

Colorado School of Mines
Faculty Senate Agenda
March 14, 2017 2:00-4:00 p.m.
Hill Hall 300

ATTENDEES: Dinesh Mehta (President), Tzahi Cath (CEE), Paul Martin (AMS), Mark Seger (CH), Chuck Stone (PH), Jon Leydens (LAIS), Neal Sullivan (ME), Reed Maxwell (GE), Michael Heeley (EB), Linda Battalora (PE), Jeff King (MME), Jason Ganley (CBE), Marcelo Simoes (EE), Heather Lammers (GSG)

APOLOGIES: Jürgen Brune (MN), Madison Northrup (USG), Terri Hogue (BOT)

GUESTS: Tom Boyd (AA), Ralph Brown (ORA), Carol Smith (Library), Lisa Nickum (Library),

1. Approvals

1.1 Approval of Feb 14 and Feb 28 minutes. **Motion to approve both sets of minutes: Seger, second; Maxwell. Vote to approve: Yes: 10, No: 0, Abstain: 2.**

2. Visitors

2.1 Office of Research Administration (Ralph Brown)

Update from the ORA office. The summary levels from the All Funds Balance Report is currently available. The details associated with the report will roll out in mid-April. The office is in the process of re-engineering the HR contracts, the student contracts and post doctorate contracts. Currently there are four different levels of approval required, and the office would like to streamline this process. The graduate contract has been updated for the summer 2017 contracting season. There are new sponsor research agreements for industry contracts that identify intellectual property terms and guidelines up front. ORA will ask for payment up front going forward. The ORA website has been updated with more FAQ's to answer questions. Cath asked if there is any discussion to streamline the close-out process? Brown said his office will look at the forms, and asked for specific feedback. King suggested the close-out forms could be simplified and condensed to one page. ORA wants to provide training to department administrators, and eliminate how many people are reviewing contracts to help streamline the process. ORA is looking at re-engineering the office to become less of a processing office and more of a resource office.

The Faculty can help the ORA office in the following ways:

- Review your statements and look at the summary levels.
- Look at the contract's financial position before executing an HR contract.
- Submit contracts to the ORA office in a timely manner.
- Include ORA in the proposal process for Industry contracts, and we can send a sponsor to help facilitate the negotiations.
- Accounts must have a zero balance to be closed out. Please be responsive and helpful to the ORA team cleaning up deficient accounts.

The ORA office wants to be responsive to campus feedback. Mehta suggested ORA continue to work with the research council and communicate with the Faculty. Mehta offered to send out an ORA memo to the Faculty and possibly post the memo on the Faculty Senate website.

2.2. Teaching Faculty/Library Faculty advancement committee. (Smith/Battalora/Stone)

Progress report on benefits for teaching faculty, library faculty and non-tenured faculty. A brief history on this campus with respect to multi-year contracts, research leave, and other types of protections for people who have worked here for years. In 2012 House Bill 1144 became a Colorado law allowing university administrations to offer multi-year contracts for non-tenured individuals for two to three years. Currently, teaching faculty are at-will employees. This can impact academic freedom in the classroom, economic security, and morale. A multi-year contract requires due process. In 2013 the entire CU system adopted multi-year contracts. In Spring and Fall 2013 discussions began at Mines. Advanced notification of non-contract renewal was added to the faculty handbook in 2015. In January of 2017, DU adopted multi-year contracts even though the state statutes do not require a private institution to do so. DU adopted multi-year contracts to competitively attract and retain talented faculty. Multi-year contracts are spreading throughout higher education. Librarians are on tenure track at most institutions, and library faculty are on multi-year contracts. Mines library faculty are not on multi-year contracts, and are not recognized as academic faculty. Library faculty should be appropriately established at Mines. Uncertainty has created some angst within the teaching faculty. Seger informally polled teaching faculty, finding that they saw little advantage to multi-year contracts, but had more interest in research leave or sabbaticals. Sullivan had a different experience with his informal poll. ME teaching faculty are only evaluated by one item, the student evaluation at the end of the semester. His poll showed a lot of interest in multi-year contracts. Smith said the best solution may be to combine multi-year contracts and a back end advanced notification for the best job security. It is a more complex subject than the committee originally thought. The Committee will present an update at the next Senate meeting.

3. Senate Distinguished Lecturer (Mehta) A final recommendation was made.

4. Productivity memo discussion (Martin/Mehta)

The Senate discussed their response to the AA office regarding the productivity guidelines. The Senate is not opposed to a workload system that is quantified, nor to balancing the budget. Part of this is out of our control as Faculty members, for example student enrollment numbers and class size. The guidelines are acceptable, but are too confining to measure individual Faculty. The Senate goal is to craft a constructive memo that focuses on legitimate issues. The Senate wants to represent the entire Faculty fairly. The Senate will continue the discussion at the next meeting.

5. Survey Report discussion (Seger, Battalora, Mehta)

Seger presented the finalized survey results document for Senate input. Senate will report back to the Faculty the survey conclusions, and present to BOT at the meeting on Friday April 7. Is the finalized document going to be an effective document and does it adequately reflect the survey? Seger said that the Committee also developed some tables and possible graphs to attach as an appendix. One conclusion identifies specific offices on campus to take the results and analyze further. The survey results document will be finalized before the BOT April 7th meeting.

6. Memo on Department Heads (Cath)

Department Leadership Philosophy and Term limit to Department Leadership. The current Faculty handbook does not give the Faculty any input on selecting Department heads. Similar universities have a limited term structure in place for Department Heads. Department Heads should be evaluated once a year, the same as the Faculty. Two options are to have either rotating Department Heads or renewability of Department Heads with Faculty input. The Faculty Handbook should incorporate guidelines for Department Head appointments, including feedback from the Faculty. Fundamental agreement on this informational memo within the Senate. The Memo will be updated and brought back to the Senate.

7. Updates

7.1. BOT Meeting (Mehta)

The Faculty Senate invited to meet with the BOT following their scheduled meeting on April 7th. Mehta will present the Faculty Survey Report results at the meeting and open it up for discussion.

7.2. Research Task Force 2.0/ Research Council (Cath)

The Research Task Force memo was presented to President Johnson. Selection of a search committee in discussion, and an Interim VP for Research will probably be named during the search.

7.3. Concussions (Brune) Not discussed.

7.4. Undergraduate Council (Ganley) No updates.

7.5. Grad Council (Brune) Not discussed.

7.6. Update on Communication across Campus Committee (Leydens)

The Communication across Campus initiative was endorsed by the Faculty Senate at the last meeting. The report was presented to Tom Boyd, and he was very supportive. The Committee is hoping the hiring of a Director for the Communication across Campus will move quickly. Once the Mines financial position improves, the Committee hopes to see additional support for this initiative.

7.7. Sustainability committee (Maxwell) No updates.

Next meeting April 11, 2017, 2-4 pm, Hill Hall 300