

Colorado School of Mines – FACULTY SENATE MEETING MINUTES  
 September 24, 2019, 2019, 2:00 – 4:00 pm, Hill Hall 300

**Attendees:**

**Voting Members:** 13 total (7 needed for quorum). Quorum was present

P	Marcelo Simoes (Chair)	P	Robin Bullock (EDS)	P	Sebnem Duzgun (MN)	P	Gus Greivel (AMS)
P	Alina Handorean (EDS)	P	Andy Herring (CBE)	A	Yvette Kuiper (GE)	P	Jon Leydens (HASS)
P	John McCray (CEE)	P	Lisa Nickum (LB)	A	Alexis Sitchler (GE)	P	Angie Sower (CH)
P	Neal Sullivan (ME)						

**Other Regular Attendees and Guests**

P	Linda Battalora (Trustee)	P	Rick Holz (AA)	P	Paul Myskiw (RO)	A	Colin Terry (Student Life)
P	Cathy Timm (AA/RO)	P	Jennifer Veloff (Trefny)	P	Brock Gagna(USG)	P	Muthu Thyagarajan (GSG)
P	Tom Boyd (AA)	P	Jeff Paone (CS)				

**Welcome**

Marcelo Simoes

**Provost / Academic Affairs Update**

Tom Boyd

- Revised Faculty Self-Assessment

Boyd shared a document which is designed to perform self-assessment. The draft form is an editable PDF to include both the self-evaluation and department head narrative in one form. The intent is that it will not interrupt the due process that is in place now.

Academic Affairs would like to have it implemented campus wide in January. Timing will remain the same, evaluations performed on a calendar basis. This year, though, there is an unusual situation that will need to be accommodated. The new system will be up and running in October and will include data through the end of September. Any new contracts awarded in the last three months will need to be added manually. This is a one-time problem that faculty will need to address.

Another feature of the new form is that the evaluation criteria will now be placed on the front page so that all can be aligned. There will also be a goal-setting exercise which will ensure compliance with the faculty handbook. The new tool will allow all to capture the data and make it easier for follow up.

Boyd asked for Senators to review and provide feedback.

**Registrar Update**

Paul Myskiw

No updates; Myskiw was unavailable.

**Approval of Minutes – September 10, 2019**

Marcelo Simoes

**MOTION:** To approve minutes of September 10, 2019 by Nickum; seconded by Bullock. One abstention.  
APPROVED.

**Data Analysis on University Committees, Appointments and Nominations**

Alina Handorean

Handorean performed some research on the various committees on campus and provided estimated meeting times based on information found in the handbook and bylaws. There appears to be the equivalent of 190 committee seats that require a faculty member to serve. In addition, many faculty have departmental responsibilities and research work that is not included in this number. Many of these faculty that are serving are doing so on several committees. The list does not include ad-hoc, temporary ones, that take up quite a bit of time also.

Comment was raised that the analysis could look at several departments to understand the service load that they expect of their staff to obtain a complete picture of service performed by faculty. Handorean would like to verify some of the data before sending out to department heads.

### **Brainstorm Session**

Pressing Concerns for Campus Moving Towards Mines@150

Neal Sullivan and  
Senators

Sullivan led the group in a brainstorm session on the topic; the following ideas were generated as suggestions for Senators to explore:

- One month sabbatical for administrative faculty and librarians.
- The plight of research faculty (post docs, research professors) and benefits. Simoes has asked the Provost about this topic that was raised in the prior year.
- FDR content discussion:
  - Support provided to post-docs and research faculty; this work is not included in faculty's FDR and is not recognized at all.
  - Developing and running a non-thesis Master's program is not on FDR; there is pressure to create these types of programs.
  - Information listed under the "scholarship" section; the acknowledgement of this work is not consistent.
  - Integrate information into the self-assessment form that Boyd presented.
  - Question about "money" – bringing money vs. scholarship – how it is determined for FDR.
  - Mines@150 goals incorporated in FDR.
  - Access to the data to help in completing the FDR.
  - Interdisciplinary research acknowledged and incentivized.
- Quantify the creation of signature undergraduate experiences which is a Mines@150 goal.
- Multi-directional evaluation process with administration. Comment raised that this 360 evaluation is common at other schools and would move Mines to another level. The 360 model is coming into play with teacher evaluations and might be the time to look at this as an institutional initiative.
- Address how online courses are selected, managed, review of the business case and plans, as well as the data to support the core courses for the following summer. Additional questions raised about IP ownership, teaching load and compensation models. Concern raised as to whether this is a good fit for Mines. There is an online policy committee that is looking at these items that Veloff chairs; it appears that there is a communication issue on the subject. There has been some inconsistent information about courses being developed for online graduate students only and then requests to teach to residential undergraduate students.
- Follow up on items and suggestions sent to the Provost; concern is that the follow up discussion needs to be better managed. As an example, concern expressed that the follow up and response on the multi-year contracts and sabbatical was not completed with thoughts from the entire Senate.
- Service load and # of committees. Additional work could include exploring the differential between departments, fairness and distribution with a clear definition of service load which could be rolled into FDR.
- Core curriculum requirements.
- Proposal for Ad-Hoc Committees: Understanding the Model of Shared-Governance.

Discussion will continue at next meeting to develop priorities and action plans.

## **Briefings and Information Items**

- **Research Council Ad-Hoc Committee** – update

Andy Herring

Herring shared a document with objectives for the ad-hoc committee. He also indicated that the RAB is already part of the faculty handbook; section 12.15. Concern expressed that the creation of an official university committee was not shared with Senate.

There was discussion about how both committees would operation. Comment raised that there are many issues related to research that could be complementary and the desire is that the new committee can compare activities and develop a recommendation around duties. Question raised about voting as a member of RAB; there is no voting, rather discussions and recommendations come out of RAB.

The ad-hoc committee has already been approved. This documented was presented for discussion and feedback; suggestion to change the goal to report back to Senate with recommendations. The group will put together recommendations for the Senate by March 2020.

- **Workflow changes in Undergrad and Grad Councils**

Greivel & Sullivan

Greivel shared that there is now a check off by Provost before a new course or new program can be brought to Council. It's more of a sanity check on financial viability before something is rolled out. Concern expressed that there will be courses denied; Greivel shared that there has been no data presented to confirm this. Procedurally, Academic Affairs has concerns about the creation of items where there are no resources; this office has always had ability to say no at end of the process. Greivel feels that looking at items up front provides an opportunity to save Council's time if there are resource issues that need to be considered.

Sullivan, from the Grad Council perspective, expressed concern over the duration and time it takes to get curriculum approved. There is typically 100% approval from Grad Council and shared opinion that courses and curriculum should be managed by faculty and departments. The Council review seems to be a waste of University's time and money. Comment raised that part of Grad Council's work is keeping departments honest about courses.

- **New Ad-Hoc Committee on Shared Governance** – cont'd

Marcelo Simoes

Simoes shared an additional document with a new title- Proposal for Ad-Hoc Committees: Understanding the Model of Shared-Governance. Question raised as to whether there are enough faculty to staff the committee. Currently, there is one person that may be willing to co-chair with Simoes. There are other discussions outside of Senate; Simoes feels that there would be 4 to 5 people willing to serve. As it relates to the membership, this committee would need to reflect all constituencies on campus.

Question raised about this topic being a priority for the Senate this year. Simoes shared that he has made 3 presentations on the topic and would like to have a decision. There is concern about the time commitment involved. Senators agreed to add this topic to the list of brainstorm topics to help prioritize the topic

## **Grad and Undergraduate Council Reports**

- **Undergrad Update**

Gus Greivel

Core curriculum committee has reported to Council, data has been collected and is reconstituted to act on the recommendations. More information will be forthcoming.

- **Grad Update**

Neal Sullivan

Grad Council remains focused on new courses and programs.

## Questions / Comments

Guests

Nickum gave an update on the faculty handbook committee which met last week. A communication was sent to everyone on campus for ideas for the handbook; she would also like input from Senators. Ideas will be generated by late fall semester so it can be evaluated and potentially included in the next version. Provost is looking at specific guidelines for promotion and tenure by department; he will talk about it at next meeting.

Faculty Senate went into executive session at 3:50 pm.

Next Meeting: October 8, 2019, 2:00 – 4:00 pm, Hill Hall 300. Please send all items for agenda to Cathy Timm ([cgtimm@mines.edu](mailto:cgtimm@mines.edu)) one week prior to the meeting.