



FACULTY SENATE
Wednesday, October 28, 2020
3:20pm – 4:50pm
[Microsoft Teams Meeting](#)

Minutes

Attendees: Allert, Avery, Bagwell, Battson, Bernhardt, Black, Bouwmeester, Braunschmidt, Brown, Buckley, Canges, Carnes, Castle, Cho, Colton, Conroy, Darnel, Davie, Decker, Dickerson, DiPonio, Drake, Duber-Smith, EchoHawk, Erickson, Evans, Fayman, Ferrell, Fleck Dillen, Flores, Flynn, Frisbee, Fry, Geinitz, Griffin, Hernandez, Hill, Huang, Hughes, Jeffers, Jia, Katz, Kiss, Klimek, Kolb, Kolts, Komodore, Konuk, Krentz, Krizman, Krueger, Lazorski, Lechuga, Lollar, London, Martin, McGuire, Meloche, Merrill, Mollenhauer, Monsour, Mota, Murphy, Musimbi, Niemeyer, O'Hara, Padilla, Pak, Pantos, Predki, Pytlinski, Ribble, Ritter, Russell, Sandoval, Schaeffer Fry, Schelble, Schepers, Schmidt, Schuenemann, Seedorf, Simmons, Spitler, Svonkin, Thompson, Trujillo, Ver Eecke, Wanberg, Williams, Wright, Zukowski

Guests: ABender, EBuckland, BKelley, CSanders, SSchafer

- I. **The meeting was called to order at 3:19 p.m.** President Campbell reminded Senators that meetings are recorded.
- II. **Guest of the Senate**, Angela Bender, Associate Director of Talent Strategy, provided an update on [faculty compensation letters](#) noting that as CUPA adjustments were not made this year, compensation letters were only sent to faculty who received promotions or passed PTR. Salaries can be viewed in [Self Service Banner](#); furlough adjustments are available on pay stubs. Human Resources is working on a year-long Faculty Compensation Project; reviewing local and national data to identify salary ranges and ways faculty are being paid outside of CUPA. Amanda Berry, Senior Employee Benefits and Retirement Plans Manager, shared that [open enrollment](#) will run from November 2-20. There will be a 3% reduction to total medical benefit premiums and no plan design changes. This is a passive enrollment year so current selections will roll forward, with the exception of flex spending which needs to be elected into each year. On Monday, every employee will receive an email to sign in to Solidify, which will provide an electronic platform for making plan changes. Information about the premium holiday, which CHEIBA must vote on every year, should be available in mid-November.
- III. **Senators held a moment of silence for Professor Paul Sidelko.** Senator Klimek (History) shared the History Department's appreciation for the outpouring of support

they've received from the University. Professor Sidelko's family has set up a [memorial fund](#) to support refugee students who attend MSU Denver.

IV. The [October 14, 2020 minutes](#) were approved by a majority vote.

V. **Announcements**

A.) The Academic Policies Committee needs representation for the open EDU and SOSC caucus seats. Senator Hill (Psychology) volunteered to serve in the SOSC seat, and the EDU seat was opened to the full Senate. Interested senators can email [Campbell](#) and [Ms. Thulson](#).

B.) Membership is needed for University Appeals Committee, which is only called upon in instances in which a faculty member requests an appeal to their retention, tenure or post tenure review decision. Members must be tenured, must not be serving on another RTP review committee, and must not be going up for review this year. Senator Bolton (Nutrition) volunteered.

C.) On behalf of Dr. Davidson, President Campbell cited the [new city guidance](#), which MSU Denver is in compliance with. Keep wearing a mask, social distance, and use judgement. The campus is open, but no one is either encouraged or prohibited to return. Faculty have complained that AHEC staff are not wearing masks in campus buildings; President Campbell will bring this up at her next COVID briefing meeting.

D.) Senator Lechuga (Chicana/o Studies) announced that the [Higher Education Diversity Summit](#), with a focus on anti-racism in higher education, is taking place today and tomorrow. Two sessions will be offered for MSU Denver community members on Friday, focusing on moving beyond anti-racist rhetoric and selfcare. Use code "msudenver" when registering.

E.) Vice President Goodnick (Philosophy) shared a link to a [Liberal Arts Resolution Idea Catcher](#) to solicit feedback on barriers that are preventing interdisciplinary or cross disciplinary collaboration, and to help identify ways individuals, programs, and offices can concretely support the resolution.

VI. **The Budget Update from Senator Schelble was postponed.**

VII. **First Reading: [Guests of the Senate Bylaws Amendment](#), Senator Evans**

The new amendment provides guidance for guests: requests must be submitted three days prior to the scheduled meeting and be approved by the Executive Committee. The Senate President may also present topics on behalf of guests. Senator Evans (Human Performance and Sport) noted amendments to the bylaws require a 2/3 vote of approval.

VIII. **First Reading: [Graduate Policies Subcommittee Bylaws Addition](#), Senator Russell**

The amendment will establish a Graduate Policy Subcommittee and formalize the Academic Policy Committee's role in the approval of graduate policy. Senator Lechuga asked about the requirement that members have to have taught "at least one graduate course per academic year during the previous academic years or current academic year." Russell indicated the group could be flexible on this point, as

Lechuga noted that some faculty may be interested in creating graduate programs and could lend a helpful perspective.

IX. **First Reading: [CLEP Equivalency Revitalization Project](#) and [Proposed Catalog Change](#), Senator Russell**

The proposed change will remove language that states that a CLEP passing score cannot be given a designation tied to a specific class, which has historically caused students to take unnecessary courses or fail to complete required courses. Senator Lazorski (Chemistry and Biochemistry) noted that this will reduce the number of Petition for Degree Exceptions. Senator Ribble (Mathematics and Statistics) asked about the notation for the credit. Connie Sanders, Interim Registrar, shared that under the changes, departments can decide the equivalency. If there is no direct course equivalency, it can come in as an 8000 or 9000 level course with the department or college's prefix.

X. **First Reading: [CO-3 Holds Policy](#), Senator Russell**

Students have two routes for accomplishing the written communication requirements: CO-1/CO-2 or the more advanced CO-2/CO-3. Students must complete the requirements before they reach 45 credit hours and often the courses are pre-requisites. Students taking the CO-2/CO-3 track who do not complete the CO-3 requirement before 45 hours receive an advising hold. The proposed change would adjust the credit requirement to 90 hours. This change would apply to transfer students and would not change any prerequisite requirements.

XI. **Senator Svonkin (English) made a point of order to ask about the Faculty Employment Handbook updates.** Campbell reminded Senators that the Faculty Senate vote was not binding and shared that the Faculty Employment Handbook Committee voted against the Senate amendment to the department chair preference poll, citing concerns with the anonymity of separating out the polls. Vice President Goodnick noted that she and President Campbell voted in alignment with the will of the Senate. Senator Svonkin voiced his concern over becoming a "top-down" university and asked the Executive Committee to consider putting forward a motion to make the Chair preference poll binding. He also suggested looking at the 5/6 salary associated with a Department Chair stepping back into a faculty role. Campbell shared her perspective that leadership has been responsive and conscious of inviting faculty to the table for decision-making conversations. Senator Williams (Modern Languages) noted the difference between senior and middle leadership and that the issues of the preference poll and 5/6 salary need to be separated into two items. Campbell noted that a working group has already been created to look at Chair salaries. Svonkin shared that 41% of recent budget savings were from cuts to faculty lines while only 35% of the budget makes up faculty compensation, noting that faculty bore more cuts than administrative lines. Campbell will ask for more information at the next Budget Recommendation Committee.

XII. Campbell reminded Senators to review the proposed policies with Departments and encouraged everyone to vote and continue to take care of selves, students and others. **The meeting was adjourned at 4:40 p.m.**