



**Faculty Senate  
Meeting Minutes**

**September 15, 2022  
Tomlinson Library 331**

**Senators/Representatives participating:**

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 from participation:**

William Campbell

**Guests:**

Cher Hendricks–Vice President of Academic Affairs; Sarah Lanci–Chair, Undergraduate Curriculum Committee; Wayne Smith– Chair, WCC Curriculum Committee; Tracii Friedman–Chair, Faculty Success Committee

Melinda J. Scott, Minutes Recordist

**I. CALL TO ORDER AND ROLL CALL BY SIGN-IN**

President Parry called the meeting to order at 3:31pm.

Senators and guests were asked to sign in via the circulating roll call roster.

**II. CONSENT AGENDA**

**A.** WCCC Curriculum Committee Minutes, August 25, 2022

**Motion: to receive the sole item on the consent agenda.**

**(Collins/seconded); motion carried.**

**III. APPROVE FACULTY SENATE MINUTES FROM SEPTEMBER 1, 2022**

**Motion: to approve the Faculty Senate minutes of September 1, 2022 with an amendment to the minutes: replace “Gannon White–Chair,” with Gannon White–Chair, Faculty Success Committee” in the list of attending guests.**

**(Hall/seconded); motion carried.**

**IV. COMMITTEE MINUTES AND REPORTS TO APPROVE**

**A.** Essential Learning Committee Minutes, December 14, 2021

**B.** Essential Learning Committee, Year-End Report 2021-2022

**Motion: to approve the Essential Learning Committee Minutes of December 14, 2021, and the Essential Learning Committee Year-End Report of 2021-2022.**

**(Heumann/seconded); motion carried**

**C.** Sabbatical Leave Committee Year-End Report 2021-2022

**Motion: to approve the Sabbatical Leave Committee Year-End Report of 2021-2022.**

**(Beckett/seconded); motion carried**

**D.** Undergraduate Curriculum Committee Minutes, April 28, 2022

**Motion: to approve the Undergraduate Curriculum Committee Minutes of April 28, 2022.**

**(Hall/seconded); motion carried**

**E.** WCCC Curriculum Committee Minutes, May 10, 2022

**Motion: to approve the WCCC Curriculum Committee Minutes of May 10, 2022.  
(McQuade/seconded); motion carried**

F. Assessment Committee Year-End Report 2021-2022

**Motion: to approve the Assessment Committee Year-End Report of 2021-2022.  
(Reitenbach/seconded); motion carried**

G. Combined Curriculum Year-End Report 2021-2022

**Motion: to approve the Combined Curriculum Committee Year-End Report of 2021-2022.  
(Heumann/seconded); motion carried**

## V. INFORMATION ITEMS

A. Nomination for Distinguished Faculty Award and Early Distinguished Faculty Award  
Please be in communication with your colleagues regarding submitting nominations. President Parry will send a reminder email to faculty next week.

B. Change in venue for October 20, 2022 meeting  
Senate's October 20<sup>th</sup> meeting will take place at WCCC. The meeting will be catered by WCCC's Culinary Arts Program.

## VI. CONTINUING BUSINESS

A. Clarification on increased credit for lab instructors

President Parry reviewed actions taken so far regarding credit for adjunct lab instructors.

- Faculty Salary & Benefits Committee has conducted research and reported its findings to Faculty Senate.
- The senate's executive committee has met with President Marshall.
  - ... Several issues undertaken by Faculty Senate were already being addressed by upper administration—without awareness by either side of their counterpart's actions
  - ... President Marshall requested that the senate be more collaborative and forthcoming with upper administration in order to coordinate efforts and function more efficiently to address faculty concerns.

Discussion ensued regarding the best way to proceed to keep senate's committee work coordinated with upper administration. VPAA Hendricks offered some tangible procedures for providing resources and coordination between senate committees and upper administration.

B. Free parking for adjunct instructors

Discussion: VPAA Hendricks will conduct the necessary research to collect accurate data, run a cost analysis and make recommendations to Faculty Senate with consideration of other options.

## VII. NEW BUSINESS

A. Faculty Retention

[Handout: "Possible Faculty Retention Questions"]

More data is needed. President Parry wants coordinated, systematic collection of data and its affects. Parry reviewed the handout with the senators and requested feedback on addressing faculty retention.

[Handout: "Faculty Success Committee Responsibilities"]

Faculty Success Committee Chair Friedman spoke on the committee's consideration of the faculty retention issue. The Faculty Success Committee has developed new activities to support new faculty.

Another suggestion offered was aggregating data from faculty exit interviews and survey results. Something else to consider is the how the nature of the questions asked in interviews/surveys drives responses/non-responses.

**Motion: to charge the Faculty Success Committee with looking into items number 1. and 2. from the handout “Possible Faculty Retention Questions” in collaboration with VPAA Hendricks and her office; and to determine who might be able to answer questions number 3., 4., and 5. from the same handout.**

**(Collins & Heumann/seconded); motion carried**

**B. Adjunct compensation structure**

Per President Marshall, adjunct compensation comes from a pool of money from which all faculty members are paid. Many department heads would be willing to sacrifice full-time faculty’s COLA to increase adjunct pay—though to take such action needs to actually make a marked difference. The question arose “What adds value to adjunct positions?”

**C. Solutions to serving on faculty senate and standing committees**

The Faculty Senate bylaws prevent Faculty Senate members from serving on standing committees of the senate. Changing the bylaws requires a majority (51%) from all eligible voting faculty at the university. In the case of Senator Beckett, the senate’s recommendation is that Beckett serve as a guest consultant to the Faculty Success Committee in order for them to benefit from her experience and institutional memory serving on that committee in the past. Heumann raised the issue of clinical track faculty represented on standing senate committees. As further consideration is needed, this item will be included on the agenda under “Old Business” for Faculty Senate’s next meeting.

**Motion: to approve the Faculty Senate minutes of May 19, 2022.**

**(Hall/seconded); motion carried.**

**VIII. REPORTS**

**A. CFAC Report, Margot Beckett**

Given time constraints, President Parry requested that Beckett give her CFAC report at the next senate meeting.

**B. Vice President Report, Brad Montgomery-Anderson**

There are still groups not represented on the Faculty Success Committee. Montgomery-Anderson will pursue filling the membership of this committee.

**C. Student Government Report, Cy Shimamura**

Biennial starts September 30<sup>th</sup>. ASG is rallying students to attend the Student Experience Workshop next Monday. Anyone is welcome to attend.

**D. Executive Committee Report, Kyle McQuade**

Executive Committee met with President Marshall and VPAA Hendricks on September 6<sup>th</sup>, sharing the senate’s intent to focus on faculty recruitment and retention.

**E. Faculty Trustee Report, Tim Casey**

CMU’s Board of Trustees has not met since the last Faculty Senate meeting.

Casey is working on coordinating with President Marshall’s office for this semester’s open forums with faculty.

**F. President’s Report, Brian Parry**

No report

**G. VPAA Report, Dr. Cher Hendricks**

Regarding faculty pay for internships and independent study, there are noticeable differences from department to department. Some of these differences are due to special circumstances. However, there are notable discrepancies between departments with the calculated rates based on per credit hour/per student. Hendricks will be addressing this with department heads. Structured research is its own animal and will be addressed separately and at a later date.

Hendricks reminded the senators of the Center for Teaching & Learning symposium on September 23 and urged them to attend.

**IX. ADJOURN**

**Motion: to adjourn the Faculty Senate meeting of September 15, 2022 (Reigel/seconded); motion carried.**

Meeting adjourned at 5:06pm.

Respectfully submitted,  
Melinda J. Scott, Minutes Recorder