

Treulieb, Joyce

From: Barchers, Jen
Sent: Monday, March 28, 2022 3:41 PM
To: Bacher, Allen; Barchers, Jen; Painter, Bill; Haselhorst, Monia; Hillmer-Pegram, Kevin; Schulte, Evan; Seale, Brittney; Surgent, Peter; Waldbaum, Simon; White, Tracy; Harding, Kimberly; Shepard, Roseanne; Thompson, Ruth; Treulieb, Joyce; Pollack, Justin
Cc: Murray, Athena; Connerton, Amy
Subject: FW: Faculty Senate - Thank You

Senators: the below email is from Athena and Amy regarding modalities. Thank you to you and your faculty for your input. Kudos to the subcommittee for incorporating the feedback and making the modalities much clearer and inclusive of all teaching situations! Students will indeed benefit from this clarity. This really is amazing work!

Jen and Kim,

Can you forward the message below to the Faculty Senate?

Faculty Senate,

Thank you for providing input and lending your support to redefining CMC's modalities. Our entire group is very appreciative of your time and ideas. As a result, we can now announce that the modalities/class types for Fall 2022 are ready! You can see them [here](#), and note that there are 3 guides: a Quick Class Types Guide, a Student Class Types Guide (for more information and Student Planning Help) and a Faculty Class Types Guide (for more information on choosing a modality). In addition, the new modality definitions will be reflected in Student Planning, and we will communicate them to the CMC community using a variety of channels.

Best,

Athena Murray and Amy Connerton, co-chairs
Instructional Modalities Subcommittee, Curriculum Committee



ATHENA RENEE MURRAY, Ph.D.
she/her/hers
Professor & Department Chair, Communication
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1275 Crawford Avenue / Steamboat Springs, CO 80487
ColoradoMtn.edu **do something MAJOR**

Treulieb, Joyce

From: Barchers, Jen
Sent: Thursday, March 31, 2022 3:54 PM
To: Bacher, Allen; Barchers, Jen; Painter, Bill; Haselhorst, Monia; Hillmer-Pegram, Kevin; Schulte, Evan; Seale, Brittney; Surgent, Peter; Waldbaum, Simon; White, Tracy; Harding, Kimberly; Shepard, Roseanne; Loes, Timothy; Thompson, Ruth; Treulieb, Joyce; Pollack, Justin
Subject: Senate agenda and link for tomorrow
Attachments: April 1st 2022 Faculty Senate Agenda.docx; Req_Policy6.26_PIP_FacSenate_March2022.pdf; Faculty Senate Notes March 4.docx; Instructional Review Draft.docx

Hello Senators!

See you tomorrow morning at 10am!

We will be changing the order of some items on the agenda, but I'll detail that in the morning.



<https://coloradomtn-edu.zoom.us/j/87863726614>

Jen Barchers is inviting you to a scheduled Zoom meeting.

Topic: Faculty Senate

Time: Apr 1, 2022 10:00 AM Mountain Time (US and Canada)

Every month on the First Fri, 1 occurrence(s)

Apr 1, 2022 10:00 AM

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly: [https://coloradomtn-](https://coloradomtn-edu.zoom.us/meeting/tZMlceqvrD0sG9APGhNfmFtHg7XzMyiaLqil/ics?icsToken=98tyKuGvpj0pHdaTthiDRpwEGo_ob-3zpiFdjfp8rDjtLSZeRBfeMbV6KJ9mGdn8)

[edu.zoom.us/meeting/tZMlceqvrD0sG9APGhNfmFtHg7XzMyiaLqil/ics?icsToken=98tyKuGvpj0pHdaTthiDRpwEGo_ob-3zpiFdjfp8rDjtLSZeRBfeMbV6KJ9mGdn8](https://coloradomtn-edu.zoom.us/meeting/tZMlceqvrD0sG9APGhNfmFtHg7XzMyiaLqil/ics?icsToken=98tyKuGvpj0pHdaTthiDRpwEGo_ob-3zpiFdjfp8rDjtLSZeRBfeMbV6KJ9mGdn8)

Join Zoom Meeting

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Meeting ID: 878 6372 6614

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Meeting ID: 878 6372 6614

Find your local number: <https://coloradomtn-edu.zoom.us/u/kbMuGNcvy>

Join by SIP

Treulieb, Joyce

From: Treulieb, Joyce
Sent: Friday, September 9, 2022 2:13 PM
To: Harding, Kimberly
Subject: RE: Thank you

I am fine Kim. How are you? Thank you for your input. Yes, I have ASD and am socially awkward. The Steamboat campus was so upset last year, I thought I really needed to weigh in.

Joyce

From: Harding, Kimberly <kharding@coloradomtn.edu>
Sent: Friday, September 9, 2022 1:21 PM
To: Treulieb, Joyce <jtreulieb@coloradomtn.edu>
Subject: Thank you

Joyce,
Hi and how are you?
I wanted to take a moment that thank you for speaking up at Senate today. I know you are often a more quiet Senator, so I know for you to weigh in on something means a lot. I felt your comments added to our awareness about what happened last year, and helped to balance our perspective.

Thank you for that Joyce – take care, kim



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ColoradoMtn.edu do something MAJOR

COLLEGE-WIDE SENATE MEETING
09/09/22

- 1) Kim Harding will send out a summary for us. It will not be official minutes.
- 2) Enrollment caps are done without permission.
- 3) There will be a vote on bylaws in a week.
- 4) Need to discuss if we want to go more to a school model over a campus model.
- 5) We need to time our campus meetings after our college-wide meetings.
- 6) We had an ISLO presentation: Institutional Learning Outcomes.
 - a. He listed taskforce members.
 - b. Did research: CMC ISLO Survey looking for holistic and measurable outcomes.
 - c. Developed a model: The what and how of ISLO's.
 - d. The learning outcomes will come out in the spring:
 - i. Knowledge
 - ii. Involvement
 - iii. Application.
 - e. Voted on in January.
 - f. Looking for the schedule for next semester? To do staggered or full year?
- 7) Faculty Advocacy:
 - a. Due process – termination. Reminder that senators are the due process committee.
- 8) **Agenda Items:**
 - a. Mileage Reimbursement
 - b. Proposal: Office of teaching and learning.
 - c. Group working on LMP program
 - d. Fare document:
 - i. Observations:
 1. Maybe less frequent
 2. Maybe observing colleagues can count as an observation
 - e. Contracts:
 - i. Maybe full professors do 24-27 credits per year with other duties instead of 30.
 - f. Titles:
 - i. Adjuncts: Change title to something else, e.g. administrative faculty instead of adjunct faculty.
 - g. Shared Governance
 - h. Adjuncts go to streamline pay.
 - i. Each Campus: Choose 3 agenda items for the year.

COLLEGE-WIDE FACULTY SENATE MEETING
10/07/2022

- 1) Approved minutes.
- 2) Senate Bylaws were approved. (They are on Basecamp).
- 3) Overview/Reflection: Discuss what brought you here:
- 4) Some Campus Updates:
 - a) Rifle: Current issues: Contracts earlier-legally binding
Kim: We don't often get across the finish line.
 - b) Steamboat: Contract Issues.
Who decides who is on committees
Discussion about curriculum committee – Getting a lot done. They will be posted.
Issues with getting faculty on committees especially in summer.
- 5) Adjunct Faculty Updates:
 - a) Searching for Rifle Rep.
 - b) Refilled Leadville.
 - c) Focusing on 4 pillars.
 - d) Faculty tier pay
 - e) There is no online faculty rep.
 - f) Kim talked with Kathryn about course caps: 92% in alignment with at least 8, no more than 25.
- 6) Matt Gianneshi:
 - a) Innovation Fellows:
 - Most important: Instructional delivery
 - 8 weeks?
 - More year round?
 - b) Office of Teaching and Learning
 - Teachers teaching teachers
 - Getting folded into Academic Affairs
 - c) Academic Council:
 - Overview of course/programs added/removed.
 - Instructional Design and Access Overview
 - Faculty Allocation
 - Ceba Assessment
 - Program/class scheduling
 - You at CMC (faculty/staff)
 - LMP Task Force
 - Getting feedback
 - Year Long – They will make the decision.
- 7) LMP Program
- 8) Issues with giving away syllabi
- 9) Fare Update:
 - a) Teaching and Learning were duplicated

- b) It's down 4 pages from 8
 - c) Peer to peer observation should count as instructional review
 - d) Include student evaluations and comments.
 - e) Kim wants it done by December.
- 10) Faculty should be totally responsible for promotions and sabbaticals
 - 11) Committees are not meeting deadlines, and are missing steps.
 - 12) Form a subgroup for Professor Emeritus
 - 13) TimeLine for voices heard.
 - 14) Compensation for travel for teaching
 - a) Should include compensation for time in addition to mileage.
 - 15) Tilt Program:
 - a) Transparency in teaching – similar to Hiips
 - b) May not be compensated
 - 16) Subcommittees:
 - a) To be in place by December 1
 - b) Must have at least 1 Senator on each subcommittee
 - c) The rest open to the general faculty
 - 17) Intellectual Property
 - 18) Travel Reimbursement
 - 19) Standard policy for number of credits for a bachelor degree? For upper division. (This is for Curriculum Committee).
 - 20) We need to decide what to do on subcommittees.

COLLEGE-WIDE FACULTY SENATE MEETING

11/04/2022

What are we seeking today?

- Kim talks about using articulate vocabulary
- Others share positive news and feedback
- Kim talks about creating a safe space – especially regarding vocabulary

Invite Joyce Mosier to our meeting: She will get awarded Professor Emeritus

Paul McCudden suggests Professor Emeritus receive all the benefits of Professor Emeritus. He makes a motion, and it passes.

Kim will continue to send out updates to all faculty.

Observations – We need to choose one this year and one next year from this list: 7 Principles of Learning:

- 1) Encourages contact between students and faculty.
- 2) Develops reciprocity and cooperation among students.
- 3) Encourages active learning.
- 4) Gives prompt feedback.
- 5) Emphasizes time on task
- 6) Communicates high expectations.
- 7) Respects diverse talents and ways of learning.

We decided to choose number 1) for this year, and 2) for next year.

(Note: It was mentioned that these are from 1987.)

Strategic Planning:

Would senate like to weigh in more? Or provide it to more general faculty?

We decided to have senate involved, and bring it to the December meeting.

Need Engagement:

- ITC Membership: Look for faculty.
- President for next year.
- Fare process: Send out to general faculty? Yes. (Include student evaluations?)

Information/Updates:

- Sabbatical Process: Tighten it up.
- VPAA: Faculty can contact campus VPAA and school Dean.
- Professional development funding: Link on Basecamp
- Letter of Intent to Rehire: (Proposed for January)
 - a) Problems: Letter would be seen as a contract.
 - b) Impedes process for contract renewal.
 - c) Would have to draft a new policy.

- d) Appears unilateral – What would faculty be willing to concede? Faculty would then also be bound to stay.
- e) Can't do it by this January/February.
- f) Won't send out to faculty.
- g) Paul feels it puts it on the road to multi-year contracts.
- h) Simon thinks maybe we should just get our actual contracts earlier.
- i) Power disparity.

Travel Reimbursement:

- Right now it is a flat stipend: Like an overload contract.
- Propose a mileage reimbursement instead.
- Company vehicle issues.

Campus Updates:

- Paul: Made faculty allocation
- Ari: Fire program going great.
- Curriculum committee minutes on Basecamp.
- Paul: Had a huge haunted house success.

Subcommittees:

- Intellectual property
- Faculty Title
- Shared Governance
- Fare
- LMP
- Academic Misconduct
- CAR
- Veterans
- Other suggestions

Moving to year-long course programming.

Student Complaint protocol

Mary Boyd: LMP Task Force:

- Explanation OER/Digital
- Has surveyed Res Hall (5), Commuter Campuses (5), and College-Wide (9).
- Since July, they have met monthly.
- Now doing updates
- Must have LMP in at least some part for next year.
- Want more frequent contracts.
- CEPA exempt from LMP (Can we learn from them?)
- Surveys: 265 students, 84 faculty, and 160 staff
- Students were 82% positive on it's "worth the money", and 85% positive on "contribute to success".

- Faculty more like 50/50
- Online was similar
- Digital? Staff was maybe, faculty less interested, and students divided.
- Conclusion: Is not as bad as we thought it would be.
- Do students understand the "opt out"?
- Task force to continue through spring.
- It will probably still be in place for 23-24.
- OER and digital mandate is complicated and unclear.
- They can maybe make changes to model but no new model for 23-24.
- Paul asks about pedagogical issues.
- Jeffrey mentions 265 students is not a lot.

COLLEGE-WIDE FACULTY SENATE MEETING

12/02/2022

Joyce Mosier:

- Application for Professor Emeritus
- Speaks about endeavors

Today:

- Less is more
- Approve minutes

What is the role of Curriculum Committee?

- Strong faculty led
- How much power? Boundaries of authority
- From College Council → Academic Council → Curriculum Committee
- Shared Governance?
- Faculty led sabbatical and promotion. Also Emeritus
- Should faculty lead student evaluations?
- Veto Power: Not global, but related to pedagogy
- Paul brings up modality: Faculty having more say in pedagogy
- Need to get broad faculty consensus

Should we meet January 13? We decided not to.

- HLC Conference in Chicago in March
- Masks? Allowed? Requiring students? Faculty rights. Vaccine Clinics?
- Fare Document:
 - a. Subcommittee in addition to committee working on the actual document itself.
 - b. Do we support this? We will take it to Academic Affairs.
 - c. Concern about the procedure itself (from Elizabeth Henry).
 - d. Looking for an average for student feedback.
 - e. People like student feedback in the Fare Document:
 - i. Some didn't
 - ii. Consensus is to use student feedback to improve teaching.
 - iii. Paul thinks it's better to require all students.
 - iv. Vote in February about student feedback.
- Executive Updates:

LMP – Need more feedback on pedagogy rather than focusing only on cost.
- Academic Council: 13 submissions
- Curriculum Committee: Faculty observation form on Basecamp.

- Sabbatical Process: What does it mean to do a sabbatical?
- Feedback Needed:
 - a. Faculty Titles
 - b. Academic misconduct
 - c. Student grievance process
- Strategic Planning Discussions:

Looking for faculty feedback
- Justin Pollack putting in for Faculty Senate Elect for next year. He just needs feedback from the Dean.
- Do we need faculty driven starting point for the direction of the college?

Academic Identity
- Kathryn Regio (joins meeting)
 - a. Questions?
 - i. Kim asks: Faculty Allocation: Academic council shares what's been submitted with faculty.
 - ii. Role of Curriculum Committee
 - iii. Kathryn says yes for the allocation.
 - iv. Paul asks how many people we can hire? 120
 - v. Kathryn says it's too hard. We have more than 120. So we may expand to more, because of nursing.
 - vi. We can go over at least temporarily, so it's not 120 or bust. We will keep it to 120-125.
 - vii. Paul brings up shared governance for hiring.
 - viii. Kathryn addresses Curriculum Committee:
 - Unsure about order of operations.
 - Everything that comes to curriculum committee comes from College Council.
 - Unsure about exactly how it works.
 - College council comes up with a strategic plan.
 - Open to how we pass the baton.
 - Paul wants consent to pursue.
 - Kathryn thinks we can do all of that. She wants program requests to go through Curriculum Committee.
 - b. What does Kathryn want from us?
 - i. A spike in enrollment.
 - ii. A need to recruit adjuncts.
 - iii. Wage competition, for example, specifically for paramedics,
 - iv. Can we inject wage premium during these wage competitive times? (This would be for specific programs). It will not always be the same.

COLLEGE-WIDE FACULTY SENATE MEETING
02/03/2023

- 1) Paul addresses Curriculum Meeting issues:
 - Modality Question:
Connected Classroom:
 - Needing clarity on how it's used.
 - Must be communicated to ADI's and Counselors
 - Curriculum committee first, then go to Academic Council?

- 2) Justin Pollack:
 - ISLO Model: 3 More Things:
 - KNOWLEDGE: Big Questions:
Quantitative Literacy
Other Questions that I didn't have time to write down.
 - INVOLVEMENT:
Global Learning
Cultural Competence
 - APPLY KNOWLEDGE:
Synthesize
Skills for life long learning
 - We discussed it: We focused on environmental stewardship.
 - We voted to approve, and it was approved.

- 3) Dual Mission by Kimberly Harding:
 - Faculty Role
 - February is find a friend month:
Find someone with a different experience.
 - Virginia Nicolai will stay on as Senate VP
 - Amy Poppie will be VP elect
 - Justin Pollack will be President
 - We voted and accepted all.

- 4) We need to find our new senators for next year. We need to put that out there now.

- 5) Sabbatical Process: We will vote in March.

- 6) Instructional Review Form:
 - Keep Chickering criteria?
 - Add DEI?
 - Should we vote?
 - It was mentioned that it is from the 80's, and was started in the 50's Jen Barchers thinks this is unacceptable.
 - We talked about forming a subcommittee

- The Office of Teaching and Learning should take it on.
- 7) Academic Road Show: Will be in March
- They want senators to attend.
- 8) Office of Teaching and Learning:
- They met with Matt Gianeshi
 - There will be a meeting with the VPAA on 02/14.
 - There was a big thank you to Matt.
 - They will keep the senators informed.
 - Kim wants senate leaders to keep teaching.
 - Will address Chat GPT
 - Want it to be faculty led to work with Academic Affairs.
- 9) Campus Based Faculty Leadership:
- The question was should faculty leadership (not associated with College-Wide Senate) have compensation or release time.
 - We discovered that Steamboat was the only campus that the Campus Senate President gets release time. Jen Barchers said it is inequitable for Steamboat to get this, while no one else does. The feeling is that all get it or none. Jen felt that Steamboat should not have it, and Kim reminded us that this is part of our service.
 - There was also a discussion about whether senators should get compensation or release-time. Currently, none do on any campus.
 - There were no resolutions. This will be discussed further in the future.
- 10) Fare Document:
- It went from 8 pages to 4 pages.
 - The goal is to make it more reflective.
 - Justin Pollack says it's not quite complete yet.
Everyone wants more student feedback to be included.
 - They want a subcommittee for the timeline.
 - There was a motion for a subcommittee for the next year for the timeline, and for student feedback and reflection. They want clarity on how to find our student feedback on our FARE forms.
 - We voted and passed the subcommittee initiative.
- 11) The question came up on how we are moving more to online learning rather than Face-to-Face, brought up by Axelle.
- 12) **The meeting ended, and we senators headed over to the Strategic Planning Meeting.**

STRATEGIC PLANNING MEETING:

Julia Alvarez presided over meeting. She is with Twenty Strategies.

- 1) We started with Introductions:
 - Elie Canter was introduced as a presenter
 - Senators also introduced themselves

- 2) Rising Together:
 - This is CMC's 2023-2030 Strategic Plan

- 3) Agenda:
 - Welcome
 - Overview of the Strategic Plan Process
 - Surveys
 - Interviews
 - In Person Dialogue
 - Town Halls
 - Remaining Touchpoints: Will be addressed January through June.
 - Board Meetings
 - Internal steering of committee meetings.
 - College Council
 - Facilitated dialogues

- 4) Discussion:
 - Virginia asked why there wasn't direct faculty involvement.
 - The response was that faculty had a survey.
 - Also, they weren't always asked to weigh in.
 - They had heard from over 1500 people.

- 5) The Four Commitments:
 - Care
 - Integrity
 - Equity and Opportunity
 - Innovation

- 6) Desire for the new plan to not be like the old plan:
 - The original plan was more traditional.
 - The goal is to make it less tactical.
 - They want the organizational identity to be the driver.
 - They want it to be less about outcomes, and more about how to get there.
 - They want it to be more about equity.

- Virginia doesn't feel there was enough faculty representation .

7) The meeting adjourned.

COLLEGE-WIDE FACULTY SENATE MEETING
03/03/2023

1) Compass Task Force

- Jason Vargas
 - Not part of the Compass team
 - Was part of 8 individuals – NCII
 - Will go to 6 institutes to see how to implement the Guided Pathways
 - So far they have gone to 3 out of the 6.
 - Monia and Jason had little to do with the slides
 - They had to do with the 4 Pillars for Guided Pathways:
 - : Clarify the path
 - : Get on the path
 - : Stay on the path
 - : Learn on the path
- Paul bring us rural language
- Next Steps:
 - ISLO
 - Pathway
 - Gen Ed
 - E Portfolio
- Jason thinks change is good for the college.
- Paul: What is this trying to solve
- Monia: To get students through in time.
- Jason: Student retention, and being college ready.

2) Approved Minutes

3) Paul: Curriculum Committee

- Didn't vote
- Modalities
- Course Caps
- Issues around Connected Classrooms
- Look for a replacement for Curriculum Committee Chair

4) Becky Potter attending meeting about release time for campus leadership?

- Kim prefers campus leadership language rather than senate leadership for campuses.
- Becky's visit tabled for now.

5) Sabbatical Procedure

- Voted to approve the procedure.

6) Fare Document:

- Now on Basecamp

- Can use the new or old form for spring.
 - Reflections with students.
- 7) Strategic Planning:
- Revamped because of our input.
- 8) Board of trustees won an award:
- Senate sent congratulations letter.
- 9) Academic Misconduct:
- Procedure is new, and has been applied.
 - Jeffrey Runyon worries there are some issues, that it is a little nebulous.
 - The document came out of Steamboat.
 - We may table it until summer for Justin and Virginia.
- 10) Academic Roadshow:
- Senators encouraged to attend.
- 11) Various Roles:
- Things like program director.
 - Ways to look at ranks (for adjuncts also)
 - Elizabeth Henry:
 - Maybe it should be more about contracts than titles.
- 12) Office of Teaching and Learning:
- 2 Coordinators:
 - A main and an assistant
 - Release time
 - 3 Year commitment
 - Reassignment time starting this summer
 - Chart for deliverables presented
 - Works with academic affairs, but will not replace them.
 - Motion to use language:
 - : Voted to approve.
- 13) Campus Adjunct Update:
- Tiered pay is under way
 - Leadville is getting a writing center
- 14) Gratitude Week:
- Wednesday is campus based
 - Thursday is college-wide
- 15) Spring In-Service:

- Breakout sessions:
 - Modalities
 - Sabbatical and promotion process
 - Academic misconduct

16) President/Vice President roles for senate:

- The first year has been successful

17) Online proctoring issues

18) Campus based leadership: April 7

COLLEGE-WIDE FACULTY SENATE MEETING
04/07/2023

- 1) Curriculum Committee:
 - Syllabus Template
 - Land acknowledgement statement was taken off.

- 2) Dr. Carrie Hauser attends:
 - Discussion about 2-year or 4-year school? It's both: Dual Mission.
 - Paul asks about dual vs. multi mission: Maybe a 3rd leg.
 - Traditional Liberal Arts Education.
 - Dr. Hauser wants to avoid language like 2 year and 4 year.
 - Dual is the "And"
 - Briefly mentioned fraternities/sororities.

- 3) Agenda:
 - Senators For next year:
 - Rifle: Same senator
 - Roaring Fork: Is good
 - Aspen: Did not attend, so unsure.
 - Edwards: Amy Poppie
 - Leadville: Jeff will be on for one more year, and they also have Dara.
 - Salida: Same
 - Breckenridge: They may need another senator.
 - Steamboat: Might be Jenny LeRoux, or me again. Paul stays on.

- 4) In-Service Speaker: Justin addresses several recommendations.
 - Great Candidates
 - Possibly Marianne Wilkeness: Director of TILT – Higher Ed.
 - Also maybe Erin Beaver/Athena Murray

- 5) General Faculty Meeting of Office of Teaching and Learning
 - It will be created.
 - It will be up and running this summer
 - Leaders are Erin Beaver and Joseph (Sorry, it was too quick to catch his last name).
 - Voted on and approved.
 - There was a lot of positive feedback.
 - Jeffrey Runyon proposes ideas about other ways to do our job other than 30 hours of teaching.
 - We talk about reassignment time.

- 6) Adjunct Issues:
 - They are not allowed to attend meetings if they teach 12 credit hours or more.
 - They are not allowed to even volunteer to attend.

- 7) Academic Misconduct Document:
 - We will track it at the campuses.
 - It is a living document.
 - We voted to move it forward as a working document.

- 8) Campus Updates:
 - 2-Tier promotion for adjuncts.

- 9) Agenda for Next Year:
 - This was the first year of President/VP model.
 - Next year will divide tasks differently for the model.
 - There will be more subcommittees.
 - Virginia came on specifically to work with Kim.
 - There was continued work on FARE document.
 - Discussion of different faculty titles: Like teaching faculty, etc.

The meeting was shorter this time.

COLLEGE-WIDE FACULTY SENATE MEETING
08/18/2023

What brings us to faculty senate?

- Simon Waldaum: To give Salida a voice.
- Virginia Nicolai: (Is in Panama): To see how we work together as she was originally not happy.
- Jill: To represent nursing, and get a college-wide perspective.

Jim Cleaver is Adjunct Faculty Elect Representative.

Marie Orlin stays on for a couple of years.

- 1) Approved Minutes
- 2) Campus Updates:
 - Ruth Thompson will be Treasurer.
 - Simon Waldbaum: Salida is finding their direction.
 - a) Cepa
 - b) Trades
 - c) Health Care Training
 - Another retreat with Dr. Hauser in Leadville with the Board of Trustees, August 30: 11:30-12
 - Steamboat in October: Halloween.
 - Roaring Fork: Event December 12.
 - Jeffrey Runyon: Wondering about a change in involving ADI's: Leadville is making a shift.
- 3) Adjunct Updates:
 - Tier promotion moved from March to February.
 - Support for new adjunct faculty with their ADI.
- 4) Letters of Intent for promotion: September 15:
 - Kevin Clark is Chair
 - Discussion about Adobe Portfolio going away: Maybe try Eportfolio
- 5) Faculty need time together by ourselves.
- 6) Talk about Chat GPT on syllabi
- 7) Risk Management for Travel:
 - Use Campus Fleet Vehicle, first.
 - Rent a car, second.
 - Use personal vehicle, last.
- 8) There is a designated home campus for everyone, even if remote.
- 9) Encouragement for us to use OER to keep costs down.
- 10) Subcommittee's results: Academic misconduct was completed.
- 11) Bullet Points:
 - 8-week course proposal
And other forms
 - HLC accreditation
 - Shared governance: Shared Equity Leadership: Dr. Hauser is interested.

This will make leadership equitable.

- Priorities for Subcommittees:
 - a) Faculty contracts.:
 - Will bring results of survey to the next meeting
 - Paul will be involved.
 - b) Bonus pay only for full-time. The feeling is adjuncts are being short-changed.
 - c) They want to tie bonuses to merit: Question about DFW as examples regarding merit.
 - d) Paul will chair Contract Committee.
- FARE: It is more reflective
 - a) Peer-to-peer faculty process
 - b) Exceeds expectations question pondered.
 - c) Virginia will chair committee: Ruth, Simon, Amy and Dara will be on it.
- CNI Manual
- Academic Restructure
- In-Service Committee: Justin will chair: Jeff and I will be on it.

COLLEGE-WIDE FACULTY SENATE MEETING
10/06/2023

- Faculty contract subcommittee met Thursday
- We approved the minutes
- Paul updated us about Faculty Contract Subcommittee:
 - He went over the survey.
 - Paul wants to clarify what the meetings are actually about.
 - Only he and Jen met.
 - Should we seek outside council? i.e. legal council.
 - They want to establish ongoing discussions.
 - They are wanting confirmation that we have employment in the fall earlier, even if it is without pay information.
- Kim Harding survey:
 - It's about our contracts
 - There are equity issues with the contracts:
12 month vs. 9 month.
Variation in pay across disciplines.
- Jeffrey Runyon:
 - Talked about the wording in contracts.
 - Do some have time sheets for reassignment time?
 - We have no negotiations in contracts.
- Elizabeth Henry:
 - She discussed the C&I manual.
 - She likes working on equity.
 - Wants clarification of the 170 days for 12 month contracts.
- Virginia Nicolai:
 - Matt would like to change the 170 days.
 - We need to clarify what 170 days means – Better defined.
- Marie Orlin:
 - There are inequities in tiered pay.
- Matt has no plans to put 9 month faculty on 12 months.

- Erin Beaver:

Office of Teaching and Learning:

- Met on Tuesday
- Working Goals:
 - + Build supportive teaching and learning among CMC faculty.
 - + Support experimentation in pedagogy to positively impact learners.
 - + Anticipate and respond to the evolving needs of learners.
 - + Organize time, space and resources to create high-quality learning experiences.
 - + Engage faculty in interdisciplinary opportunities to collaborate with the scholarship of teaching and learning.

- We talked about OTL/Faculty Senate/In-Service

- Jen Barchers: Senate at In-Service is not productive.
- Maybe OTL can take that place.
- What are we obligated to do for the In-Service for accreditation.
- Jen mentioned the In-Service is not really professional development, but is just being talked at with updates.

- Paul will collect a library of past contracts.

- Marie Orlin: Adjunct Updates:

- They want a representatives for 2 years.
- They also want 2 years for the elect position.
- 6 hours for the representative, and 3 hours for the elect position as a proposal.
- Jen made motion to support Marie.
- It was seconded and voted yes.

- Campus Updates:

- Summit: Ribbon Cutting
 - Student Suicide in new housing
 - Nursing Sim-Lab up and running
 - Building a rock-climbing wall
- Edwards: Ribbon Cutting
 - Dental Hygiene Building
- Rifle: All systems go
- Roaring Fork: New campus VP
 - Full Classes
- Leadville: Opening of CWIL Center
 - Increased use of campus forest: It needs to be managed better
 - Speaker Series
 - Teamed up with CAIC for avalanche

Center for writing (CWIL)

- Steamboat: Student housing complete
EMS pay: Needs to be higher for recruitment
I was volunteered to develop statewide course

- School Deans:
 - How much do they know about faculty work.

- Curriculum Committee:
 - 12 faculty are up for promotion.
 - Vet tech program went through
 - 3-day retreat: Academic Council, College Council and Board of Trustees
 - Board of Trustees meeting
 - College Council: They are wrestling with the ADI structure.
 - + Bigger Class Caps
 - + Mary Boyd: Fiscally responsible budgeting: Ours is the biggest budget.
 - Unfunded term positions:
 - + Had to be funded from other areas.

- Academic Council:
 - GT Pathways
 - Higher Learning Commission visit

- Spanish Speaking Institution:
 - Have outreach
 - Have both English and Spanish

- We are trying to approve AP credits.

- Matt G:
 - Some faculty disciplines with bigger classroom sizes.
 - Possibly 50 students as a cap: Only for some courses.
 - None of us seem to want this so Justin will tell him we say no.

COLLEGE-WIDE FACULTY SENATE MEETING
10/27/2023

- Approved minutes.
- Need Faculty Senate Elect for next year.
- Joseph Gamble: Office of Teaching and Learning
 - 3 Webinars in November: November 18 and December 1.
 - 3 Different sessions:
 - a) Engaging with distracted students.
 - b) Scaffolding learning.
 - c) Looking back so you can look forward.
 - Teaching and Learning will meet in Spring: 1st week back.
 - Working an online space for teaching and learning.
- Marie Orlin asks about meeting pay for adjuncts.
 - Adjuncts on the team will get paid.
- Paul: Faculty Contracts:
 - Achievement: Met with Matt Gianeshi :
 - a) Matt is open to discussions about contracts.
 - b) There are some contradictions with the manual.
 - Letter of Assurance:
 - a) He also wants reassurance that faculty will return.
 - b) It will not have salary terms.
 - c) It would be before the end of the spring semester.
 - d) Jeffrey brought up it may not be legally binding.
 - e) Not everyone likes the idea, e.g. Jen Barchers.
 - f) Maybe it should be a “best practices from HR.”
 - Faculty Survey:
Nine month vs. 12 month.
 - Paul thinks everything in our contract should be subject to our approval.
- Marie Orlin:
 - Adjunct updates:
 - a) They are working on tier piece.
 - b) CAR meetings are monthly.
 - c) Elect position: 1.5 credits per semester will stay.
 - d) Language change to by-laws.
 - e) Will have CAR group as a committee.
 - Motion to approve 2-year terms for adjuncts passed.
 - Marie will stay on for another year.

- Virginia Nicolai:
 - Fare Subcommittee:
 - a) Approved this academic year.
 - b) Ready to go in fall of '24.
 - c) Jill Boyle wants to join subcommittee.

- Sean Tuttle: From **Interfolio**:
 - Can be used as a promotion portfolio.
 - Can be used for our FARE form.
 - Creates synergy across campuses.
 - Will be a full-time faculty information system.
 - Can be used to store materials.
 - Will be a faculty activity reporting system:
 - a) Review, promotion and tenure
 - b) Centralizes data.
 - Demo:
 - a) Looking through the lens of high-level administrator
 - b) Lifestyle faculty roster
 - c) Faculty activity reporting
 - d) Easier to see faculty workload
 - Timeline:
 - a) Each type has a separate timeline.
 - b) The Lifestyle Management is the quickest.
 - c) Some programs take up to 24 weeks to implement.
 - d) Must go through several committees.

- Jeffrey Runyon: Who decides?
 - Time consuming?
 - Too corporate?
 - Decision left up to VPAA

- Elizabeth Henry:
 - Needs more understanding to how administration will use it.
 - Slightly worried about how formalized it is since we're not a homogeneous group.

- Virginia Nicolai:
 - Worried it could be used against us

- Justin Pollack:
 - Is it like Big Brother?

- Marie Orlin:
 - Who gets to change the data?

- Campus Updates:
- Elizabeth Henry:
 - 2 Outdoor teaching spaces
- Roaring Fork:
 - Axelle: Concerned with faculty professional development money.
 - Student engagement is down.
- Edwards/Vail:
 - Retirement Party
 - Construction
 - Hosted Common Reader author talks.
- Summit:
 - Cruising along
 - Initiative with a van company for 50% off: Good Mountain Express.
- Leadville/Salida:
 - Local EMT and CMC student passed away in an accident.
 - Author Visit: Middle School attended.
- Proposal:
 - 17-week semester: Will start one week early.
 - Will build into our 8 week semester proposal.