

COLORADO SCHOOL OF MINES

FACULTY SENATE MINUTES

September 27, 2016 2:00-4:00 p.m.

Hill Hall 300

ATTENDEES: Dinesh Mehta (President), John Berger (ME), Stephen Liu (MME), Jason Ganley (CBE), Tina Gianquitto (LAIS), Paul Martin (AMS), Reed Maxwell (GE), Mark Seger (CH), Chuck Stone (PH).

Representatives: Madison Northup (USG), Heather Lammers (GSG).

APOLOGIES: Linda Battalora (PE), Jürgen Brune (MN), Tzahi Cath (CEE), Jeff King (MME), Wendy Harrison (BOT Representative).

GUESTS: Tom Boyd (Interim Provost), Lisa Nickum (Library).

1. Approvals and announcements

1.1. Approval of past minutes (9/13)

Motion to approve 9/13 minutes: Maxwell. Second: Seger. Vote to approve: unanimous.

2. Visitors

2.1. Provost Update (Tom Boyd)

2.1.1. Three additional candidates for the position of Library Director who will be interviewed on September 28, 30, and October 3rd. Senators are invited to their presentations at 3 pm in Boettcher Room 219 on those respective dates. The position for Graduate Dean will be posted in our new application system, Page Up. An email is expected to go out by the end of the week, inviting tenured faculty to apply. The application deadline will be in the end of October.

2.1.2. At the next scheduled monthly meeting between the Department Heads, Deans and President on October 3rd, Volpi will give a presentation titled "University Finance 101" that focuses on CSM finances and the assumptions that are taken into building the campus and its limitations moving forward. Boyd will schedule the presentation for Senate as well. President Johnson has asked the DHs to engage in a department design process. The discussion on productivity will be postponed till the November meeting.

2.1.3. A discussion on PnT process and the Senate's recommendations, professor of practice, joint appointments, and minimum requirements for teaching faculty are scheduled for the Handbook Committee's next meeting on October 19th.

2.1.4. Canvas will replace Blackboard at the end of spring semester. Canvas supports links to Google Docs.

3. Committee updates

3.1. Undergraduate Council (Ganley)

Ganley will ask for volunteers for an ad-hoc committee to change the language for the student evaluation questions to better reflect lab courses and studio courses for courses that combine lectures and laboratory work.

3.2. Handbook Committee (Martin)

Senate proposes that a department head take into account a department faculty vote in addition to the search committee's recommendations when making a decision on faculty appointments.

3.3. Executive Committee (Mehta)

3.3.1. Faculty Award Committee

In response to a faculty member's concern, Mehta made a recommendation to the Academic Affairs Executive Team that a faculty member associated with research be added to the committee for the two awards with a research component.

3.3.2. Insurance for domestic partners

Senate received a comment pointing out that health insurance was being eliminated for domestic partners of faculty. A response from HR is attached.

4. Senate Working Groups Review

The groups will have a preliminary meeting to come up with a list of outcomes and timelines that will be presented to the FS in two weeks. Mehta will send a faculty communication informing of the working groups formations and general goals.

4.1. AAUP: Wendy Harrison (lead), Dinesh Mehta (co-lead).

Harrison and Mehta meet with AAUP representatives in Boulder to discuss the information session for CSM faculty. There would be a 45 minute presentation followed by 45 minutes of Q&A to interested faculty in the second half of October.

4.2. SALARY/WORKLOAD/EVALUATIONS: Chuck Stone (lead), Paul Martin (co-lead), John Berger, Jürgen Brune, Reed Maxwell, Dinesh Mehta, Mark Seger.

The FS would like to schedule Kirsten Volpi's finance presentation to get a sense of the budget, how the raise pool is established, and why the promotional raise pool is included as part of that salary pool.

4.3. CAMPUS CLIMATE SURVEY: Mark Seger (lead), John Berger (co-lead), Steve Liu, Dinesh Mehta.

The goal is to have a survey out in the fall semester.

4.4. RESEARCH/GRADUATE EDUCATION: Jürgen Brune, Tzahi Cath, Steve Liu, Jeff King.

Tabled since three of the four members are not present.

4.5. SUSTAINABILITY: Reed Maxwell (lead), Tina Gianquitto (co-lead), Jason Ganley.

Student involvement is encouraged. Why was the Sustainability Committee dismantled?

5. Executive Session

Next Faculty Senate meeting: Tuesday October 11, 2016 at 2:00 p.m. in Hill Hall

Attachment from item 3.2.2: Response from Mike Dougherty, HR

Sep 26, 2016

Dinesh,

Just FYI, from last week when my email said Ann would be sending out reminder emails to today, those reminder emails have been sent.

Mike

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Sep 19, 2016

Dinesh,

Yes. There is some history behind domestic partner benefits that is important to understand. Mines is a member of CHEIBA Trust which includes nine public institutions of higher education in Colorado. The Trust adopted domestic partner coverage at its September 2008 meeting to be effective with the plan year beginning January 1, 2009. The external factors present at that time precluded employees with same sex domestic partners to provide for their partners on the same basis as employees who were married.

The Trust believed that the extension of benefits should apply to these employees as a matter of fairness. The plan insurer, Anthem, agreed to underwrite the extension of this coverage as well. Prior to this time, no domestic partner of any sex could have been covered under the plan.

Once the Trust had decided that enabling same sex domestic partner coverage could be accomplished, it consulted with its legal representative from the Office of the Attorney General regarding the provision of this benefit. Many organizations at the time were trying to determine whether to offer the coverage and under what boundaries. Based on advice (not a formal opinion, however), the Trust decided not to limit the coverage to same sex domestic partners and included both same sex and opposite sex domestic partners. Without too much detail, the thinking was that if the Trust extended coverage only to same sex domestic partners, opposite sex domestic partners would either be excluded (not treated on an equal basis as same sex partners) or the opposite sex domestic partners could enter into a common law marriage to obtain coverage (creating a higher legal standard for these individuals than required for same sex domestic partners who, at the time, could not enter into a marriage).

In June of 2015, the U. S. Supreme Court ruled that laws prohibiting same sex couples from getting married were unconstitutional thereby making marriage available to same sex partners. This ruling eliminated the basis of why the Trust originally implemented the domestic partner coverage. At the July 2015 meeting, the Trust determined to end domestic partner coverage effective December 31, 2016.

This was confirmed at the Trust's rate setting meeting in late September 2015, when final decisions about the content of the annual benefits booklets were made.

Following the September meeting, Ann Hix, our Benefits Manager, sent emails to all nine potentially affected Mines faculty and staff in October 2015 advising them of this change. This information was also included Ann's annual benefits open enrollment meetings that fall. No new enrollments of domestic partnerships were allowed for 2016 but existing faculty and staff enrollees could retain the coverage through this coming December.

Ann will shortly be sending reminder emails to faculty and staff.

Mike

*Mike Dougherty
Associate Vice President for Human Resources
Colorado School of Mines*

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303 273-3554*

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Mike, do you know anything about this?

Title: CSM ending insurance benefits for families in domestic partnerships

- Dinesh