus members on the email. Stacie will add to "New Business".

IX. Adjourn

Motion: to adjourn the meeting

(Weinzimmer, Seconded Castleton); Motion carried 4:35p