



**Faculty Senate  
Meeting Minutes  
November 3, 2022  
Tomlinson Library 331**

**Senators/Representatives present:**

Brian Parry, Brad Montgomery-Anderson, Kristin Heumann, Kyle McQuade, David Collins, Ann Gillies, Eli Hall, Kelly Krohn Bevill, Christopher McKim, Nate Perry, Ben Reigel, Markus Reitenbach, Stacie Schreiner, Margot Beckett, Tim Casey, Laureen Cantwell, Cy Shimamura

**Senators/Representatives Absent:**

**Guests:**

Dr. Chad Middleton – Assistant Vice President, Jill Knuckles – Director of Human Resources  
Caitlin Cuevas - Recorder

- I. Call to Order and Roll Call by Sign-In**
  - a. President Parry called the meeting to order at 3:32pm. Senators and guests asked to sign in via the circulating roll call roster.
- II. Consent Agenda**
  - a. No information
- III. Committee Minutes and Reports to Approve**
  - a. GCC Curriculum Committee Minutes, October 5, 2022
    - i. Motion: to approve Hall; Seconded by Gillies**
    - ii. Motion Carried**
  - b. WCC Curriculum Committee Minutes, October 11, 2022
    - i. Motion: to approve Beckett; Seconded by Reitenbach**
    - ii. Motion Carried**
  - c. Faculty Senate
    - i. Motion: to approve Collins; seconded by Reigel**
    - ii. Motion carried**
- IV. Information Items**
  - a. Free Speech and Civil Discourse
    - i. Their desire is to become more official and moved from ad hoc to official committee compacity. Not a long-standing committee due to term limits/provisions/qualifications. This committee fall under control of faculty senate but fall under academic affairs department. Pre-tenure review committee. Faculty development. Expanding the role and integrating nicely with what we do.
- V. Continuing Business**
  - a. Expansion of distinguished faculty awards
    - i. Brought to attention technical faculty to compete with full time faculty members who engage in robust scholarship and other areas where opportunity is not available for them.

- ii. Brought to exec committee, likes idea of expanding but not attaching to monetary status but only recognition. Since the notion is to bring in technical and clinical faculty, Cher says this should be where the attention should be.
- iii. Add another category for award, that would have a monetary value associated.
- iv. Discussion- for current year, keep the same, just add additional categories in three of the areas. Potential for future
- v. Clinical Technical to go into effect yesterday.
- vi. Tim Casey – evaluated on a different scale, not well known on main campus, don't line up well next to faculty on main campus. Clinical conversation is a different rank as well, don't have scholarship. The question was, certain possible, though it is rare to end up successful. Common evaluation system. Open up to others. Keep on top of their fields that have significant differences.
- vii. Heumann – putting so more potential for nominees, pool of candidates.
- viii. Motion to Charge Faculty Awards Committee – with devising a new category of award that will cover clinical and technical

**1. Motion: Collins; Seconded: McQuade**

**2. Motion Carried**

**b. Discussion on senate by-laws modification**

- i. Must go through an approval process by the whole faculty.
- ii. [Screen view of verbiage] Fundamentally we need input by the senate. What we need to change, and proposals of changes, but not all figured out.
- iii. Varies places where it mentions tenure, tenured track, etc. with no mention of clinical track. All things where we need to decide on changes.
- iv. It indicates of categories of faculty by initial appointment. Try and tie these clauses to the chart with positions, but who should be included where? Specify the categories than a broad scope. Allocated that clinical faculty should be included.
- v. Casey-the reason not to include .8 or adjunct as this position is a service to the university. No compensation for it. No service as a component so not necessarily reason to join.
- vi. Membership of the senate
- vii. By Definition full-time
- viii. CFAC – representative language – Marot – change the first part on how we call for nominations as it is different. Duties of the CFAC rep were not described. Defining the term, making it the same as a senator but to make space for if you are already a senator. Also put your name in the hat if you are not a senator. How do we allow them to serve their CFAC term if already a senator? Two consecutive 3 year terms like a senator too. If there is an overlap, not starting the two terms at the same point, one trumps the other.
  - 1. Continue to work on that.
- ix. Clinical Track – Does not include clinical faculty at this time. Would need to be changed to add clinical faculty. Who do we include? First three in special appointment column, others excluded from inclusion. If included, dooming proposals. No time frame for adjunct faculty. Change language from .8 FTE to

one of the ones in the column. Must change by-laws from faculty to more detail. Must be consistent. Needs 51% of the faculty, but who is 51%? Full-time faculty? Does it include visiting as they are full time? Main thing we need to know how to count that number.

- x. Question from Hall – Having them as part of that number, they aren't here to care, only to teach their craft.
- xi. Use language of “instructors” to make cleaner and define that category.
- xii. “Academic, Clinical, Technical Faculty and Instructors” – Dr. Chad Middleton

**c. Results from faculty request prioritization survey**

- i. 16/17 to rank generated items on the monetary and non-monetary list.
- ii. [graph of top 5 and rankings of each category shown on screen]
  - 1. Increase retirement matching, salary adjustment to meet market demands, Increase COLA across all faculty, increased compensation for adjunct faculty, additional tuition reimbursement for dependents.
  - 2. Cher and John want to see the big picture and larger description.
  - 3. What can benefit the most people long term.
  - 4. Sharing with Pres and VPAA on Tuesday. Will get feedback.
  - 5. Scheduling faculty salary studies, Combine advising and service evaluation categories, dedicated faculty space, maintain consistent faculty evaluation of ADHS, involve faculty in hiring ADH.
  - 6. Feel free to share with departments and colleagues

**VI. New Business**

- a. Pushing forward faculty senate recommendations
  - i. Cher has been speaking with Jill in HR for the handbook revision suggestions from faculty leave in 2020
  - ii. Doesn't recall the proposal and why it didn't go forward that year.
  - iii. It has compiled; however, the Handbook is very confusing and disjointed. Idea is proposal would come forward once again this year. Not consistent through departments. Clarity will help add consistency to confusion. Faculty do not accrue annual leave. Do you use unpaid leave for parental leave? Bringing forth sick leave can be used, 90 days, might be available. Cost to the university? CO FMLI. Working through logistics of state family leave. Pay-in or private plan option. If we could cover everyone based on that? Get premium back from state. Next few weeks know direction. Might need a special handbook; run concurrent with FMLA. Inconsistent treatment.
  - iv. From an HR standpoint, if there is a way, trying to determine the workload to a 40hrs work week. Come up with formula that could work across the board, that would be beneficial.
  - v. Asking to teach an overload with no compensation, compressing and stressful. Forcing burnout. Make up hours but spread it out over a year and not compressed in one summer or j-term. Feeling of working overtime for free.
  - vi. Should not go through the department head? Go straight to VP or HR? HR does not understand the way the assignments are. Seems to be encouragement to over work while pregnant just to have your leave.

- vii. Incentivizing people to step in while someone takes leave? Asked of how many per year, 6. People look at this benefit.
- viii. AVPPA – Middleton – Financial impact of losing a faculty member. Should be incentive to fix the problem.
- ix. Using sick leave to have a baby? We should have some say into fixing this.
- x. Have to provide family medical leave (federal) obviously but needing to reword it for clarification. Culture we have created around it, it's unacceptable.
- xi. As a senate we can propose a change and have it ready to go by Dec. 1. Must charge a subcommittee to come up with the verbiage.
- xii. Starting process in the spring but move forward to propose by Dec. 1, 2023.
- xiii. Motion to table for the 20<sup>th</sup>.
- b. Custodial Duty Changes
  - i. Brought up by Executive meeting. Policy was made by a custodial manager by their own accord. Not properly vetted. Leadership team in aware of the issue. Offices not being cleaned any longer

## VII. Reports

- a. CFAC – Next Friday meeting.
- b. VP – No report.
- c. ASG – Not report other than thank you for helping make homecoming a success.
- d. Executive Committee- Formalizing free speech, progress of faculty concerns, expansion of faculty awards.
- e. Faculty Trustee – Trustees met, Friday, met at WCCC, huge part of the conversation and awareness of what is going on at WCCC. Bringing it closer to CMU with rebranding. Lot of moves on career technical. LARGE donation of 5 mil to drive down price of WCCC. Working well. Emphasis on knowledge.
  - i. Presentation on enrollment. No time to go through it all, let's talk personally if you would like more information.
  - ii. National standpoint – 4-year enrollment is down by 1%, not bouncing back just yet but varies from region. HBCU's up, some other diver universities are down with retention. Online national is up 3.2% since last fall, ages 18-24 up 24%
  - iii. Invite director of enrollment, to give faculty senate information and what is happening nationally as an option.
  - iv. CSU and CU went up by 600 students with adjustments that attracted them.
  - v. CMU enrollments fall of 2020 – 9,297 students, down progressively. Applications are rising. Free applications period. Freshmen apps are up but the yield is down (total amount admitted) % of that application. Down to 22%. Trying to figure out ways to attract, recruit and retain.
  - vi. Shout-out to faculty for showing up to campus at 8a on a Saturday with Mesa Experience.
  - vii. Tracking life cycle of a prospective student (admitting to enrolling). National Clearing House #1 stating competitor is choosing not to go to school.
  - viii. Cher trying new approach power point slide for each of the departments showcased. SWOT analysis.
  - ix. 13% of students from out of state.



- x. 38 Varsity Sports, 18 club sports, 1,729 student athletes.
  - xi. Moved into Executive session.
  - f. President – No report.
  - g. VPAA - No report.
- VIII. Motion: to Adjourn Meeting Schreiner; Seconded by Hall**
- a. **Motion Carried at 5p**