

**COLORADO SCHOOL OF MINES**  
**FACULTY SENATE MEETING MINUTES**  
August 27, 2013 - 2:00pm  
Hill Hall 300

**ATTENDEES:** Joel Bach (ME), Bernard Bialecki (AMS), Lincoln Carr (PH), Uwe Greife (PH), Dan Knauss (CH), Thomas Monecke (GE), Ken Osgood (LAIS), Steve Pankavich (AMS), Kamina Singha (Hydrologic Science), John Spear (CEE), Chet Van Tyne (MT), Kim Williams (CH), Ray Zhang (CEE), Rob Braun, Chris ?, Joel Bach

**GUESTS:** Dr. Terry Parker (Provost), Dr. Tom Boyd (Associate Provost)

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**I. INTRODUCTIONS**

Senators, administration, guests introductions.

**II. PROVOST UPDATE:**

- Dr. Parker gave the statistics on the faculty hiring / searches and the reasons for failed searches.
- Distributed handouts of the [CSM Strategic Plan](#) graphic and the [Strategic Plan Timeline](#) for January – December 2013. (see two attachments). This graphic shows the strategic plan value goals and strategies.
- Distributed copies of the August 27, 2013 Memo from Terry Parker to Lincoln Carr regarding the subject of *Approval for actions recommended by the senate in the 2012-13 academic year*. (See attached)
- Questions for Dr. Parker:
  - Why didn't the Faculty have a say in the approval of the mission statement and its value. Terry said that this task belongs to the Board.
  - Why was the word "Materials" removed from the CSM slogan which now reads "EARTH ENERGY ENVIRONMENT"? This was changed in 2006 – 2007.
  - Is the overall number of tenure / tenure-track faculty hired flat? Terry said no, it is increasing, and cited numbers for the last couple of years.

**III. SENATE RESPONSE TO CAMPUS STRATEGIC PLAN**

**Action Item:** Senate will create a formal response to the strategic plan. Lincoln will write this and email to committee members for feedback. This feedback will be given to the Board at their Friday, September 20 meeting.

**IV. STANDING ISSUES**

- Continue issues from last year to work on this year:
  - Teaching and research faculty rights and duties. Senate agree to make this the first priority of this year.
  - Tenure/non-tenure track positions / numbers
  - Faculty mentorship and strategic retention
  - Update bylaws – work on this towards the end of the year or spring 2014.

- The number one (unresolved) issue identified in research council last year is the desire for an on-campus daycare wanted by grad students and faculty. Senate agreed to write a memo requesting campus to develop a daycare plan, including information provided by research council from last year.

V. **PROCEDURAL MATTERS: SENATE BYLAW REQUIREMENTS**

- The following Senate Bylaw requirements still need action / replacements:
- Election of Senate Secretary
- Appointment of Recording Secretary
- Appointment of Parliamentarian
- Check number of senior senators (10 years on campus and full professor) versus senators – remove “senior” senators and make them all senators.

VI. **CAMPUS COMMITTEES**

Joel Bach is now heading the Committee on Committees, and asks for assistance during the first weeks of the semester.

There are several unfulfilled committee positions: PERA Faculty Representative; Colorado Faculty Advisory Council representative; Readmissions Committee Senate representative. Senate faculty will work on getting these positions filled.

The Undergrad and Grad Councils need chairs, and it was discussed whether senate representatives could become chairs at least temporarily. By unanimous vote, it was decided that there will be a temporary suspension of bylaws on this issue (12 yes, 0 no, 0 abstained), with a longer term goal of making this a permanent part of the bylaws, as also in principle agreed to by admin (Boyd and Parker).

*Action Item:* Ray Zhang will send notes on Faculty Handbook Committee issues, in particular how the deans’ involvement in the P&T process got into the handbook.

VII. **GENERAL MATTERS**

The Senate Faculty website protocol and updating is in process.

A replacement for Jen P. is needed and is ongoing. Admin (Parker) has promised adequate senate support, with an undergrad hourly assigned to update web content and an AA staff person to take notes at senate meetings.

**DISCUSSION TOPICS**

- Strategic Plan and MVV:  
The majority of Senate members felt that the plan’s reliance on “earth energy and environment” is too broad to form the basis for the strategic plan. Many noted that the word “materials,” which was in the CSM slogan previously, remains very pertinent to the broader CSM mission and should be reflected in some fashion in the plan. The Senate also emphasized the importance of fundamental science to what is done here, another issue that is downplayed by the MVV..

- Also related to Strategic Plan and MVV was a discussion about the value of “people resources.” It was noted that the MVV and/or Strategic Plan should convey the value we place on the people who work here. Senate noted that issues like job Satisfaction, improving morale, making CSM a better place to work should be addressed in the plan. Issues include:
  - Space needs.
  - How are workers valued? Faculty has a strategic interest in changing employee demographics; this lack is turning off grad students to teaching. Senate discussed a Faculty Retention Plan to make CSM an employee friendly place to work and to make people want to become faculty here. It’s a strategy that is needed in the value statement.
  - The MVV should be endorsed by the faculty and should convey the value placed on “people” at CSM.
  - Employees want daycare, faculty/professional development; more leadership training.
- Strategic plan: Group feels that a good plan should be measurable, actionable and tangible, not just verbiage. The new mission statement is not in line with statute wording.
- Senate Faculty Committee meetings should focus on faculty issues first and administrative issues second.
- Will the faculty be presenting prospectus to the Board on September 20<sup>th</sup>. Senate wants Board access.
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*Meeting adjourned.* NEXT MEETING: September 10, 2013 at 2:00 pm, Hill Hall room 300