

**Faculty Senate  
Meeting Minutes  
October 20, 2022  
WCCC BB 171**

**Senators/Representatives participating**

Brian Parry, Brad Montgomery-Anderson, Kristin Heumann, Kyle McQuade, William Campbell, David Collins, Ann Gillies, Evan Curtis (in for Eli Hall), Stacie Schreiner, Ben Reigel, Markus Reitenbach, Tim Casey, Lauren Cantwell, Margot Beckett,

**Senators/Representatives Absent from Participation:**

Kelly Krohn-Bevill, Christopher McKim, Nate Perry

**Guests:**

Cher Hendricks, Vail Shoultz-McCole  
Caitlin Cuevas

- I. Call To Order**
  - a. President Parry called the meeting to order at 3:35p
- II. Consent Agenda**
  - a. Assessment Committee Minutes, September 6, 2022
    - i. **Motion: Heumann, Second Reitenbach**
    - ii. **Motion Carried**
- III. Approve Faculty Senate Minutes**
  - a. **Motion: Montgomery Anderson, Second Schreiner**
  - b. **Motion carried**
- IV. Committee Minutes**
  - a. Assessment Committee Minutes, May 5, 2022
    - i. **Motion: McQuade, Second Collins**
    - ii. **Motion Carried**
- V. Information**
  - a. WCCC Curriculum Committee Minutes, September 13, 2022 and UCC Curriculum Committee Minutes, September 22, 2022 were approved in special email vote.
    - i. Special email approval of the WCCC and UCCC committee minutes, unanimous approval
- VI. Continuing Business**
  - a. Update on the prioritizing of Faculty Requests
    - i. [Handout of Monetary and Non-Monetary Requests]
    - ii. Email was sent out by Kelly Krohn-Bevill with a document to add requests. List was compiled into a Monetary/Non-Monetary list of requests. As well as Omitted for Redundancy and lack of senate overview List below. These items will be reviewed and the top 5 will be selected.

- iii. Survey to be created rank order, drag, and drop, outcome will be delivered to executive meeting.
- iv. Reviewing the list line by line for clarification and discussion.
  1. Schreiner asked for clarification on tuition and credits.
    - a. Tim Casey clarified that half tuition up to six hours.
    - b. Fees not included
    - c. Will include Spouse
  2. Transparency on faculty adjustments by creating calendar
    - a. Cycle in place for which this happens.
  3. Department Head term limitation.
    - a. Point of clarification- handbook does determine term of 3 years – Tim Casey – President can shorten or renew at their will.
    - b. Allow Faculty to vote for ADH
    - c. Cher – performance evaluations of the ADH –
      - i. Aspect of it happening every other year does not happen.
    - d. Evaluations is out
      - i. Is the data confidential or out in the open? Brian Parry
    - e. Point of Clarification from Benjamin Reigel – is this to allow others to continue, or term limits?
  4. Increase COLA across all ranks
    - a. Margot – when talking about making changes to benefits/benefit it goes more across the board. Aimed at including Adjunct Faculty, not just full-time Faculty.
    - b. Collins clarified if .8's received COLAs
  5. Enabling Faculty to Vote for Department Heads
  6. COLA increase for Market Demands
    - a. Bring salaries closer to market?
    - b. Change to salary adjustments to meet market demands?
  7. Maternity leave policy
    - a. This is on their radar and in process of figuring out
    - b. Wanting to work with them not having it fall in your lap.
    - c. Leave on as a priority
    - d. Change to Parental Leave
      - i. What is happening with FMLI
        1. CO State FMLA
  8. Free Parking for all
    - a. In lieu of Eli Hall
      - i. Why is it on the list if it doesn't increase quality of life compared to the others?
  9. Workload equity studies
    - a. Drilling down further from climate survey, workload came up as an issue
  10. Increased Comp for Adjunct faculty

11. Reorganization for Academic Departments
  - a. Need to split for reasons
  - b. Have not reorganized in over 30 years
  - c. Last was art department
  - d. Couple of slight orgs but basic framework has been for 30 years
  - e. Is there value in changing the size of the departments?
12. Cover certification and licensure fees
  - a. OREC program
    - i. To lead outdoor programs
    - ii. If full time roll this is a huge cost, they have to cover themselves as it is a must
  - b. Casey asking if this will have complications for membership fees
  - c. Schreiner brings in point that it is their profession, may be hard to make a blanket
  - d. Simplify it
13. Evaluate the role of adjunct at CMU
  - a. Is this a senate priority? Or generally the university should want to do?
  - b. University should care more about it than senate
  - c. Where we are over relying on adjuncts
    - i. Cher – looking at data
  - d. Grounds for dismissal
14. In-person overload vs online overload pay
15. Improve training for advising
  - a. Seems more like a departmental mentoring thing rather than senate as they cannot control
  - b. Different from department from department
  - c. IF junior faculty is struggling, they have other resources to assist
    - i. Faculty Success committee
    - ii. Teacher 2 teacher
    - iii. More campus wide mentoring.
  - d. Omitting it to list
16. Childcare for Faculty dependents
  - a. Campus childcare and does offer spots for faculty
    - i. What is the expectation of it?
    - ii. Students have priority where faculty does not feel they have a chance to get their child in.
  - b. That was the guideline that students come first, then faculty and staff and then the community
  - c. Faculty run into challenges of getting into the childcare system
  - d. If there are enough slots but turned away because of we have greater student demand
  - e. Can't do their jobs

- f. What is the overflow or waiting list for Faculty Staff? Infants and toddlers
  - g. How can we address newly hired staff or faculty for a holding spot.
  - h. Work on with HR/ parental leave to maybe reach out to Mini Mavs to get on the list.
  - i. Can you use a formally accepted letter rather than waiting for the 700 number?
17. Course Release
- a. Happens to a degree, not enough maybe.
  - b. How is this been arrived to? Is there a reason to revisit it?
  - c. Current president has granted trustees
  - d. Planned or Spontaneous
18. Combining advising and service
- a. Has a fair chance to get a 5 on their evaluations
  - b. People with a large number of advisees have it count for service
  - c. Used to be combined, VP 15 years ago had it split
  - d. Why do you have 4?
  - e. Used to have the summer advising sessions, but gone away around 2020
  - f. Orientation sessions to assist students sign up for classes, some people relied on it
19. 4-Day work week
- a. Four Day teaching schedule? Friday for Meetings, etc.
20. Compensation for Program Coordinators
- a. Tasked with a lot of tasks, do not get compensation or work release for this.
  - b. Schreiner – not consistent around campus or departments
    - i. Required of accreditation
21. Increased support for Sabbaticals
- a. Understanding the process? Not sure how to clarify?
  - b. Non-monetary?
  - c. More money for sabbatical with more expectations?
  - d. Not enough applications
  - e. Might be because of smaller departments
    - i. Don't have the capability to take a sabbatical?
  - f. Explore visiting lectures without the pressure of teaching that same semester.
22. Teaching release for first year faculty
- a. Used to be the case?
    - i. First semester – teach 9 credits – no advising or committee work
    - ii. Not sure if it was departmental or university wide.
    - iii. Tim Clarified it as departmental

- iv. Long way for faculty retention
    - b. Physics has managed to do a 10-hour course load for incoming faculty, Make it university wide – Collins
  - 23. Labs vs conventional classes.
    - a. Number of contact hours versus the credit hours
  - 24. Increase health insurance benefit
    - a. Premiums?
    - b. Coverage?
    - c. In general?
  - 25. Omitting categories
    - a. Looked at them to improving this is more department specific than college wide
    - b. WCCC specific
    - c. Redundancy
    - d. Research vs service – is it time to have some faculty to take time to research or do we all have a 4-4 load.
      - i. Dedicated more time?
      - ii. Left up to chair?
      - iii. Some do not have research requirements
      - iv. A conversation across the country to allot them more time to increase staff resilience – more flexibility and retention
  - 26. Amendment to bring Course release time for people doing research up into the “Monetary list”?
    - a. Some agencies won’t buy out that much time
- VII. New Business
  - a. Opportunity to expand distinguished faculty awards
    - i. New award aimed at technical faculty
      - 1. They do not have that scholarship to the extent that tenured track faculty do
      - 2. Concern of eligible candidates was too small
      - 3. Offer an award for various categories
        - a. Teaching
        - b. Service
        - c. Scholarships
        - d. Advising
      - 4. Lesser awards
        - a. 1k award
      - 5. Better chance of being recognized
      - 6. Tim Casey
        - a. Background – did have it as an overall faculty member...reason it went away as there were not enough people being nominated or applying for it. Very few to no nominations.

- b. How would we do the nomination process to have the biggest impact
- c. Using technology to market and word of mouth to get it out there
- d. Charge committee for technicalities
- e. Reigel – Weird to give teaching from same amount being the most important. How can it be the best picture if not the best directed film? Increase the teaching award
- f. Is there an old file with the wording?
- ii. Charge Distinguished Faculty committee with investigating and expanding the number of awards, one award for the four categories
  - 1. Motion to Collins, second McQuade**
  - 2. Motion Carried**
- iii. Degrees don't have the same credentials as the main campus – Beth from WCCC – it makes it hard for instructors here to compete for the award. They don't feel they are as competitive for it. In general, in favor of but...
- iv. Focus on strengths on the technical instructors must meet the challenges that differ from the academic settings. Different metrics and hard to be competitive that it is comparing two different entities.
  - 1. Other components that related to scholarship, which made technical faculty to not be competitive at all. Not inclusive. Small number compared to CMU faculty. Focusing on Teaching award to be across the line.
  - 2. Brought up in executive meeting – so few technical faculty, frequency of offering the award so not the same people are being nominated every year. Assist technical faculty to shine. Not to exclude.
  - 3. Related to teaching but not technically teaching
  - 4. Is it just we don't want to give too many awards? Or why not give more money?
  - 5. Is there harm in adding technical faculty award? A fifth?
  - 6. What is the purpose of the award? Scarce? To acknowledge hard working people? If award is chosen by your peers, is it should be enough?
  - 7. How do clinical faculty fit into it?
    - a. Fall into a similar category as the technical?
- v. **Motion to table Heumann, seconded Casey**
  - 1. Motion Carried**
- b. Address Perceived inequity
  - i. Motion to table Reitenbach, second Heumann**
  - ii. Motion Carried**

VIII. Reports

- a. CFAC no report
- b. VP no report
- c. Absent

- d. Executive Committee no report
  - e. Faculty Trustee
    - i. Trustees meeting next week
    - ii. Open forum with president scheduled for Monday October 24<sup>th</sup> at 3p DH 104
      - 1. November is a second
      - 2. Encourage faculty to go
      - 3. Have opportunity to have open forum, show support and we care
      - 4. Once a month
      - 5. Bringing up highlighting interest in faculty retention and collab to address faculty issues
      - 6. Center for teaching and learning looks like
        - a. Dedicated faculty space difference? One in the same concept?
      - 7. Efforts by T2T on interdisciplinary mentoring
  - f. President no report
  - g. VPAA Report
    - i. Symposium for center of teaching and learning
      - 1. 52 faculty members
      - 2. Worked in 7 groups
      - 3. Given prompts
      - 4. Seven groups did a pitch
      - 5. Collected data from pitches and notes
      - 6. Dedicated full time director, all feel welcome, resources for adjuncts, support faculty, role for faculty mentoring, experimental teaching space, latest tech, support, and award for...
      - 7. Working on a report
      - 8. Wat to meet with T2T to pitch to president
- IX. Adjourn Meeting
- a. **Motion Reigel, second Collins**
  - b. **Motion Carried at 5pm**