

**Colorado State University-Pueblo**  
**AY 2015-16 Faculty Senate Meeting**  
**LARC 109, Faculty Senate Retreat**  
**August 19, 2015 12:00 PM to 2:45 PM**

- I. Call to Order: Margie Massey
- II. Approval of Minutes
  - a. April 20, 2015 minutes
  - b. Motion to Approve: Dora-Luz Cobian; Bill Brown seconded; no nays or abstentions
- III. Approval of Agenda
  - a. Motion to Approve: Donna Souder; Annette Gabaldon seconded; no nays or abstentions
- IV. Regular Meeting Schedule
  - a. Margie Massey had previously circulated the schedule for regular and executive committee meetings
  - b. Regular Senate meetings will be held in the Aspen Leaf Room; Executive Committee meetings will be held in LARC 236
- V. Committee Service (Chris Messer)
  - a. Volunteers for appointments
    - i. Scholarly Activities Board: Neb Jaksic and Matthew Cranswick volunteered. Both provided rationales for why they would like to serve. Brian Vanden Heuvel indicated that chemistry already has two representative on the SAB: Chad Kinney and Mel Druelinger. Matthew withdrew because his department is currently represented.
    - ii. Advisor to the Student Affairs Board: Jude DePalma volunteered to serve.
    - iii. University Board on Diversity and Equality: Michael Mincic volunteered to serve.
    - iv. Academic Policies and Standards Board/Faculty Handbook Committee: Senators met with fellow college representatives to identify who would serve.
      - 1. APSB: Jude DePalma (CEEPS), Dana Ihm (CHASS), Brian Vanden Heuvel (CSM), and Ian Brennan (HSB)
      - 2. Handbook Committee: Jacinda Heintzelman (CEEPS), Antonio Rueda Mesa (CHASS), Matthew Cranswick (CSM), and Ida Whited (HSB)
    - v. CAP-Board: Donna Souder volunteered. Dora Luz Cobian also nominated Donna.
    - vi. General Education Board: Donna Souder volunteered.

- vii. IT Board: Margie Massey volunteered.
- viii. Committee on Shared Governance: Donna Souder nominated Brian Vanden Heuvel. Margie Massey seconded the nomination. Brian accepted.
- ix. Faculty Compensation Committee: Margie Massey volunteered.
- x. FPP: Dora Luz Cobian volunteered. Donna Souder also nominated Dora Luz. Margie Massey seconded the nomination.
- xi. Neb Jasic asked if a person gets multiple votes on a board or committee if they are filling multiple seats. He stated that the person should get multiple votes to ensure that voting will not be stalemated. Donna Souder suggested looking at the handbook. Brian Vanden Heuvel seconded Donna's suggestion. Senators reviewed the handbook language and could only confirm that it identifies who may not vote on boards and committees. Michael Mincic suggested that since the handbook only states who may not vote, we should assume that all other seats may vote even if the seats are held by a single person. Brian Vanden Heuvel added that the handbook does not state that one person may have multiple votes. Donna Souder moved to send the issue to the Handbook Committee. Dora Luz Cobian seconded Donna's motion. No nays or abstentions.

## VI. Individual Committee Sessions

- a. Elect chairs
  - i. Chairs were not elected.
- b. Determine meeting schedules
  - i. Meeting schedules were not determined.

## VII. Potential Agenda Items 2015-2016

- a. APR Process (FPP):
  - i. Michael Mincic is currently reading FPP's report. Michael stated that deans are considering a short-term solution using CEEPS as a model (CEEPS APR numbers are reportedly more defined than other colleges). Michael confirmed that APR revision continues to be a pressing concern for the BoG.
  - ii. Dora Luz Cobian stated that FPP had discussed using language such as "satisfactory" and "unsatisfactory" in place of a number system. Brian Vanden Heuvel replied that there is a groundswell of support for taking this kind of approach in CSM. Steve Liebel questioned whether narrative approaches would solve the problem since the BoG could say that we have too many faculty rated "satisfactory." Margie Massey stated that the President and Provost believe a narrative approach would satisfy the BoG.
  - iii. Bill Brown questioned whether there is an actual problem with the APR review process. Michael Mincic replied that for the BoG, there is. Michael stated that the BoG is expecting a bell curve and that APR scores from CSU-Ft. Collins are also starting to receive scrutiny as a result. Donna Souder questioned whether or not the BoG is concerned that CSU system presidents are scored so highly.

- iv. Margie Massey confirmed that the BoG cannot make changes to the APR process without Senate approval. Doing so would violate handbook language.
- v. Michael Mincic asked whether we should pursue a short-term solution to APR revision or form an ad hoc committee to develop a long-term solution. Margie Massey confirmed the need to make this decision. The Senate voted unanimously to form an ad hoc committee composed of the following: 1 tenured or tenure-track faculty member from each college, 1 department chair, 1 dean, and 1 senator to chair the committee.
- vi. Ian Brennan asked what the charge of the committee will be. Margie Massey stated the committee will be responsible for overseeing the entire APR revision process, both taking the work that FPP has done and reviewing handbook language in order to develop a new system.
- vii. Dana Ihm asked how the committee will be appointed. Margie Massey replied that we will issue a call for nominations.
- viii. The ad hoc committee will report to the Executive Committee by October 5, 2015. The Senate will, then, attempt an expedited reading of the report on October 19, 2015.

b. Senior Lecturer Position (FPP)

- i. Dora Luza Cobian reported that the position is approved and that a faculty vote is all that is needed to confirm it.
- ii. Margie Massey reported that at the BoG breakfast for contingent faculty, Provost Kreminski asked CSU-Pueblo lecturers their thoughts on the Senior Lecturer Position. Margie confirmed that the lecturers did not think the position addresses their concerns. She then asked if we should hold an open forum with the lecturers.
- iii. Donna Souder stated that while composition lecturers appreciate the work of the FPP, they do not think the proposal benefits them because it does not provide them with a voice; it does not provide the opportunity to vote. Donna reported that a group of lecturers are working with the AAUP to craft handbook language to create a position for a voting faculty member who is non-tenure-track. She added that Provost Kreminski agrees that a voting NTT position creates greater equity.
- iv. Margie Massey asked if the group working on the handbook language would present the language to the Senate. Donna said yes. Margie then asked if the Senate would see the proposed language by the September meeting. Donna confirmed that doing so is on the group's agenda.

c. Review Grievance Process (FPP)

- i. Margie Massey reminded the Senate of Moussa Diawara's request for help in revising the grievance process.
- ii. Dora Luz Cobian discussed difficulties last year between Moussa and the FPP. Brian Vanden Heuvel suggested that the Senate instruct Moussa to attend the FPP's first meeting to address any issues there may be. Margie Massey motioned

to instruct Moussa to work more closely with the FPP. Neb Jaksic seconded. No nays or abstentions.

- iii. Margie Massey stated that she received an email from an admin/pro group about their lack of a grievance process. The group met with Moussa, who stated that CSU-Ft. Collins allows their admin/pro to use the faculty grievance process. Margie Massey asked if the Senate approves taking that approach at CSU-Pueblo or if admin/pro should develop their own process. Jude DePalma suggested that admin/pro could copy the faculty's process. Brian Vanden Heuvel suggested that admin/pro could share the grievance officer. Margie Massey stated that such changes would require revision to the faculty handbook. Michael Mincic expressed concern about sharing the grievance officer would overwork the office.
- iv. Margie Massey stated that Senate needs a motion on how to proceed. Ida Whited motioned that admin/pro should develop their own process but may copy the process used by faculty. Brian Vanden Heuvel seconded. No nays or abstentions.

d. Equity Study (FCC)

- i. Margie Massey reported that a meeting will be held in two weeks to determine the consulting group has done what was asked of them. She added that if the group's report is finalized, the university would then have to determine how to implement equity adjustments; however, we cannot say when adjustments would begin because there is no money to make adjustments. Margie added that the equity study remains incomplete. Margie then asked if the faculty would like another equity study commissioned, adding that the Senate does not have to vote on the issue at the retreat but that senators should take the issue back to our constituents because redoing the study is a possibility.
- ii. Bill Brown asked much the equity study cost. Margie Massey answered that the study cost approximately \$120,000. She then added that a final payment had not been made as of the end of May. Bill Brown suggested that we withhold payment until we receive a finalized report.
- iii. Margie Massey will provide a report on the equity study meeting at the next Senate meeting.

e. Finals Schedule

- i. Margie Massey asked if the Senate would like to form an ad hoc committee to address the finals schedule or if the Senate would like to assign the issue to a group. Brian Vanden Heuvel suggested that the APSB should address the matter. Ida Whited seconded. No nays or abstentions.

f. IT Policies (ITB)

- i. Margie Massey reported that the Senate had passed an email policy that had been given to President Di Mare but that no action was taken on the recommendation. Rather, the email digest was implemented. She asked if the Senate wants ITB to pursue the matter. Brian Vanden Heuvel suggested that the Senate may write a letter requesting the administration to adopt the policy that was voted on. Neb Jaksic motioned that we discuss this matter with President Di Mare at the September Senate meeting. The Senate unanimously approved Neb's motion.

g. Faculty Retention

- i. Margie Massey reminded the Senate of Sue Petite's concerns about faculty retention and the lack of concern expressed by the administration over faculty leaving the university. Margie acknowledged that Sue's concern has merit but stated that she's not sure the issue is something the Senate may undertake since it involves morale rather than policy. Ida Whited wondered if the Senate may ask President Di Mare why the administration seems unconcerned about faculty leaving CSU-Pueblo. Margie Massey and Steve Liebel confirmed that administrators are meeting on some level with faculty who are leaving. Margie added that her dean asked what could be done to convince faculty to stay. Scott Gage stated that the problem may involve the administration not expressing gratitude until faculty have already made the decision to leave. Margie Massey suggested that we ask the administration what may be done to increase morale.

h. Approach to determine faculty compensation

- i. Margie Massey asked whether the Senate should remind faculty about the deadlines to make equity requests. She also asked whether we might develop a template for how faculty should make equity requests since the requests that have been submitted have not been standardized.
- ii. Ida Whited suggested that we develop a new process for making equity requests. Brian Vanden Heuvel asked if in the past, the FCC wanted to see letters of support from chairs and deans. Margie Massey said yes and added that all requests were forwarded with or without support, contributing to the inconsistency among the requests. Jude DePalma asked why requests have to go the FCC if deans have the authority to make compensation adjustments. Brian Vanden Heuvel added that deans don't control their budgets. Jude DePalma stated that sending requests to the FCC should be the exception. Brian suggests that the FCC should examine the process for equity requests since CSU-Pueblo has a new budget procedure. Margie Massey confirmed that the FCC will address this issue in its first meeting.

i. Non-tenure track faculty (contingent faculty) – compensation and rights

- i. Margie Massey stated that the FPP will work the instructor proposal once it is submitted.

j. More open forums

- i. Margie Massey reminded the Senate that its members agreed to hold more open forums. Neb Jaksic stated that we should remind faculty that our meetings are open. Margie Massey said she has submitted the meeting schedule to all faculty.
- ii. Bill Brown indicated that his constituents would like to meeting minutes a few days after the Senate convenes. He added that his constituents would also like to have headline items circulated a week or two prior to every Senate meeting. Margie Massey stated that the goal is to submit all material to faculty at least a week ahead of each Senate meeting. She added that we will post audio recordings of meetings on the I Drive within a week after each meeting. The recordings are in MP3 and will play on both Mac and PC.

- k. Senate language on the 12/12 policy review and change
  - i. Margie Massey reminded the Senate of Cindy Taylor's request to review and change this policy. Brian Vanden Heuvel suggested that we use the policy in place CSU-Ft. Collins. The Senate agreed unanimously to take on the issue. Margie Massey specifically stated that the issue is an FPP item.
- l. Constituent Concerns
  - i. Margie Massey asked if senators received any issues or concerns from our constituents.
  - ii. Ida Whited asked if the university has a minimum passing grade for prerequisites. Jude DePalma stated the APSB is addressing the matter.
  - iii. Margie Massey stated that one colleague would like to revisit the academic calendar and asked if the Senate would like to address the matter. Neb motioned that we do not look at the calendar again until next year. Ida Whited seconded. No nays or abstentions.

#### VIII. Adjournment

- a. Motion to adjourn: Brian Vanden Heuvel; Bill Brown seconded; no nays or abstentions
- b. Meeting adjourned at 2:36 p.m.