

**Colorado School of Mines
Faculty Senate Minutes
February 27, 2:00-4:00 p.m.
Hill Hall 300**

Attendees: Reed Maxwell (President), Linda Battalora (PE), Tzahi Cath (CEE), Paula Farca (HASS), Vaughan Griffiths (CEE), Jon Leydens (HASS), Paul Martin (AMS), Mark Seger (CH), Chuck Stone (PH), Marcelo Simoes (EE), Sumit Agarwal (CBE), Neal Sullivan (ME)

Representatives: Bo Sinkler (USG)

Apologies: Jeff King (MME), Terri Hogue (BOT)

Guests: Aurea Tolnay (AA), Ann Hix (HR), Veronica Graves (HR), Geoff Brennecka (MME), Wendy Zhou (Graduate Studies), Carol Smith (Library), Ye Li (Library) Colin Terry (Student Life)

1. Minutes Approval 1/22/18 and 2/13/18

Leydens – 1/22/18 minutes still have comments. Vote to approve pending resolution.

Motion to approve: Simoes, second: Seger. Approved – Unanimous

2. AA Update - Tom Boyd

Boyd sends his regrets. No Academic Affairs update.

3. Human Resources – Ann Hix

Announcement went out regarding 403B changes. HR received many negative comments, mainly concerns that changes were not properly communicated to campus. Dougherty had a string of emails with Maxwell and was under the impression that Faculty Senate was coordinating communication with faculty member Michael Heeley.

Maxwell says that was a misunderstanding.

There was a string of emails prior to Hix presenting to Faculty Senate that HR was considering changes, with no follow-up after that concerning what the changes would be. Maxwell received a tremendous amount of feedback from faculty who are extremely upset. Communicating to Faculty Senate is one step but changing employee benefits should have been more fully vetted across campus. Hix conceded that there was not a general campus meeting regarding the changes. HR decided to slow down on implementation and will have information sessions sometime in March.

Hix discussed the RFP process. Heeley is Faculty Senate representative on the plan and RFP committees. Even though this is a voluntary participation plan, Mines has fiduciary and legal responsibilities. Six companies responded; two did not meet minimum requirements. Four vendors were considered: AXA, VALIC, VOYA, and Lincoln Financial. TF and MetLife, both current vendors, did not apply. Part of the reason of the change is to look at fees and services to employees. Before RFP, AXA top on fees 1.87%, MetLife second 1.52%, VALIC third 1.47%, TF fourth 0.834%. All are well over what employees should be paying (0.51% - 0.76%). RFP allows negotiating power over fees. RFP committee decided on VALIC and VOYA as the top vendors, both were brought to campus and VALIC was chosen.

Maxwell – Only presentation was to Faculty Senate, no forums or other dissemination about this change?
Hix – No. Cath - Any idea on how their funds are doing? Hix - No. Cath - Most faculty are concerned about earnings. Stone – It's not only about fee and returns but relationship. The decision has already been made and faculty were not heard. Sullivan – Will VALIC have representatives that come to campus?
Hix – Yes three people will be dedicated to supporting Mines from the Lakewood office. Implementation will probably happen this fall.

RFP committee: Hix, Volpi, Heeley, Davis, Dougherty, Ries. Plan committee: Ries, Volpi, Heeley, Davis, Dougherty. Plan committee holds fiduciary responsibility. Graves - lesson learned to get more faculty involved. Reed – Faculty Senate is a step to communications, but not comprehensive. We need a better mix of faculty and administrative representation. Hix - what is the best way to communicate? Maxwell – use multiple channels. Cath - When RFP was finished and selection happened was it communicated to campus? Hix – No but not intentional.

4. Climate Change Subcommittee - Jon Leydens and Tzahi Cath

EPA director Scott Pruitt denies climate change as well as other members of the President's Cabinet. One of the questions among scientists is what is our broader social responsibility? Silence becomes a form of consent. Faculty Senate drafted a brief climate change statement which received pushback when published on the web, not significant from faculty but more from alumni. Mehta received positive feedback and support from others on campus including President Johnson. Included in the feedback were questions regarding the source of the data in the memo. On the revised climate statement the sources are cited from NASA. The citation is the only difference on the memo. Martin - Is this something happening in other academic institutions? Leydens – Yes common at other academic institutions. It was decided to vote on the revision despite being minor.

Motion to approve: Leydens, second: Cath. Approved - Unanimous

Why not use this as an opportunity to highlight faculty research directly or indirectly linked to climate change. Decision to include research would be voluntary. Feedback on how to better showcase faculty research is appreciated. Discussion ensued on where to post faculty research highlights. Faculty Senate website is not easy to find without searching. Process to develop the memo with breakout committees worked well. Start working on the content and decision can be made later on location. Maybe a hotlink to individual faculty websites rather than recreate it on a new webpage

5. Survey Committee – Mark Seger, Jon Leydens, and Tzahi Cath

The Faculty Survey Committee recommends the addition of three questions to the upcoming Faculty Climate survey related to impact of student stress on faculty. There is an excessive amount of anecdotal data related to this subject. The additional questions may give something beyond anecdotal data. Three additional questions related to faculty mentoring are also suggested. Seger requests to vote to approve additional questions as well as timing of releasing survey before end of spring semester, March 22nd – Friday April 9th.

Motion to approve new questions: Seger, second: Simoes. Approved - Unanimous

Motion to approve release dates: Seger, second: Stone. Approved - Unanimous

6. Teaching and Library Faculty Advancement Committee

Edits to this memo that was discussed at the last Senate meeting were done by Leyden, King, and Stone. Leyden apologized to Smith for not getting the changes to the committee for review until last night. The document is not currently on Canvas. Leyden is not comfortable sending it to Faculty Senate for vote until the committee reviews. The document will be posted on Canvas prior to a vote at the next meeting.

7. Faculty Happy Hour

Reed - In addition to Faculty Senate coffee we want to have a happy hour, one of which has been offered to be held at the Presidents house. The other venue suggested is Bottles and Barrels. At B&B Faculty Senate would pay for the food and attendees pay for their drinks. Suggested dates are March 7th or April 17th 4 – 6 pm. After much discussion on venue and dates, March 7th and April 17th were selected. Of the two dates available for the President's happy hour March 20th or April 3rd, April 3rd was selected. Tolnay will confirm with President's office.

Turnout at first coffee was small and the room location was an issue, so the next coffee will be in the Boettcher room. Upcoming coffee dates are March 1st and 15th, April 12th and 26th, 10– 11am.

8. Graduate Council

- a. Change rules in Catalog to allowing double counting of courses between undergraduate and graduate degrees – Michael Wakin and Jeremy Zimmerman

Simoes – A revote at graduate council was required because of small change in language. This was approved 16-0-7. As a reminder, departments can opt out and provide program specific language in the catalog.

Motion to approve: Simoes, second: Seger. Approved – Unanimous

- b. Change criteria for Graduate Faculty Status in Handbook – Jahi Simbai and Wendy Zhou.

This is not a voting item, merely informational. Handbook Committee already discussed and approved the criteria for Graduate Faculty status. Tenure and tenure track faculty automatically have graduate faculty status upon appointment. Other academic faculty must request status. Currently this request is initiated by the faculty member, going forward it will be initiated by the department. Another change, the faculty currently submits a statement with the request, with this change it will be a set of questions with a checkbox. Once graduate faculty status is granted, it will remain until the department decides otherwise. This information will be released to faculty in March for feedback. Questions on the policy can be directed to Zhou, Simbai, or Boyd. It will have to be approved by BOT before going into effect.

- c. Requirements for Thesis Committee Chairs for interdisciplinary programs – Geoff B.

The requirements in the past were not being enforced, and now are, causing issues with some committees. Current rule that requires committee member outside of department and program to make sure the process is followed properly. Being outside the program is one of the requirements that were not being followed. Material Science put forward that the chair should be outside of department because of conflict of interest issues. The existing requirements should have been enforced by graduate school but haven't. There was a grad council vote to approve in December. There is nothing negative about the proposal. This will be included in the graduate catalog and the Faculty Senate should vote on it.

Motion to approve: Simoes, second: Seger. Approved – Unanimous

Simoes brought up another item not on the agenda. Graduate Council had a very busy semester with so many program changes and still has some proposals coming to the counsel particularly certificate programs. There is no time for them to make it to the next catalogue, but because they are not degrees relater requests, should the council move forward considering the certificates. Deans are mixed in pushback. Maxwell does not think that out-of-cycle business is a good idea. We need to be aware of deadlines and respectful of committees. The deadline calendar has been put in place to accommodate the workload as well. Faculty Senate will support what the Graduate Council wants to do. There are a lot of implications and factors in play regarding out-of-cycle proposals. This issue has been discussed at the President's executive council meetings as well as Dean and Provost meetings. Some advocate for rolling catalogue changes but the Provost says our infrastructure does not support this. Catalog is available to students in April for the next academic year. Terry mentioned that changes after students have registered causes a lot of problems for students, including changing classes after registered. From an accreditation and advising perspective, changing program expectations causes a lot of problems as well.

9. Undergraduate Council

- a. Maximum Withdrawal Policy – Colin Terry and Derek Morgan

Terry spoke on behalf of Re-admissions Committee and introduced a new policy related to maximum withdrawals that would go into effect Fall 19 if approved. This new policy affects a small number of students, some have 100 withdrawals on their transcripts. They were re-admitted this spring and are already failing. These students take a lot of faculty and staff time as well as space in class. There are various reasons for the high withdrawal, including student load debt rules and trust fund access. This new policy mirrors the academic suspension policy related to performance. Withdrawn credits during verified medical issues will be exempt. The new policy states that 20 withdrawn credits will result in a formal intervention, at 30, 45, and 60 suspension, each needing Re-admissions Committee vote to re-admit. Students with more than 30 credits withdrawn at the start of Fall 18 will receive notification of their new status of 30 withdrawn credits, will not be suspended, but subject to the policy after an additional 15 credits withdrawn. This policy was unanimously approved by Undergraduate Council.

Motion to approve: Seger, second: Battalora. Approved - Unanimous

Meeting Adjourned.

Next meeting March 13, 2 – 4 pm, Hill Hall 300