

CMU Faculty Senate MEETING MINUTES

Date: October 3, 2024, 3:30 – 5:00pm

Venue: Library 331 Conference Room

Senators/Representatives present:

Karl Castleton, David Collins, Ann Gillies, Eli Hall, Christopher McKim, Kyle McQuade, Steve Merino, Josh Meuwly, Christine Noel, Nate Perry, Markus Reitenbach, Stacie Schreiner, Rachel Weinzimmer, Bill Wright (for Rhema Zlaten)

Senators/Representatives Absent:

Brian Parry, Kathy Diehl, Leilani Domingo

Guests:

Laureen Cantwell Jurkovic, Cher Hendricks, Michelle Sunkel, Megan Sherbenou

Renae Phillips- Recorder

- I. Call to Order and Roll Call by Sign-In
 - a. President Schreiner calls meeting to order at 3:30pm
- II. Consent Agenda
- III. Approve Faculty Senate Minutes from September 19, 2024
Motion: to approve Faculty Senate Minutes from September 19, 2024 (Hall, Seconded Gillies); Motion Carried
- IV. Committee Minutes and Reports to Approve
 - a. CMU Tech CC Meeting Minutes from September 3, 2024
Motion: to approve CMU Tech CC Meeting Minutes from September 3, 2024 (Meuwly, Seconded Weinzimmer); Motion Carried
 - b. GCC Meeting Minutes from September 4, 2024
Motion: to approve GCC Meeting Minutes from September 4, 2024 (Noel, Seconded Collins); Motion Carried
- V. Information Items
 - a. DFA nominations are open until October 4, 2024
- VI. Continuing Business
 - a. Online overload pay versus in-person overload pay
 - i. No updates. No discussion, waiting on data in Q2.
 - b. PPEH changes – Instructor rank
 - i. Cher sent out an email to the instructors about the requested goal of the changes and need for feedback via Qualtrics. Cher is happy to have a meeting if there is a need to clarify. Chris shared that one item of

confusion is about the implementation, and to some faculty, the implementation is huge and the worry of normalizing or creating the expectation without a salary change is of concern. Stacie asked, what positive feedback has come through so far. Cher shared the positive aspects specifically associated with promotional aspects. Cher expressed that the biggest item to address is what needs to be done without implementing the load changes. Eli shared comments from his department: important to discuss how to resolve biases in hiring of positions; and transparency on who and how individuals are compensated for moving costs, since the President has personal discretion on who receives what with those requests. Josh shared that he is trying to understand where CMU Tech falls into the changes specifically as to full time faculty from department to department.

c. Faculty evaluation - TEval

- i. Discussion: Eli: If implemented, positive: is that it would benefit everyone in his department; negative: biases in peer evaluation and there is more work for everyone if done authentically. There is still a debate if we can accurately assess the part-time faculty, as they could easily feel the desire to leave. Christine: Distinction between peer evaluations vs. peer observations and giving feedback as such. Kyle: Like the idea of doing this, but there isn't much practical application listed on the website to help us understand the big ideas and how those resources are valuable to us specifically. Nate: We are never going to have a consensus on how to "do this right," and we have to find a way to utilize what is most important to pull the feedback through the evaluations. Self, peer and student evaluations are all part of the TEval. Steve: It is a more holistic approach to evaluations by using all three approaches. Stacie: We can invite Noah, one of the creators to discuss what might work best for our institution.

VII. New Business

a. Attendance policy

- i. Assistant VP for Student Success, Michelle Sunkle shared that she had a student requested a religious holiday leave approval, which would be in addition to the attendance days listed in their class syllabi. The question is, would it only be a policy question or are there specific Colorado or federal laws that must be reviewed to manage the policy and implement within the classroom. For this specific request, Academic Affairs reached out to Stephanie Rubinstein for her understanding on the law and what she recommends for the decision on the specific request by the one student. Stephanie stated that we must include the religious holiday request. There isn't a policy that indicates which direction should be followed specifically in relationship to religious holiday requests.
- ii. Megan Sherbenou, on behalf of the Academic Policies Committee, would want to hear from the lawyer first as to the laws we must know and utilize.

She'd also like to know who created the Mav Guide in relationship to athlete absences, which might be a helpful place to start the process.

Motion: to charge the Academic Policies Committee to investigate the current CMU attendance policy, specifically with its relationship to religious holidays. We ask that the Academic Policies Committee provides a recommendation for and guidance on future campus-wide attendance policy related to religious holidays that is consistent with Colorado state and federal law, supports the institution of Colorado Mesa University, and gives guidance to CMU's faculty on managing and implementing attendance policy related to religious holidays in the classroom. (Collins, Seconded Reitenbach); Motion Carried

VIII. Reports

- a. VPAA Report, Cher Hendricks
 - i. Climate Survey (350 participated 3 years ago); 479 participated this year. Overall results were very positive. Most negative responses were still about pay. However, the improvement of benefits and the steps taking to improve salaries have been positive. Cher has passed the survey along to Brian Parry for review and process. Hope to share in November.
- b. Faculty Trustee Report, Brian Parry
 - i. No report
- 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, Stacie Schreiner
 - i. Contacted by faculty senate chair from UNC, Greeley. There were about ten other faculty senate presidents on the email, requesting a conversation on credit hour/degree designation for those with more than 60 but less than 120 credit hours (Advanced Associates was a suggested title mentioned within our faculty senate discussions).

IX. Adjourn

**Motion: to adjourn the meeting
(Noel, Seconded Hall); Motion carried 4:42p**