



CMU Faculty Senate MEETING MINUTES

Date: April 17, 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, Nate Perry, Markus Reitenbach, Stacie Schreiner, Rachel Weinzimmer, Cher Hendricks

Senators/Representatives Absent: Rhema Zlaten, Leilani Domingo

Guests:

Laureen Cantwell Jurkovic, Sarah Lanci, Wayne Smith, Michelle Mellenthin

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. CMU Tech CC minutes from April 8, 2025
 - b. UCC minutes from April 10, 2025

Motion: to approve Consent Agenda via email approval
Motion Carried

- III. Approve Faculty Senate Minutes from April 3, 2025
Motion: to approve Faculty Senate Minutes from April 3, 2025 (Reitenbach, Weinzimmer); Motion Carried

- IV. Committee Minutes and Reports to Approve

- a. UCC meeting minutes from March 27, 2025
Motion: to approve UCC meeting minutes from March 27, 2025 (Hall, Noel); Motion Carried

- i. Discussion: None

- b. UCC meeting minutes from April 10, 2025
Motion: to approve UCC meeting minutes from April 10, 2025 (Merino, Gillies); Motion Carried

- i. Discussion: None

- c. CMU Tech CC meeting minutes from March 11, 2025
Motion: to approve CMU Tech CC meeting minutes from March 11, 2025

(Meuwly, McKim); Motion Carried

i. Discussion: None

d. CMU Tech CC meeting minutes from April 8, 2025

Motion: to approve CMU Tech CC meeting minutes from April 8, 2025

(Meuwly, Hall); Motion Carried

i. Discussion: None

V. Continuing Business

a. PPEH section 3 feedback

i. Discussion:

1. Two handbook sections are out for review. (24 responses).

Responses include:

- a. Wanting clarity on what the pay difference will be per rank. Hendricks shared that there are pay differences when moving up in classification.
- b. Shared concern about the hiring process being removed from the chapter. Hendricks believes concern may be more about how the changes have been made and where they are mentioned in the handbook. Hendricks mentioned that the hiring process is housed in HR, which McKim expressed the desire to enshrine how specific hiring processes are done is a valid process, so that HR and others cannot just change the process without feedback from the campus on those changes. Hendricks mentioned that the hiring process needs to have its own chapter in the handbook and should not be specifically listed in the faculty section, as the handbook covers both faculty and staff across campus.

2. Chapter 6 has clarification on faculty rank. (21 responses).

- a. Hendricks wants to get a list of all instructors within each academic department. Hendricks will be asking department heads to provide feedback on who should be promoted, based on seniority, performance, etc. Hendricks will review the suggestions with the intent of presenting the budget for those promotions to the Board of Directors in August, for approval. Collins asked if it is possible to see promotions within the next year. Hendricks believes that is a viable option and what she hopes to implement.
- b. Hendricks proposes that there be two committees, one for the tenure track and one for non-tenure track to facilitate the promotion recommendations after the initial departmental review/requests stated above.

3. What is the process of the changes to the Professional Personnel Employee Handbook? It is important to remember that the Professional Personnel Employee Handbook covers all personnel across campus, faculty and staff (except classified staff). Hendricks questioned whether the process of updating the PPEH should be housed in Human Resources, since it covers all faculty/staff, housed in Academic Affairs (which is where it tends to fall now), or a combination.

b. Online overload pay versus in-person overload pay

- i. Discussion: None.

c. Faculty success-student survey

- i. Discussion: Sent out a survey to all students with a response rate of approximately 10% per each department grouping. The population of the students who responded matched the student population of CMU. There will be a presentation on Tuesday, April 22nd @ 12pm, to discuss the results. What are the topics of the evaluations and how to target those via the questionnaire presented? Schreiner confirmed that the link to the virtual meeting, and that there will be a link to all resources.

VI. New Business

a. Climate survey results

- i. Faculty session April 21
- ii. Discussion: Monday, April 21st at 8am (approximately 370 RSVPs so far). Hendricks shared a few highlight differences between the results from the last survey (2021) to this past survey (2024). Overall higher satisfaction current (2024) vs the last survey (2021). Areas for improvement: Executive Leadership, compensation, and performance evaluation/career advancement.

b. International Travel Handbook – May 1 Megan Henley

- i. Discussion: None

VII. Reports

a. VPAA Report, Cher Hendricks

- i. Leadership Team uses EOS across campus. Vision Traction Organizer (VTO) is also used to help the leadership team organize their plans and long-term efforts/expectations for CMU with a 10-year goal, 3-year guiding efforts and current year process. Hendricks is asking President Marshall to discuss the VTO during the welcoming meeting for 2025-2026.

1. Examples of VTO the executive board is working on:

- a. Raise the educational obtainment to meet the state level.

- b. To have a functioning process with the Free Speech Committee, to create a working document on how to handle free speech at CMU. This need is especially important after the Jared Taylor visit.

b. Faculty Trustee Report, Brian Parry

- i. Five faculty members were given emeritus status (including Elizabeth Sharpe, posthumous).
- ii. Student Showcase has the highest number of students and projects ever scheduled for this year's event.
- iii. CMU currently has 400-club athletes and 800-varsity athletes. The difference between club and varsity sports is that the club sports are not part of the NCAA governing body. The budget to support travel, coach salaries, and scholarships is \$15.8 million compared to the median of \$7.7 million for all Division II schools.
- iv. Student Services Enrollment:
 - 1. CMU Promise is increasing to \$70000 or less household eligibility statewide. To pay for the CMU promise, most of the costs are offset by subsidies. Conversely, merit-based scholarships are borne by the university. Compared to the end of March last year, housing applications are up 13%. This growth is correlated with financial aid packaging, CMU Promise, and other recently adopted initiatives. CMU currently has 3057 beds available. Just under 1500 freshmen applications thus far. Attention being placed on upper-class students who are unable to retain on-campus housing.
- v. Capital Projects
 - 1. LHH building will be added to geothermal system this summer; Fine Arts building has also been connected to the geo system and replace the HVAC system.
 - 2. Robinson Theater will undergo renovations with construction completion by Fall 2026;
 - 3. The 1925 House will be gutted and renovated to reflect the art deco of the 1920s, expected to cost \$1.1 million. It is a 3-story house on 7th, which will be turned into the President's House (but will not be occupied by President Marshall). It will be used for events, etc.
 - 4. Centennial Village is now underway and will be completed in Fall 2026 (\$54 million). The dining hall (\$22 million) will be completed at the same time. Materials are being purchased and stored now to stave off potential tariffs.
 - 5. The Albertson's building will be razed and replaced with a much-needed parking lot for Fall 2025 (\$1.1 million). A new crosswalk with the center island is being fleshed out with the city. The True Value/Rite Aid part of the building will remain at this time.

vi. Budget

1. The Joint Budget Committee closed the Long Bill in March 26th with a 2.5% increase in State funding for higher education, an increase of about \$39.8 million over last year. CMU should receive \$1.1 million. Tuition increases are approved at 3.5% for resident status. With the increased tuition collected from higher enrollment this current year, the FY26 change would amount to a 5.6% increase of \$8.3 million. Higher education is going to incur significant cuts in funding in the upcoming year.
- vii. It is proposed that salary and compensation studies be scheduled in conjunction with the program evaluation (every 5 years). The decision on this proposal will be made at the May meeting. There will be a request for salary increases up to \$320,000 for the first cycle. Then focus on the 13.1% of the total faculty who are in the most need of adjustment to salaries.
- viii. Plan to look at alternative healthcare, as the costs are not sustainable by CMU at current rates and CMU would see a deficit in less than two years if continue with Cigna.

c. CFAC report, Christine Noel

- i. GEC (General Education Council)
 1. Advising is an issue at both outgoing and incoming transfer institutions
 2. There is a wide misconception among students and some faculty that concurrent enrollment classes are not real college classes, but you get college credit
- ii. Legislative Updates
 1. SB25-087 Academic Adjustments in Higher Ed, policy and process for students with disabilities and accommodations; sent to governor for signature
 2. SB25-120 Nuclear workforce development (School of Mines); referred to appropriations
 3. HB25-1038 Postsecondary credit transfer website (transfer portal bill), requires DHE to develop and maintain site with info on credits and courses, work-related experience, etc.; referred to appropriations
 4. HB25-1041 Student athlete name image or likeness, university can compensate student athletes for their name, image, or likeness; signed by governor on 3/28
 5. HB25-1186 Work-based learning experiences in Higher Ed, creates consortium pilot program in the DHE to develop/expand work-based learning experiences; referred to appropriations
 6. HB25-1221 Emily Griffith Associate of Applied Science Degree, permits this institution, a technical college, to offer this degree; the first of its kind in CO; sent to governor for signature
- iii. College Reports

1. CSU-Ft. Collins: 5% cutbacks across all areas + no faculty raises unless they make less than \$100k, then a 1% increase
2. In general, a lot of “upsetness” across several schools regarding impacts to students and programs due to the current federal administration

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. No report

VIII. Adjourn

Motion: to adjourn the meeting

(Weinzimmer, Castleton); Motion carried 5:01p