

Colorado School of Mines – FACULTY SENATE MEETING MINUTES
 October 8, 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)	A	Sebnem Duzgun (MN)	P	Gus Greivel (AMS)
P	Alina Handorean (EDS)	P	Andy Herring (CBE)	P	Yvette Kuiper (GE)	P	Jon Leydens (HASS)
A	John McCray (CEE)	P	Lisa Nickum (LB)	P	Alexis Sitchler (GE)	P	Angie Sower (CH)
P	Neal Sullivan (ME)						

Other Regular Attendees and Guests

P	Linda Battalora (Trustee)	P	Rick Holz (AA)	A	Paul Myskiw (RO)	P	Colin Terry (Student Life)
P	Cathy Timm (AA/RO)	A	Jennifer Veloff (Trefny)	P	Brock Gagna(USG)	A	Muthu Thyagarajan (GSG)
P	Jed McClurg (CS)	P	Carol Smith (LB)	P	Sam Spiegel (Trefny)	P	Megan Sanders (Trefny)
P	Gauen Alexander (GSG)	P	Gary Bowersock	P	Lauren Poole	P	Amy Landis

Welcome

Marcelo Simoes

Provost / Academic Affairs Update

Rick Holz

• **Revised Faculty Self-Assessment**

Holz opened up the time for questions from Senators. As it relates to the self-assessment form, he asked for feedback in writing directly on the form if possible. Timm will ask for a copy of the dynamic document and distribute to Senators. The intent is to implement vs. pilot the new form and process. Part of the impetus to roll out the form is based on a change in software.

Question about having a different form for teaching vs. tenured faculty; the intent was to use one form with N/A noted on sections that are not application. Holz is open to something different.

As it pertains to including information about journal papers, presentations, publications, or attendance at conferences, there is space to write this information in a free-response section and fields to include this sort of information.

Concern raised about rating and gender issues on self-rating; females tend to underrate and males to overrate themselves. Additional comment that there is gender disparity in self-assessment that include cultural differences. Some are boastful while others are more humble. Suggestion that first pass on evaluation be made blind so that data can be collected and normed as it moves forward. Currently the department head rates person blind to the self-assessment; with this new process, it doesn't appear that this will be the case. A recommendation was made to perform an analysis to look at data to see if there is gender bias. There was some concern about using student evaluations of teaching; they should be one measure coupled with other items like peer evaluations. Holz agreed that a holistic approach is important.

Holz asked if Senators are generally in agreement with self-assessment or if they want to rely on only Department Head evaluations. Generally, Senators are in agreement that it's a good tool but would prefer that the reviewer not be negatively impacted by having the rating in front of them prior to their own rating assignment. This would help alleviate any of the biases noted. Comment raised from a Senator that there is no coaching or mentoring in a self-assessment. Feeling is that Department Head should meet with every person and come to agreement on review and have a discussion. Holz indicated that perhaps more training is needed.

As well, there are concerns about evaluation levels, definitions and how they are distributed across departments; Holz agreed that conversation needs to be had as not everyone can be ranked exemplary. There are three categories in the evaluation process with each one of them having their own ranking; but there is no indication of how to put together the final score with a calculation and weighting. There is different interpretation of how these are rated and there are departmental specific issues that have to be taken into consideration.

The new process begins after the first of the year. Holz would like feedback by end of October to be able to make adjustments and bring it back to Senate and others that would need to review.

Registrar Update

Paul Myskiw

No updates; Myskiw was unavailable.

Approval of Minutes – September 24, 2019

Marcelo Simoes

MOTION: To approve minutes of September 24, 2019 by Greivel; seconded by Sullivan. Two abstentions. APPROVED.

Briefings and Updates

- **Sustainability Fact Sheet**

Gary Bowersock and
Lauren Poole

Poole shared a presentation on the subject which included opportunities for partnerships which could possibly include funding. In addition, she suggested that faculty can join a curriculum hub for ideas to integrate into courses or collect data for class projects. The largest priority for the team is to reduce environmental impact – energy, water and waste. They are working on a sustainability plan to create a roadmap.

Information can be found on the sustainability website at Mines.edu. Question raised about Earth Day activities; last year they held a fair, had educational tables around campus, and speakers. All ideas are welcome for the next event.

Poole asked Senators to help in raising awareness among departments and students. And, if there are people interested in helping write the sustainability plan, she would welcome the feedback and help.

- **Calendar Committee**

Angie Sower

Sower reported that the committee met on Friday, only one change is being proposed to the final exam schedule. The current exam schedule includes exams on Friday; Saturday and Sunday are off; exams resume on Monday, Tuesday, Wednesday, and Thursday.

The proposed exam schedule would include exams on Friday and Saturday; Sunday would be off; exams would resume on Monday, Tuesday, and Wednesday. Thursday would be reserved for graduation and makeups (which generally involve lower class courses). Concern raised from Math department that, presently, there is a single slot for all make up exams on Thursday. This is a challenge with so many courses and would like flexibility to accommodate additional makeup times. This change would allow for space to hold graduation in the event of inclement weather; it was stated that all graduations going forward will be held indoors.

The Academic Calendar for next year has not been finalized yet.

- **Campus Surveys**

Jon Leydens

Leydens gave an update on the subcommittee. Every other year the committee sends a survey to faculty. The Climate Survey is sent even years; Perceptions of Leadership is sent in odd years. They are designed to provide comparisons. He thanked Sanders, from Trefny, for help in preparing the data.

Leydens would like to present the climate survey results from 2016-2018 to the faculty in a forum. In the past, the forum was held on a Wednesday at 4:00 pm with an open invitation for all to attend. Timm will work with Leydens to find space, hopefully Ballroom A and B on October 30th.

Question raised about correlation between the Climate Survey data and the priorities that Faculty Senate needs to work on. Priorities are still evolving from the data received. Broad aggregate survey data is typically received and may not be applicable to projects for the Senate.

The new Perceptions Survey is scheduled to be distributed after the faculty climate one has been presented. A concern was expressed about another survey being distributed by the Diversity and Inclusion Access Committee under the same name may cause confusion. This group has received approval to conduct this national survey. It might be easier to come up with a different name for the Senate survey.

Question raised about new questions being added to the survey. Leydens indicated that yes, they are open to adding questions to reflect current issues. Need to be sure the survey doesn't get too long. Turnover issues are always present and the timing of the survey should not impact changes in leadership. Concerns, issues, suggestions and comments should be sent to the members of the committee.

- **Data Analysis on University Committees, Appointments and Nominations – con't**

Alina Handorean

Two additional requests for committee members were received. Handorean needs to defer to a future meeting for the committee analysis.

- **Brainstorm Session – cont'd**

Neal Sullivan

Pressing Concerns for Campus Moving Towards Mines@150

Sullivan shared a document that included the items from the previous meeting. He asked if there were additional items since last meeting and from the faculty survey. A space for faculty to gather was suggested. The Coolbaugh house was used in the past for faculty; it has been changed and no longer a place for faculty to meet and build collaboration and community. The Library renovation plan that was not approved included a faculty lounge; there are, however, coffee and lunch hours held in the Library where faculty are invited to attend and share ideas. Providing a space for graduate students and community, as well, was identified as a need.

Comment shared that other schools have an international house where students and faculty get together. There appears to be a place that is similar to this idea being offered by Multi-Cultural Engineering at Mines Park. Other things to consider are collaborations with organizations in the community.

Another item to add to the list is how the faculty can support every Ore Digger campaign.

An item that came out of the survey that might be addressed is to analyze alignment and misalignment of faculty perceptions around sexual harassment on campus. Data is based on people that file claims; yet, perceptions of all stakeholders can be a topic.

Question raised about support for first generation and minority students on campus. The Multicultural Engineering Program used to provide support for this group due to the fact that minorities were typically first gen; this demographic has changed and needs to be more inclusive. In addition, there are also first-gen faculty on campus. There is an effort to institutionalize this opportunity, according to Terry. As it relates to first gen students, these students had all their courses scheduled for them and were given option to live in dorm hall and take CSM 101 together. This is an amazing experience to have them learn together. According to Terry, all scheduling is performed, and the intentional community for first-gen is going on; there are more students that fall into this category and more can be done to support them.

The topic will be continued to determine priorities. Senators should be thinking about areas that are of interest to them. Timm will put together a survey to ask people to prioritize the list and will include an open question asking if Senators know of any existing committee working on any of these items.

- **Diversity, Inclusion and Access at Mines**

Amy Landis

Landis shared a presentation. The strategic plan was launched earlier in the year with 27 different recommendations. Mines Community Alliances are an important way to involve employees with executive leadership. The way that Senate can get involved is to encourage others to be engaged and involved. Part of the objective is to break down silos.

Question raised about the K-14 program. Mines has two bridge programs and an Upward Bound program. Bridge programs give younger students a taste of what campus life is like and believe they meet objective to bring students back on campus as students. Question related to teaching evaluations and how it might change; there is nothing different going on and the current work with Trefny is being coordinated. First campus-wide symposium is being held on Thursday.

Grad and Undergraduate Council Reports

- **Undergrad Update**

Gus Greivel

In Undergrad Council, there has been some discussion about a new Biology program but it has not been shared yet. Core curriculum committee has been charged and will be presenting proposal in the future.

- **Grad Update**

Neal Sullivan

Council continues to review new courses as well as a policy for grade change and incompletes.

Questions / Comments

Guests

- **GRADS – Graduate Research and Discovery Symposium**

Gauen Alexander

The symposium will be held on April 22nd and 23rd and Alexander would like to have greater faculty involvement. These are current students and belief is that there is an opportunity for faculty to see the awesome research they are performing.

Concern that this event happens at the busiest time of the year for faculty. This time slot is given by administration and there is no control over the timing. In the past, the Research Council helped with the event. Potentially, Faculty Senate can ask for this event to be scheduled earlier in the academic year. Oftentimes, schedule is distributed too late to commit; faculty needs more lead time. Comment raised that there was a bad experience a few years ago and students have shared this with others; perhaps the event can be shorter.

Faculty Senate adjourned at 4:00 pm.

Next Meeting: October 22, 2019, 2:00 – 4:00 pm, Hill Hall 300. Please send all items for agenda to Cathy Timm (cgtimm@mines.edu) one week prior to the meeting.