

Colorado School of Mines
Faculty Senate Agenda
September 26, 2017 2:00-4:00 p.m.
Guggenheim Boardroom

ATTENDEES: Reed Maxwell (President), Paul Martin (AMS), Mark Seger (CH), Tzahi Cath (CEE), Jon Leydens (HASS), Marcelo Simoes (EE), Linda Battalora (PE), Jeff King (MME), Sumit Agarwal (CBE), Paula Farca (HASS), Vaughan Griffiths (CEE), Neal Sullivan (ME), Chuck Stone (PH), Heather Lammers (GSG), Bo Sinkler (USG), Lisa Nickum (Library)

APOLOGIES: Terri Hogue (BOT)

GUESTS: Tom Boyd (Interim Provost), Amy Landis (CEE/AAD), Carol Smith (Library), Anna Seiffert (Library), Rose Pass (HASS), Ann Hix (HR), John Persichetti (CBE), Jürgen Brune (MN)

1. Approvals and Announcements

1.1. Approve the minutes with minor corrections (change LAIS to HASS, and AAUUP to AAUP).

Motion to approve the corrected minutes: Seger, second: Battalora. Approved. Unanimous.

1.2. Committees — Martin. All committee nominations from the last meeting have been sent to Boyd to make appointments. The Assessment Committee has been revived, and Martin recruited two more faculty members to join Griffiths, the Senate representative, on the committee. **Motion to approve staffing on the Assessment Committee: Seger, second: Martin. Approved. Unanimous.** Cath, Leydens and Maxwell volunteered to join the ad-hoc Survey Committee with Seger.

2. Campus Update —Tom Boyd

Since the campus conference, AA held workshops during the first two weeks of the semester. The information will be posted online, so if you couldn't attend a workshop, you can access the information on the website. There are three candidates who have been interviewed on campus for the VVRT position. If you have any feedback on these candidates, please give to Mike Kaufman or Wendy Harrison. The committee is meeting tomorrow to make its recommendation to the President.

An RFP went out last week to hire a search firm to hire the new Provost. Boyd is on the committee, so will not be applying for the position.

Boyd and Battalora attended the BOT meeting last week. A new bond was approved for more construction on campus. The new ~\$80M bond would finance a new parking garage with 650 spaces, net plus 600 parking spots, a classroom building wrapped around the garage, and a new 400 bed residence hall. The resident hall will be built between the Starzer Welcome Center and Weaver Towers. The parking garage will be built on the corner of Maple Street and West Campus Drive. This corner will eventually become the innovation hub. Existing Plant Facilities function in the carpenter shop will be moved to a new location, and the building will become student maker space. In addition to the bond approved by the Board in September, in July the Board approved an eight-million-dollar bond issue for new space for Plant Facilities, and a campus-wide generator. The new generator will be at the corner of 6th avenue and 19th. Plant Facilities will move to Mines Park.

The Green Center is coming offline in the spring semester for asbestos abatement and a new roof. It will be completely offline for 18 months. Geophysics faculty and staff are moving to the trailers now occupied by physics. The trailers will move, however, to the parking lot between GRL and GRL annex. Music program is moving to the Ford garage. CCIT staff in the Green Center will move to Jackson street. The classroom space will come from: the GRL conference room, the stadium, and new classrooms being built in the first floor of the library.

Boyd gave a presentation to the BOT about the possibility of co-locating additional USGS offices and laboratories on campus and the synergies that this would create with some of our earth science departments. USGS leadership will be at the next BOT meeting to express their enthusiasm about a shared vision for this facility.

Boyd pushed out a template on Pathways of Distinction document to Department Heads. Boyd would like to get back from Departments completed documents by November 1st.

Boyd is discussing the hiring structure for next Semester with the Deans. Johnson is concerned with our overall hiring goals and objectives. For example, while significant hires were made across campus in the past year, Mines did not meet its overall diversity goals. Going forward, Boyd and Johnson will meet with all candidates the departments have chosen as their top choices before an offer to hire is made. This will mean an additional candidate visit to campus. Landis is working on the Diversity Plan for campus. Within the context of this plan, she is currently working with HR to update our standard advertisement language to include a diversity statement and the requirement for candidates to provide Diversity Statements as part of their application. In addition, we are looking at standardized evaluation criteria for all candidates. The goal is to make the hiring process easier for committees, and insure that in addition to disciplinary evaluation criteria we include institutional criteria, such as commitment to diversity, commitment to working across departmental boundaries, etc. Landis said that these are best practices seen at the leading institutions that thoughtfully integrate diversity into their hiring practices. Landis is working on training workshops and best practices for search committees. Boyd will be meeting with Deans on Thursday. Deans will be coming forward with additional positions they would like to search for in the upcoming year.

IDC — Changes to IDC return. Maxwell said the faculty is upset about the proposed changes to the IDC return policy and do not feel like they have been consulted or represented in the process. Although discussed with the Department Heads, the way the Department Heads have engaged faculty has been very heterogeneous, with some departmental faculty not even knowing about the proposed changes. Kaufman and Harrison have been asked to come and meet with the Senate Executive Committee. Boyd is happy to help mitigate any of the perceived communication problems. Martin said the new VRTT would want to be involved with this process. Additionally, King mentioned that faculty do not know where the business process regarding the re-engineering efforts are going. As such, implementing a change to the IDC return policy may be premature. Please talk to your departments and other faculty and bring feedback to the Senate. This topic will be discussed at the next meeting.

3. Ann Hix — 403B Plan, Bright Horizons, Flex Pass

3.1. Voluntary 403B review and consolidation project. Three voluntary retirement plans at Mines. Pera 401k, Pera 457, and 403B plans. The 403B plans are with four vendors right now. An RFP will go to the four current vendors and out into the market. The plans could be consolidated to one or two vendors, or could remain with the four vendors. The goal is to get the best deal on the fees, the investment options and the best service available. Anticipate implementation in mid to late Spring. Working with Innovest on the RFP's.

3.2. The Bright Horizons backup care program. This program will begin October 2nd. This is a program that provides back up services for childcare, eldercare and adult care. Benefit for full time benefit eligible faculty and classified staff. This is subsidized care. For example, if you child is sick and cannot go to daycare, you are working, you can call and they will send someone out. This would work for an elderly person or even a spouse who had surgery if you need to be at work. If you use center based care it will cost you \$10 per day for one child or \$15 per day per family (no matter how many children). In home daycare will cost \$4 per hour out of pocket. Mines is subsidizing the service for the staff. Look for information coming out to register for the program, you can register in advance and use on demand. Background checked and pre-screened. There are also ancillary self-service products: you can use the program to find babysitters, nannies, dog sitters, access to the website sitter city, and get an eldercare assessment with an expert. Each participant receives 10 visits per contract year. If you are a parent of a newborn or an adoptive child, you will receive 20 visits if it is the first year of birth or adoption. You can use nationally. For example, if you are in New York for a conference for work, you can call Bright Horizons and they can send someone to you. It is to help you if there is an interruption in your normal care. The caregivers are not allowed to transport your children, but they can ride with them in an Uber or taxi. The centers are not close to campus yet, so you may want to take advantage of the in-home care. Mines is limited to 280 visits for the contract year. If you have any questions, please call Ann Hix or Bright Horizons directly.

3.3. RTD Flex pass — Mines is going to kick in 10% of the pass, RTD is going to the lower price by about 15%, and it will be a pre-tax purchase. Mines will pay for it, and your account will be

charged on a pre-tax basis. You purchase by the month, and you can decide which months you want or don't want. It will be available for both the regional and local pass options. It will be rolled out this fall for purchase. You can only buy one pass per employee. Students have their own program already. You can ride to the airport on the regional pass. You would only pay 75% of the full price and the regional pass is \$171, and local pass is \$99.

4. Library Committee – Carol Smith, University Librarian at Arthur Lakes Library, takes the time to talk more broadly about the library. Smith has been at Mines for 11 months now, and she has assessed the state of the library as a whole and would like to share the information. She has made a diagnosis and the USG, GSG, and library faculty and staff support the outcomes of this assessment. Smith would like to make shifts, but cannot do this on her own. On that note, she would like to visit with the faculty Senate at least once each year because there will not be advancement of the library without open dialogue.

In her presentation, she discusses that she halted the partial library renovation plan last year to assess and make a plan with broad input from across campus. She also requested a library committee with faculty and students. In Spring 2017, a strategic plan for 2017-2020 was developed and they held multiple presentations across campus. Mines library is currently half the size of peers on an FTE basis.

Smith says that they have already begun recrafting Arthur Lakes Library. Starting with programming, the library has offered a geospatial sandbox and a common read program (campus-wide book club) that has potential for cross-curriculum implementation if the right books are chosen. They have held book discussions, concert series, and student showcases (Hyperloop Pod, EPICS, etc.) as well. Additionally, they have been working on collection development and management. These things are a joint effort with the faculty. Smith mentions Ye Li who is the scholarly communications systems librarian. She also introduces Seiffert, e-Resources librarian, and notes that she has done an in-depth analysis of resources. Seiffert is replacing certain resources with more relevant subscriptions. She, or any other library faculty, can talk to the departments more extensively about these subscriptions.

Smith also mentions that they are seeking student support and feedback in the development of the new library vision. They have been working with graduate students and are considering the creation of a tech lending library. Spatially, there are many improvements that need to be made. Upgrades already include the addition of FitDesks and beanbag chairs. The library recently undertook a major weeding of their collection and eliminated over 20,000 books. These books are available for free on a bookshelf at the front of the library. As for new technologies, Arthur Lakes Library has implemented EZ proxy login and a high-end scanner for use by all free of charge. Prospector will be back soon, likely in the next six months, and will allow Mines to borrow books from neighbors within days. Interlibrary loan (ILL) is minimally used, however some journals will still be accessible through ILL.

Overall, students are taking ownership of the library and faculty should as well. Pass and Smith attended a conference about designing libraries for the 21st century at the Hunt Library at

North Carolina State University. They share notes on Hunt's outstanding indoor/outdoor study spaces, the future-focused nature, natural lighting and materials, inviting colors, and 80 different types of chairs to provide comfort and scholarly endeavor support. Hunt, however, is a \$140M library. Most Colorado institutions are investing in their libraries, and this investment will have a strong impact on the future of Mines. Strong university libraries contribute to recruitment and retention.

Following her assessment, which covers people, space, and collections, Smith addressed challenges to moving forward. At the library conference, Smith, Andersen, and Pass heard from a world-renowned library architect who listens to librarians and interprets architecturally. This is a best practice approach to library design. The library will fully cooperate with the space crunch from the renovation of the Green Center. However, collections are losing purchasing power every year and needs to be a faculty conversation. Smith wrote a white paper looking at the budget for the last 10 years and made recommendations to the provost. The library needs faculty support as they attempt to move forward.

Smith also notes that as of March 1996, it was formally decided that Mines library faculty are considered academic faculty. They need that recognition and support so that they get seats at the right table to make changes. Leydens asks what role Smith sees the Senate playing. Farca says the committee is meeting tomorrow. They will send a survey to faculty and staff moving forward. Also notes that the faculty Senate could write a memo in support of the library and the librarians as academic faculty. Jürgen is concerned with two things. First, he is concerned that spending money to improve the library is not a priority. Second, there are concerns regarding the overflow of the Green Center renovation as things get moved into the library because it appears there is space. Faculty Senate support needs to be long term and not short-sighted. King responds that if faculty takes ownership of the library, then Senate has a role. He also says that some of the library issues are not unique. Smith answers that libraries and librarians are the low hanging fruit and need Senate support.

Smith states Arthur Lakes Library needs to be renovated in a bold way and Mines deserves it. There are issues like students bringing in additional extension cords in order to study where they are comfortable. Smith is not afraid of raising money for the renovation. Currently, the library is positioned as a support unit. With faculty support, it can become properly repositioned as an academic department. Follow up action item: Library committee will meet tomorrow to determine next steps for Senate support. Issue to be included for discussion in next meeting regarding what Senate can do to help the librarians and the renovation.

5. John Persichetti — BSE Degree Undergrad Council Discussion

Seeger said in April 2017 some questions came up, started with UGC who conditionally approved as a program pending with the punch list and courses. Design courses have been uploaded into the system and punch list from April has been cleared. Persichetti presented to UGC, and now UGC is moving forward with courses. Persichetti gives update to Faculty Senate and is available to answer any questions. Registrar says in two years they have forecasted 200 students. This is the degree for the EDS (Engineering Design Society) division. Adequately staffed for the current

courses, and hope to be staffed going forward. Medley says since it is approved, it can be promoted to the students, but they cannot switch majors until Fall 2018. Off cycle for 2 years and then will be back on cycle with the rest of campus for degrees. Confusion arose from the name of the degree and was approved conditionally last year at Senate faculty. Medley said that the punch list had been met and so can the conditions be removed? We have confirmation from registrar but not confirmation from UGC on the courses. Request a memo from UGC and Ganley to make sure there are still no loose ends on this degree.

6. Climate Change Subcommittee — not discussed

7. Senate Priorities for Next Year — not discussed

Adjourned at 4:11

Next meeting October 10, 2017 2-4
Hill Hall 300