

COLORADO SCHOOL OF MINES

FACULTY SENATE MINUTES

November 25, 2014 2:00-4:00 p.m.

Hill Hall 300

ATTENDEES: Dan Knauss (President), Corby Anderson (MME), Jürgen Brune (MN), Graham Davis (EB), Jason Ganley (CBE), Ben Goertz (GSA), Uwe Greife (PH), Patrick Marshall (USG), Dinesh Mehta (EECS), Thomas Monecke (GE), Ken Osgood (MB), Kamini Singha (HS)

APOLOGIES:

GUESTS: Terry Parker (Provost), Tom Boyd (AP), Bruce Honeyman (RTT), Lauren Schumacher (USG), Tyrel Jacobsen (USG)

Visitor updates and minutes

Provost – Terry Parker

AA received a one-time first quarter budget adjustment of \$500,000. There are possibilities of a 2nd quarter adjustment. The money was allocated: 90% TA, 10% Student Hourly. These percentages were a guideline but the Deans had the final word on this and should provide additional support for the spring semester. Budget discussions have already started and the distribution will be based on priority levels. We do not know at this point what kind of flexibility we will have. Knauss asked what the source of funds was for the budget adjustment. Parker responded that it came from a higher student enrollment and faculty savings from failed searches. The use of the budget adjustment for TAs is appropriate given the source of the funds. There have been conversations with the Deans to understand where the larger needs are. There are ongoing discussions with the senate on communication between senate executive committee and AA to help promote change on campus in some needed areas.

Approval of past minutes

Approved with no objections.

Approval of graduate student graduation list

Approved unanimously.

Discussion with Student Government: Student government representatives attended because they heard of dissatisfaction from senate with the online evaluations. The student government representatives asked the senate for clarification in how are the problems different in paper evaluations compared to the online evaluations. A discussion ensued pointing out the issues that have previously been discussed in Senate. These issues included participation rates, the problems with Blackboard generating the list of students in the course, the possibility of evaluation from people not enrolled in the course, students can evaluate faculty that are not their instructors, the

open time-frame for conducting the evaluations is markedly different from evaluations on a single day, a lack of comparison between the online evaluations and the paper evaluations, there was a pilot in terms of rollout of the evaluation system but no pilot in terms of analysis or comparison of the results. Further discussion focused on the fact that the student evaluations of teaching are an important piece of data that are used in annual evaluations and promotion and tenure for faculty. It is terribly important that the data is accurate and reliable. The Senate is concerned about bad data being used in important decisions and seeks to make sure the problem is realized, addressed in current evaluations, and corrected.

The student government representatives also asked why the policy has changed that failed classes are now averaged for GPA calculation with the retaken class, and the student is not given the new grade for GPA. This is a return to previous policy. There was a problem that students would just keep taking classes trying to pass a course or get a better grade point average.

Updates since last meeting

Campus Climate meetings with administration – Dan Knauss: Meetings have been progressing between the Senate Executive Committee and members of the administration to discuss the campus climate and to improve communication. A number of issues have been presented and discussed.

Campus committees and regular responsibilities

Undergrad council – Jason Ganley

Next meeting will be December 10th.

Grad council – Jürgen Brune

Nothing to report. Graduate Council will meet on December 2nd.

Research council – Uwe Greife

There was some discussion about first-year graduate (Poate) fellowships including the following: increase the amount to \$10,000 a semester. The model of distribution of fellowships within CASE worked well in Physics but not in CBE. All the colleges get a certain number of fellowships. There was some discussion about cost share by industry. Expect some report about this soon.

Faculty Handbook Committee – Graham Davis

The Faculty Handbook is moving through several recommendations. Some items will end up in the procedures manual. Teaching faculty credit hours are now at 9 credit hours per semester plus service. One issue for consideration by Senate is whether the University Emeritus title should be available to Teaching Faculty. Currently, Teaching Faculty can be Emeritus but cannot earn the title of University Emeritus.

There was a motion and second recommending to the Handbook Committee that the title of University Emeritus Professor be available to Teaching Faculty.

The motion passed.

Brief report on any other committees

Budget committee, Greife gave a report on the status of the campus budget. Unrestricted funds are at \$104 million, consisting of \$42 million in designated and \$63 million in undesignated. Reserves for the beginning of FY15 were at approx. \$17 million. Petroleum Institute money has stayed untouched for a while (~\$14 million). Total reserves are at \$53 million. Some of the reserve will be used for capital construction projects (CoorsTek, GRL Annex, etc.) \$208 million in debt. We are trying to reduce debt by \$4.8 M. We are taking out of reserves to do the investment. From the spending point of view we do not have a lot of money we have additional debt. On debt we are committed for the next 25 years. Total debt payments for FY15 are 18.8 million.

Major topics of discussion

Ken Osgood presented a proposed senate action plan. Some additional possible actions are not here but we may want to add them or there may be others we can look at next year.

PROPOSED SENATE ACTION PLAN

IMMEDIATE ACTIONS

1. Procedures for searches for academic leadership.

Goal: Provide meaningful faculty input into selection of leadership that governs the academic mission of the university.

Actions:

Develop proposed language for MOU and Handbook.

Deadlines:

Draft language: January 13

Considerations:

- Which searches should faculty have a voice in: Provost, Vice President for Research, College Deans, Graduate Dean, DHDDs
- What about associate provost or assistant DHDDs? Mechanism for input on departmental level?
- Provision for interim leadership

2. Re-instate Faculty Review of Academic Leadership

Goal: Enhance accountability and input by providing faculty mechanism for evaluating their leadership, and for flagging areas of strength or concern early to guide action.

Actions:

Senate resolution calling for regular surveys.

Proposed language change to bylaws.

Draft survey for spring.

Deadlines:

Draft bylaws language: January 13

Draft survey: February 11

Considerations:

- Discuss and vote on possible Senate resolution:
“The Faculty Senate recommends that the Senate administer two surveys of the faculty during the spring semester on alternating years: a Faculty Climate Survey on even numbered years, and an Academic Leadership Survey [review of administration] on odd numbered years. The Senate should begin preparations for the leadership survey for Spring 2015. The Senate also proposes amending the Senate bylaws to make this a permanent feature of faculty governance. Proposed language changes to bylaws will be put forward in time for a spring faculty forum on faculty governance.”
- Charge subcommittee with recommending language change for bylaws, specifying conditions under which surveys will be administered; seek input of Assessment office.

DISCOVERY ACTIONS

3. Investigate chair model

Goal:

Faculty input on departmental/program leadership; strengthen position of DHDDs as faculty advocates.

Actions:

Develop plan & schedule for campus-wide discussion

- i. Create subcommittee to launch discovery phase
- ii. Meetings with deans, chairs & townhall meetings: February

Identify issues for discussion/solution, e.g.:

- i. Fixed term, renewable?
- ii. When external searches?

- iii. Need enough faculty to fill slots in each Dept
 - iv. Transition phase for existing DHDDs, filled when vacated
- Develop proposed plan.

Deadlines:

Schedule for campus-wide discussions by January 28

Email announcement of townhalls by February 1

Meeting with admin, DHs: Feb-March

Proposed plan: April 8

ACTIONS TO RECOMMEND OR DELEGATE:

- 4. Faculty Trustee voting rights
 - a. Sound-out BOT (Dan)
 - b. Request faculty trustees (Dorgan, Tissa, and new rep) write letter to BOT, state rep + governor
 - c. Formal Senate resolution endorsing memo
 - d. Deadline: February 15

- 5. Course release for Senate leadership
 - a. Request past-presidents write memo requesting course release and/or summer salary (Carr, Spear, Eberhart)
 - b. Formal Senate resolution endorsing memo
 - c. Deadline: February 15

- 6. Ombuds
 - a. In hands of Admin. Senate input as it develops

ACTIONS FOR DISCUSSION:

- 7. Handbook Review
 - a. Review delegation of authority between provost, deans, and faculty
 - b. Identify issues for HB committee conversation

- c. Subcommittee for propose language:
 - d. Deadline for proposed language:
8. Budget process
- a. Faculty participation into resource allocation at college level and at university level, looking for meaningful mechanisms
9. Senate internal reforms
- a. Delegating more power to Councils
 - b. More representative composition (1 member from each dept)
 - c. Reduce committee
 - d. Improve Senate communications with faculty
 - e. Distribute leadership burden
 - f. Improve efficiency of decision-making

Regarding the above list

Item number 3, Investigating chair model: there is not a consensus on campus that this is needed/wanted, but this is a proposal that has been brought up a number of times. There needs to be a conversation on campus before moving anywhere on this. In some departments the faculty may not want to do it or have the faculty to do it. The issue needs further discussion and it was agreed to table it and bring it up again next year.

Item number 4, Faculty Trustee voting rights: the Senate wants to explore the possibility of voting rights for the Faculty Trustee. It was brought up that the voting rights are defined by statute. The expansion of voting rights to the faculty trustee would require legislative action. The issue will be explored.

Item number 5, Course release for Senate Leadership: The Senate would like to request some kind of compensation for Senate leadership. There needs to be recognition of the effort involved in Senate leadership so that the Senate is a sustainable body. There needs to be some combination of teaching relief, TA support, and/or compensation. Senate leadership previously received salary compensation and course relief but that ended at some point in the past. The Senate should have control over its budget.

Item number 1, Procedures for searches for academic leadership: The Senate wants real searches for the higher positions not just appointments. There is concern about not having a search committee for all appointments. Much of how searches are conducted is in both the Handbook and the procedures manual.

Thomas Monecke and Jürgen Brüne will develop a Senate proposal for changes to the handbook language.

Vote: All in favor.

Item number 2, Re-instate Faculty Review of Academic Leadership: Discussion ensued regarding surveys or evaluation of administrators. There are many benefits to performing a regular survey of leadership. We would like to move forward and start the review of administrators this spring. It is important to announce it to the faculty. We could amend the Senate bylaws to regularize the conduction of surveys if this was to be administered by Senate. We would want the Senate to be able modify the questions as necessary. We need to determine who the faculty would evaluate. Department heads should be evaluated along with other leadership. We should include involvement from the administration. Kay Schneider would be valuable to have input. The survey might have more credibility and higher response rate if it were administered by senate rather than by AA, but that is more work for us. Knauss and Mehta will work on changing the bylaws and check information or surveys from other schools if we want to make changes to the Senate Bylaws. The privacy of the faculty must be maintained in the surveys.

As a separate issue Ken Osgood paid for the climate survey out of personal funds. We should reimburse him and we need to be able to have control of a senate budget to conduct surveys. Osgood and Singha will work on researching and drafting the first survey for circulation. There is a need to be careful with the open-ended responses so the answer does not show who the responder is. There may be a question of use of University time and money to do a survey unless it is sanctioned by the administration. If you make it public you need to have permission.

Items 7 through 9 were briefly discussed. Item 7, Handbook Review, focused on the delegation of authority and defining what is the power of the Deans. Most things currently in the Handbook are controlled at the Provost level and there is the “Dean” word periodically. If the Deans have been delegated certain authorities and responsibilities, the Handbook should define what those responsibilities are.

Regarding Senate recommendations from last year

Teaching peer evaluation and mentorship – ad hoc committee – Ken Osgood (5 min)

A faculty group has organized, led by Yvette Kuiper, to develop a peer evaluation system that provides supplementary evaluation data plus mentorship opportunities. The Senate would like to endorse this group with the following members who have shown interest: Graham Davis (Senator; past chair on Senate committee on evaluation, Professor, Economics and Business), Tom Boyd (Associate Provost and Dean of Graduate Studies), Kay Schneider (Director of Assessment; Undergraduate Council), Susan Reynolds (Assistant Department Head and Teaching Associate, Professor, Department of Civil & Environmental Engineering), Tracy Gardner (Teaching Associate Professor, Chemical and Biological, Engineering), Vhibuti Dave (Teaching Professor, Electrical Engineering and Computer, Science; Undergraduate Council), Becky Lafrancois (Teaching Associate Professor, Economics and Business;, Undergraduate Council), Lia

Vella (Instruction and Research Services Librarian; Arthur Lakes, Library; Undergraduate Council), Terry Young (Professor and Department Head, Geophysics and Geophysical, Engineering), Scott Strong (Teaching Professor and Director of Undergraduate Studies, Applied Math and Statistics; Undergraduate Council).

A motion was made and seconded to endorse the committee as an Adhoc Committee of the Senate

All voted yes.

Senate schedule for remainder of semester: The Senate agreed that this would be the last meeting of the Faculty Senate for the Fall semester because of the timing of the break. The next Senate meeting will be January 13th 2015.