



CMU Faculty Senate MEETING MINUTES

Date: April 4, 2024, 3:30 – 5:00pm

Venue: Library 331

Senators/Representatives present:

Margot Beckett, Karl Castleton, Kathy Diehl, Ann Gillies, Eli Hall, Kristin Heumann, Deb Kennard, Christopher McKim, Kyle McQuade, Steve Merino, Josh Meuwly, Brian Parry, Nate Perry, Ana Berrizbeitia (for Markus Reitenbach), Stacie Schreiner, Rhema Zlaten, Aleena Gomez

Senators/Representatives Absent:

Laureen Cantwell Jurkovic, Markus Reitenbach

Guests:

Anne Bledsoe (for Laureen Cantwell Jurkovic), Cher Hendricks, Sarah Lanci, David Weinberg, Wayne Smith, Christine Noel

Renae Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Heumann calls meeting to order at 3:30pm

- II. Consent Agenda
 - a. Distinguished Faculty Committee Minutes March 14, 2024

Motion: to approve Distinguished Faculty Committee Minutes March 14, 2024 (Schreiner, Seconded Beckett); Motion Carried

- III. Approve Faculty Senate Minutes from March 7, 2024
Motion: to approve Faculty Senate Minutes from March 7, 2024 (McQuade, Seconded Gillies); Motion Carried

- IV. Committee Minutes and Reports to Approve
 - a. Assessment Committee Minutes November 3, 2023
Motion: to approve Assessment Committee Minutes November 3, 2023 (McKim, Seconded Kennard); Motion Carried

- b. Assessment Committee Minutes December 1, 2023
Motion: to approve Assessment Committee Minutes December 1, 2023 (Merino, Seconded Hall); Motion Carried

- c. Assessment Committee Minutes February 2, 2024
Motion: to approve Assessment Committee Minutes February 2, 2024 (Parry, Seconded Schreiner); Motion to Amended: Major Unit as Kinesiology and Subunit as Physical Education (McQuade, Beckett); Motion Carried

- d. Library Advisory Committee Minutes February 27, 2024
Motion: to approve Library Advisory Committee Minutes February 27, 2024

(Beckett, Seconded Gillies); Motion Carried

e. Faculty Salary and Benefits Committee Minutes January 24, 2024

Motion: to approve Faculty Salary and Benefits Committee Minutes January 24, 2024

(Schreiner, Seconded McKim); Motion Carried

f. Faculty Success Committee Minutes September 12, 2023

Motion: to approve Faculty Success Committee Minutes September 12, 2023

(McQuade, Seconded Merino); Motion Carried

g. Faculty Success Committee Minutes September 26, 2023

Motion: to approve Faculty Success Committee Minutes September 26, 2023

(Kennard, Seconded Beckett); Motion Carried

h. Faculty Success Committee Minutes October 24, 2023

Motion: to approve Faculty Success Committee Minutes October 24, 2023

(Parry, Seconded Schreiner); Motion Carried

i. Faculty Success Committee Minutes January 24, 2024

Motion: to approve Faculty Success Committee Minutes January 24, 2024

(Merino, Seconded Hall); Motion Carried

j. Faculty Success Committee Minutes February 28, 2024

Motion: to approve Faculty Success Committee Minutes February 28, 2024

(McKim, Seconded Schreiner); Motion Carried

k. Graduate Curriculum Committee Minutes March 6, 2024

Motion: to approve Graduate Curriculum Committee Minutes March 6, 2024

(Gillies, Seconded Merino); Motion Carried

l. Undergraduate Curriculum Committee Minutes March 28, 2024

Motion: to approve Undergraduate Curriculum Committee Minutes March 28, 2024

(McQuade, Seconded Beckett); Motion Carried

m. CMU Tech Curriculum Committee Minutes March 26, 2024

Motion: to approve CMU Tech Curriculum Committee Minutes March 26, 2024

(Meuwly, Seconded Schreiner); Motion Carried

V. Information Items

a. Faculty Request Prioritization Results

- i. As issues are being discussed in the Executive Committee, President Marshall noted the list is being used during the campus prioritization discussions. May want to update the list every 3-5 years, based on the 3-

year climate survey. The next 3-year climate survey will be conducted in Fall 2024.

VI. Continuing Business

a. Faculty Success Committee Report.

- i. Discussion: The Faculty Senate can accept the report as is, the Faculty Senate can return to the committee to adjust and/or have VPAA adjust as they see fit, or the Faculty Senate has the ability to divide the report into recommendation sections, accepting some items and declining other items.

Motion: to accept the Faculty Success Committee Report (Berrizbeitia, Seconded Beckett); Motion Carried.

- ii. Discussion: Questions must be answered, and a faculty member believes that a NA option brings scores down. Why is there a question about attendance of the student? The course was well organized/easy to follow & instructor has put effort into preparation of course questions, instead, would rather have questions about efficacy/how well the instructor carried the course. A suggestion was made to clear up the “double barreled questions”. The idea of giving faculty raw data raised concerns about anonymity of the individuals offering feedback. A faculty member sees the evaluation aspect as off-putting. There was a misconception that Institutional Research pulls comments that they deem as inappropriate from the survey responses. Cher clarified that this is not the case. There was some discussion regarding the rating scale and whether a rating of “5” is better than a “4”, or vice versa? Does it really indicate the ability of the faculty member’s instruction or is it more of a reflection of the grade the student believes they will be receiving. Some faculty have created a grade/extra credit/peer support process of completing evaluations. A comment was made about the weight given to student evaluations in the annual faculty evaluation process. Should they be weighted as heavily as they are? A question regarding whether there has been or could be an effort to capture feedback on courses from alumni. The question would be, did CMU prepare the individual for their profession or continuing to the next level of higher education? Other institutions do request feedback from their alumni for evaluation of their faculty/programs. Another idea is to administer an exit survey to outgoing students. The Faculty Success Committee suggested that they would like to take the set of questions to student focus groups for feedback. This could also be a chance to determine how students see the evaluations and how they think they are used. Cher wants to work with IR and Chad Middleton over the summer to figure out ways to improve student response rates. Cher would also like to update the timing of the evaluations and will work with IR to see what can be done.

Motion: to change when the evaluations are completed, so that they are done prior finals week, per instructed in the Faculty Success Committee report (Berrizbeitia, Seconded Schreiner); Motion Carried.

Motion: to charge the Faculty Success Committee to amend the data based on information provided by student focus groups to be presented back to Faculty Senate in Fall 2024

(Hall, Seconded Castleton); Motion Carried.

b. Faculty Salary and Benefits Committee Report.

Motion: to accept the Faculty Salary and Benefits Committee Report

(McQuade, Seconded McKim); Motion Carried.

- i. Discussion: Would like to accept the report at this time, as there isn't a timeline associated with it. The work was thorough but needs more time to review.

VII. New Business

a. Election of Executive Committee 2024-2025

i. President Elect Candidate:

1. Steve Merino nominated by Kristin Heumann, Elected as President Elect

ii. Vice President:

1. Chris McKim
2. Marcus Reitenbach nominated by Ana Berrizbeitia

iii. Secretary:

1. Rhema Zlaten self-nominated

iv. Tabled elections for Vice President and Secretary to the next meeting

b. Election of CFAC Rep 2024-2027

i. Candidates:

1. Chris McKim
2. Christine Noel
3. Rhema Zlaten

ii. Elected:

1. Christine Noel

VIII. Reports

a. VPAA Report, Cher Hendricks

- i. President Marshall sent an email about completing the Net Promoter Survey, had 49 people respond right away. Use the information for continuous improvement and look at it by unit. Plan to do every 3 months with the same question every time. Cher has a plan on updating the sections of the handbook and looking for assistance. Under Section V: Leaves – Sabbatical Leave is relevant for faculty review. Could we have the Sabbatical Committee review that section prior to the end of the semester to make recommendations about what is clear/unclear/in need of revision? Under Section VI: Evaluation – This section is the most complicated in terms of revisions needed. It's long and covers reappointment, tenure, promotion, post-tenure review, etc. Under Section XII: Professional Conduct – there are several sections on

“responsibilities.” This is something that APC could quickly review and provide feedback on. Kristin Heumann will charge the respective committees with these requests.

- b. Faculty Trustee Report, Brian Parry
 - i. April 5, 2024 is next meeting.
- c. CFAC report, Margot Beckettell
 - i. April 12, 2024
- d. VP report, Margot Beckettell
 - i. No report
- e. Student Government Report, Aleena Gomez
 - i. Accessibility support on campus. Nominations for MAV Awards closes on April 5, 2024.
- f. Executive Committee Report, Kyle McQuade
 - i. No report
- g. President’s Report, Kristin Heumann
 - i. May meeting will be at CMU Tech

IX. Adjourn

Motion: to adjourn the meeting

(Schreiner, Seconded Hall); Motion carried 4:58p