

# Faculty Senate 25/26 Purpose, Values, Priorities, and Goals

Adopted by the Executive Committee August 27, 2025

## Purpose and Values

The purpose of the Faculty Senate shall be to officially represent the faculty in all matters of interest and concern to the faculty. These interests and concerns shall include but not be limited to receiving and making recommendations on current and proposed changes in academic, administrative, fiscal and personnel policies.

The Faculty Senate aligns with the University's CADRE Values: Community, Access, Diversity, Respect, and Excellence. We strive to live up to these values in all of our actions.

## Priorities and Goals for Academic Year 2025/2026

### **Pillar I: Academic Excellence and Operational Effectiveness**

- **Student Success and Academic Excellence.** Although the Faculty Senate is most directly concerned with the faculty, our concern stems from our commitment to the mission of the University and serving our students to our best abilities. We work to ensure that our policy decisions, curriculum actions, personnel recommendations, and other decisions prioritize the success of students (especially retention and completion), and ultimately serve to advance the mission of MSU Denver and achieve the goals set out in the 2030 strategic plan.
- **Completing our regular work well and on time.** The Faculty Senate plays an important role in reviewing curriculum, academic policy, faculty retention and promotion portfolios, and faculty sabbatical applications. We also ensure that faculty is represented and has a voice on various University-wide committees, job searches, etc.
- **ESSJ (Ethnic Studies and Social Justice) implementation.** The Faculty Senate will continue the three-year process of approving courses with the new ESSJ designation. This will be year 3 and the final year of implementation.
- **Accreditation 2026/2027.** The Senate as a whole, and, in particular, the APC and our 3 curriculum-focused committees will begin preparation for MSU Denver's accreditation visit in Fall 2026. APC has instituted an "academic policy pause", reviewing only those policies necessary for accreditation (including specialized accreditation), legal compliance, and emergencies. This will allow them time to work with the Office of Curriculum and Academic Policy and University Strategy to revise both the Graduate and Undergraduate Catalogs in preparation for the

accreditation visit. The Curriculum committees will be especially busy this year as they anticipate a large number of curriculum proposals given that there will be a “curriculum pause” during the 26/27 academic year.

## **Pillar II: Faculty Well-Being**

- Compensation/Total Rewards/Faculty Welfare. The Faculty Senate will work with the Faculty Compensation Committee and the UPBAC to advocate for better compensation and additional cost-effective or cost-neutral benefits to enhance morale and prevent burnout. We will advocate for more transparency around faculty salaries.
- Affiliate Faculty. The Senate will work with the Welfare Committee, which has all of our affiliate Senators as members, to determine the most pressing issues for affiliate faculty. We will advocate for solutions to those issues, including scheduled pay dates, along with better compensation and additional cost-effective or cost-neutral benefits to enhance morale and prevent burnout.

## **Pillar III: Shared Governance and Engagement**

- Advocating for Shared Governance. The Faculty Senate will continue to advocate for shared governance and model shared governance practices through our regular work.
- Budget. The Faculty Senate will advocate for increased funding for Academic Affairs and for programs, positions, and initiatives that benefit students and/or faculty via the UPBAC process. We will also advocate for more transparency around Academic Affairs and College/School budgets.

## **Pillar IV: Communication and Strategy**

- Communication. The Faculty Senate will work to improve our own communications and will focus specifically on ensuring that there are clear and frequent lines of communication amongst the faculty body, and between the faculty and the administration. We will pay special attention to MSU Denver’s response to both the rapidly changing situation at the Federal level and the State of Colorado’s budget issues.
- Active Participation and Representation in Strategy Process, advocacy. (working group updates in EC, at least one presentation to Senate per semester)

