

Faculty Senate Open Forum
August 17, 2015
1:00-2:00 p.m.
LARC 109

Opening

Margie Massey opened the meeting by introducing the executive committee, which at the time of the open forum included the following individuals:

- Margie Massey: Senate President
- Michael Mincic: Senate Vice President
- Scott Gage: Senate Secretary

Margie then explained the purpose of the open forum, which was to provide faculty with an open floor to state concerns.

Lastly, Margie invited everyone in attendance (approximately 21 faculty members) to state their name and college and to identify whether or not they are acting senators.

Faculty Concerns

1) Cost of Living Adjustments

Jonathan Portiz expressed concern about salaries at CSU-Pueblo, especially the lack of cost of living adjustments. He referenced a previous statement by President Di Mare that we should have a system-wide cost of living adjustment, but he added that such statements are “red herrings” because CSU-Pueblo is not aligned with CSU-Ft. Collins in terms of raises. He stated that CSU-Pueblo needs to make cost of living adjustments a part of its annual baseline budgeting. For example, CSU-Pueblo could mimic CSU-Ft. Collins’s approach to their annual budget, which includes room for a 3% increase for everyone. Salaries, Portiz argued, should be a systemic, ongoing adjustment. Portiz concluded by stating that we are going to spend another year arguing about the results of the equity study.

Margie Massey stated that she shares Portiz’s frustration and concerns, especially those involving the equity study.

2) Equity Study

Donna Souder stated that she would like to see a group push for the release of information from the equity study pertaining to gender and race. She reminded those in attendance that in March, President Di Mare said she would provide that information, but the information has still not been released even though CSU-Pueblo paid for it to be included in the study.

Margie Massey confirmed that the FCC held a meeting with President Di Mare about this matter. She added that according to the contract signed with the consultant group performing

the equity study, information pertaining to gender and race cannot be made public. However, we can continue to push for this information since President Di Mare stated that we could have it.

Ida Whited expressed concern that the equity study is just a gesture. She added that we need to push for the effective completion and release of the study. Otherwise, the administration may have no incentive to do so.

Jonathan Poritz expressed a similar concern and stated that the Senate is the body that needs to push on the equity study.

Moussa Diawara stated that if information pertaining to gender and race must remain confidential, then it makes no sense for the study to have been done in the first place. Diawara then asked if the Senate may either request that a new study be done and be made public or nullify the current agreement so that we may know all information in the current study.

Margie Massey explained that some issues the previous FCC had with the equity study and its process have not been rectified, adding that we're still not at a completed report.

Donna Souder suggested that the Senate propose another study led by faculty. She stated that faculty could use our expertise to perform our own equity study.

Margie Massey stated that in 2005, the FCC performed an equity study and that some changes were made as a result. Massey added that the FCC asked why they could not be involved with the current study; the administration responded that it wanted the study to be "independent."

Donna Souder expressed concern that the administration is acting without faculty input.

Moussa Diawara agreed and asked why it was necessary to hire consultants to complete the equity study.

3) Faculty Retention

Sue Petite stated that she would like to hear a discussion on the issue of faculty retention. Since the administration is not discussing the matter, she suggested that faculty may need to develop our own retention plan. She, then, expressed concern that as more faculty leave the university, more work will be expected of those who remain—all at a time when APR standards are expected to become more stringent.

Bill Brown suggested that CSU-Pueblo could attract more and better faculty if we considered compensating faculty based on what they would be able to earn in the market. He added that when reviewing faculty salaries, we should look at market rates instead of comparing salaries to other underpaying universities.

Ida Whited expressed concerns about the practicality of Bill Brown's suggestion.

4) Grievance Process

Moussa Diawara indicated that he would like to see changes made to the current grievance process. He invited everyone either to send him suggestions or to meet with him to discuss potential changes.

Jonathan Portiz asked if the Senate may publish summary statistics on grievance reports.

Moussa Diawara expressed concern that such information may break confidentiality.

Margie Massey stated that general statistical information may not violate faculty handbook language.

5) Civility Policy (and APRs)

Karen Yescavage asked if it would be possible to expand APRs to address multiple intelligences, including social and emotional intelligences. Because she finds bullying to be an issue on campus, Yescavage wondered if we might introduce some civility policy so that there might be consequences for incivility beyond the grievance process, which she claimed tends to “go nowhere.”

Brian Vanden Heuvel stated that departments may change their own APR standards.

Michael Mincic confirmed that a group is examining APR standards across the campus and that any similarities identified among departments will be presented to the Provost. Mincic added that CSU-Pueblo’s APRs are quite diverse and that the BoG has been asking about what we’ve been doing to address the inconsistencies “for years.”

Brian Vanden Heuvel stated that we will get a report on APR updates from the FPP.

Margie Massey added that APRs are a handbook issue. She then asked where we stand on lecturers being able to serve on university committees as the faculty handbook does not provide an answer.

***Later in the forum, Rich Walker asked that Michael Mincic add the issue of civility to the faculty concerns Mincic was listing on a white board. Walker added that a civility policy could provide a model for our students.

Karen Yescavage, then, confirmed that she would like civility to be a part of the APR process. She stated that we want to promote a civil environment on campus and that CSU-Pueblo is behind on civility policies. She concluded that civility is not only a safety issue, but also an issue of mental health.

Margie Massey added that while bullying may seem foreign to many faculty, it may be happening more frequently with people not talking about it.

David Volk suggested that we may find language pertaining to civility by looking at AAUP standards and guidelines.

6) Lecturers and University Service

Michael Mincic asked if the Senate would like to open committee work to university lecturers, especially since the Senate is having difficulty filling committees and boards with tenure-track faculty.

Sue Petite asked if we should look at the current structures of university committees.

Margie Massey confirmed that a committee has done that and was met with resistance. She reiterated Michael Mincic's question.

Karen Yescavage expressed concern about having lecturers on university committees and boards since they're not paid to perform service.

Dana Ihm asked if including lecturers on committees and boards would provide the administration with the opportunity to turn everyone into lecturers and/or to not hire additional tenure-track faculty.

Michael Mincic described a group of retired and non-tenure-track faculty at CSU-Ft. Collins that teach classes at the university but does not want full-time commitments. He then stated that non-tenure-track faculty are an important part of the CSU-Pueblo campus and asked whether or not we want them to be more active and to have more rights. He also stated that the BoG would like to see CSU-Pueblo extend more rights and opportunities to non-tenure-track faculty on our campus.

7) IT Issues (and Email Policy)

Jonathan Poritz stated that faculty need to make it a greater priority to be involved with IT policies on campus. He expressed specific concerns about the weaknesses of the current web site and its likely inability to attract new students who are millennials. He also expressed concern about the current email policy. Poritz said the Senate needs to call the Provost to task for not allowing faculty to provide input on communication policies. He added that while the university can likely not apologize to Tim McGettigan for legal reasons, it can make amends by allowing faculty involvement in IT discussions. Poritz expressed concern that if the Senate does not act, IT will be taken away from faculty entirely and run by individuals who promote censorship. Lastly, Poritz described the email digest policy, which states that you may submit a request, with a short extract, to provide information to the campus instead of having the freedom to provide that information without oversight.

Margie Massey said that she and Jonathan Poritz held a meeting with Karl Spiecker about IT policies at the beginning of the summer. She reported that Spiecker said he was listening and would look into their questions; he has not followed up.

Jonathan Poritz stated not only that faculty have IT expertise, but also that a body of academic literature exists that proves the administration's approach to IT and email is wrong. He reiterated that the Senate needs to act now because the administration is taking away the ability of faculty to talk to each other, to the campus community, and to Pueblo.

Moussa Diawara asked for confirmation that the current email policy prevents mass campus emailing.

Margie Massey said yes and explained that she may only send information to faculty that involves Senate business. She cannot send information to the entire campus.

Jonathan Poritz asked what the new email policy fixes.

8) Additional Open Forums

Donna Souder stated that the Senate needs to hold more open forums. She stated as well that in order to have an impact, we need to find common ground with people and groups across campus. Lastly, she said that we need to do a better job of marketing Senate meetings in order to encourage attendance.

Margie Massey added that we need to explain why the issues addressed in Senate are important; people are not likely to attend Senate meetings unless they think the issues matter or are significant.

Donna Souder suggested that Faculty Senate could partner more frequently with AAUP to hold campus meetings.

***Later in the forum, Donna Souder reiterated the point that Senate needs to get more faculty to our meetings as we will not be able to change our working conditions, which are also our students' learning conditions, until we are able to work together as a group. She added that we need to create an environment in which faculty may be supportive of each other.

Margie Massey confirmed that it would be nice to forge collaborative conversations and groundwork across faculty; we're not currently having those conversations.

9) APRs

David Volk stated that the APR process should be narrative, not numerical, because the numbers produced are meaningless, especially since the BoG is asking us to lower those numbers. Volk jokingly added that firing effective faculty could be one solution for adjusting numbers since those faculty are skewing the university's APR performances.

Jonathan Poritz asked if Provost Kreminski promised the BoG that CSU-Pueblo's APR numbers would go down.

Michael Mincic confirmed that Provost Kreminski had made that promise.

Margie Massey expressed concern that with regard to APRs, the administration is taking actions that violate the faculty handbook.

10) Handbook Language (12/12 Teaching Load)

Cindy Taylor asked if there were any possibility for changing the faculty handbook's current language on 12/12 teaching loads.

Margie Massey confirmed that such changes are always a possibility.

Cindy Taylor then said she would like to see changes occur there because the current language is hindering academic programs, especially graduate programs.

11) Senate Communication

Michael Mincic expressed concern that last year some faculty indicated they had not received word about the process of changing the academic calendar. He asked the Senators to do more to "get the word out to everyone."

Donna Souder suggested that college meeting might be an effective venue for Senators to speak up.

Margie Massey added that department meetings are a great opportunity for Senators to communicate with constituents, especially since the Senate web site is a communication tool that isn't working effectively.

Jonathan Poritz stated that faculty should receive Senate agendas at least one week in advance and that important issues should be highlighted.

Margie Massey confirmed that she will send out information, including agendas and minutes, at least one week in advance of future meetings. She will also continue to post information to the Senate web site.

Motion to Adjourn