



CMU Faculty Senate MEETING MINUTES

Date: November 6, 2025, 3:30 – 5:00pm

Venue: Center for Teaching and Learning

Senators/Representatives present:

Karl Castleton, Kathy Diehl, Cassie Fenton, Ann Gillies, Eli Hall, Yen-Sheng Lee, Steve Merino, Beth Branscum (on behalf of Josh Meuwly), Christine Noel, James Perez, Jenny Radomski, Markus Reitenbach, Stacie Schreiner, Megan Sherbenou, Rachel Weinzimmer, Chad Middleton (on behalf of Cher Hendricks), Richard Scott

Senators/Representatives Absent: Christopher McKim, Leilani Domingo

Guests: Blake Bickham, Margot Beckett, David Weinberg

Renae Phillips- Recorder

I. Call to Order and Roll Call by Sign-In

- a. President Merino calls meeting to order at 3:30pm

II. Approve Faculty Senate Minutes from October 16, 2025

**Motion: to approve Faculty Senate Minutes from October 16, 2025
(Noel, Seconded Hall); Motion Carried**

III. Committee Minutes and Reports to Approve

- a. CMU Tech Curriculum Committee meeting minutes from October 14, 2025

**Motion: to approve CMU Tech Curriculum Committee meeting minutes from
October 14, 2025
(Weinzimmer, Seconded Reitenbach); Motion Carried**

- b. Undergraduate Curriculum Committee meeting minutes from October 23, 2025

**Motion: to approve Undergraduate Curriculum Committee meeting minutes from
October 23, 2025
(Schreiner, Seconded Gilles); Motion Carried**

- i. Discussion: Schreiner-prescribed Essential Learning courses for BA & BS degrees revealed that several departments would be in favor of allowing Essential Learning credits to double count for both Essential Learning and the major. Next step if the committee chooses to pursue double counting Essential Learning credits is to gain approval from the Academic Policies Committee. Bickham discussed how the credit hours are still necessary to be met, even if there was a double-counting of Essential Learning. Merino stated that there might be some practical concerns that can be discussed later.

IV. Information Items

- a. Issue with Registrar's Office implementing course updates from December Curriculum Committee meetings
 - i. Discussion: Merino explained that there may be a possibility to help expedite the approval process of curriculum changes, by potentially having a Zoom meeting to approve around finals week. Hall stated that the old timeline has caused concern with his department, would appreciate an earlier decision (prior to February). Merino will send out a meeting time request via Qualtrics.
- b. December 4 Faculty Senate meeting at CMU Tech
 - i. Discussion: Chez Lena (Kayenta Hall #113) is reserved for our meeting and will be working with Wayne Smith.

V. Continuing Business

- a. Presentation and discussion of new Faculty Senate priorities as ranked by Faculty Senate representatives
 - i. Discussion: Merino passed out the average ranking of financial and non-financially implicated items for review. Hall asked if this needs to be approved, but Merino believes that it doesn't need to be formally approved, as it was completed by the Faculty Senators. Hall asked Schreiner what President Marshall's process the last time was we submitted the priorities. Schreiner stated that President Marshall focused on "low hanging fruit" that didn't include financial implications, then started working on the financial items, but worked on many of them at the same time. Castleton asked if Faculty Senate can know how or if some of these priorities are already being worked on. Merino will discuss this at the next executive meeting. Weinberg stated that salary bumps associated with promotion may be different from the set rate to what the CUPA data would make that position. Weinberg doesn't understand why there is a decoupling of the promotion rate and the CUPA.

VI. New Business

- a. Assessing and improving the Policy and Procedures Manual for Faculty Senate Standing Committees
 - i. Discussion: Merino expressed that over time Faculty Senate Standing Committees functions and purpose may change over time. There is turnover, the committees are not meeting, or the purpose of those committees may not be meeting the mission/stated purpose. Sherbenou believes that Academic Policies is too big and believes that some

reshuffling needs to happen. Schreiner agrees that it would be good to redistribute needs and actions. Merino suggests getting the committee chairs together to review each and determine what the needs are. Schreiner suggests that Faculty Senate read the manual and determine if the committee is needed, is there a change in purpose, etc. Schreiner suggests that long-term purposes are set in the manual.

b. Potential charges for Faculty Salary and Benefits Committee

- i. Discussion: Merino reminded Faculty Senate that there has been confusion and lack of clarity. Reitenbach would like to have more information on how the administration uses CUPA data to create more transparency in how it is used. Schreiner recommends that Faculty Senate ask Michelle Quinn to present on how CUPA data is being used, instead of using the Faculty Senate and Benefits Committee. Merino will invite Michelle Quinn to the November 20th meeting. Castleton asked if Faculty Senate needs to make a motion so that the sub-committees can move forward. Merino expressed that since sub-committees already have a purpose listed in the manual, which allows the committee to move forward without a specific charge. Charges are utilized for further needs beyond the specific purpose of sub-committees.

Motion: to charge the Faculty Salary and Benefits Committee to research how other universities handle sick days, for example regarding monetary value, carryover of sick days and the possibility to donate sick days to other employees, etc. (Reitenbach, Not Seconded); Motion Closed

VII. Reports

a. Provost Report, Chad Middleton (on behalf of Cher Hendricks)

- i. Cher has been back in the office in a ½ day/limited role. Jeremy Hawkins will continue working as acting Provost until her abilities are assessed fully. Jeremy Hawkins presented III and VI of the PPEH was presented to the Board of Trustees and has been approved.

b. Faculty Trustee Report, Stacie Schreiner

- i. Board of Trustee meeting was held during the week of Homecoming.
 1. Reported on the process that has been done by the Faculty Senate to take the data from the climate survey and create a priority list, will share the list at the next Board of Trustees meeting in December.
 2. Human Scale Award: Amber D'Ambrosio, Special collection and archives librarian.
 3. PPEH III and VI were approved and will now be known as III and IV.

4. Student enrollment is at 9832, headcount is down, but credits and FTEs are up, mostly due to fewer HS concurrent students.
5. Fall 25 gross tuition and fees, with resident undergraduate at 64%, non-resident undergraduate at 19%, graduate at 6% and fees at 11%. Budget revenues: just under \$264 million. 33% of tuition, 20% state and local funding, 13% R&B, 12% federal and state financial aid, 5% grants and contracts, 4% student fees, 2% donations and 11% other auxiliary. Budget expenditure: \$231 million, with 39% compensation (approximately \$90 million), 27% other, 25% student financial aid, 6% debt service, 3% student hourly. Since 2023 there has been an additional increase of \$10.2 million in investing in faculty salary and benefits. CDHE implemented reductions totaling \$12.3 million. CMU paid back \$473,565 through a contingency budget. Next year it is unclear how CMU will be impacted by the state budget. Scenarios to cuts of a total of 2%, 5%, 10% were reviewed as well as increases to tuition and what that would be per student.
6. Featherstone University update: Forbes did an article on it and the Chronical of Higher Education had it on the front page. The 9News with President Marshall. It is tough to communicate with faculty with a blast email so there is a discussion that Stacie Schreiner will ask President Marshall questions in a podcast video format.
7. Lengthy discussion about faculty salary concerns, the 5-year cycle, inflation, and the fear behind it. Schreiner stated that the Board of Trustees has assured and reassured her that the concerns have been heard.

c. CFAC report, Christine Noel

- i. 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, Stephen Merino

- i. No report.

VIII. Adjourn

Motion: to adjourn the meeting



(Weinzimmer, Seconded Hall); Motion carried 4:55p