

Colorado School of Mines – FACULTY SENATE MEETING MINUTES
 April 13, 2:00 – 4:00 pm, via Zoom

Attendees:

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

P	Andy Herring (Chair)	P	Robin Bullock (EDS)	A	Sebnem Duzgun (MN/CS)	P	Linda Figueroa (CEE/MN)
P	Alina Handorean (EDS)	P	Joseph Horan (HASS)	P	Jeff King (MME)	P	Yvette Kuiper (GE)
P	John McCray (CEE)	P	Cynthia Norrgran (CBE)	P	Alexis Sitchler (GE)	P	Neal Sullivan (ME)
P	Bettina Voelker (CH)						

Other Regular Attendees

P	Tracy Gardner (Trustee)	P	Rick Holz (AA)	A	Paul Myskiw (RO)	A	Colin Terry (Student Life)
P	Sam Spiegel (Trefny)	P	Joe Whitney (USG)	P	Maxwell Silver (GSG)	P	Mara Green (AA)
P	Vibhuti Dave (UGS)	P	Lori Kester (EM)	P	Lisa Nickum (LB)		

Special Guests: Stacie Altman (HR), Steven Richmond (HR), Jill Murphy (HR)

Welcome

Andy Herring

Provost / Academic Affairs

Rick Holz

Holz reports twenty-seven active COVID-19 cases on campus with six being resident students. In the last week (4/6 to 4/13) more than 3,000 people have been tested at the COVID-19 testing center. The testing center had a record of 916 students tested on Monday, 4/12. Students have had to test at least twice prior to returning to campus from Spring Break. Holz states a team is being put together to prepare for the Fall semester with COVID variants and other potential setbacks in mind; Senate will be contacted for a representative on that team.

Question on travel restrictions, with conferences and events being expected in October, paper submissions and decisions are due currently. Holz informs Senate that these restrictions are being considered and decision has not been made. The state has recommended an increase in funding for higher education in Colorado over the 2020 levels. Should this be signed into law, it would mean \$3.4 million. The 2020 budget was originally approved in June 2020 and was cut due to COVID-19. The 2021 budget is returning to the original 2020 budget and reinstated some later budget cuts. The university has produced a deficit of \$8-9 million, which has been narrowed down with the \$3.4 million. To close the deficit, the university has considered not allowing funded travel and prioritizing fund requests. Financial travel restrictions may be in place. The state has also recommended a 3% raise for classified employees and Mines attempts matching for all employees.

All classes will be face-to-face, the option of remote has been removed.

Peter Han's group has made a request to Mines vaccination partners to set up an additional vaccination clinic in the last week of April. Mines would then have access to 3,000 requested doses of the Pfizer vaccine. Prioritized groups would be faculty and staff who have not received the vaccine, students doing field sessions, and summer courses with in-person classes or labs.

Registrar's Office

Paul Myskiw

No updates.

Approval of Minutes – March 23, 2021

Andy Herring

MOTION: To approve the Faculty Senate minutes of March 23, 2021 by Handorean, seconded by Sitchler. Motion passed unanimously. APPROVED.

Equal Work Equal Pay and Hiring Process

Stacie Altman, Steven Richmond, & Jill Murphy

Altman addresses questions on posting pay ranges since January 1 for all positions. Under Colorado Equal Pay for Equal Work, legislation explicitly states that it must be within a reasonable range that Mines would typically pay within; the intent being the range allows for a robust candidate pool.

The recommended range was 25th to 75th percentile of market for academic faculty positions; the executive team and Human Resources has discussed narrowing the market rate and pay range to reflect a 40th to 68th percentile. There are benchmarking efforts to define pay bands for each position. Altman addresses questions on market competitiveness with 25th percentile marked as lowest; some individuals internal to Mines may be at or below the 25th percentile market. Mines is looking to strike a balance between internal equity and market competitiveness to attract talent desired. Education and experience are considered when looking at internal equity.

Questions:

1. Pay bands definition; Altman states this as the minimum, midpoint, and maximum range that Mines would be willing to pay for the talent being brought in. The market data being used is based off CIP codes which are two to six-digit codes. Two digits are the largest (ex: engineering overall), four digits (ex: engineering as a discipline), and six digits being a sub-discipline at the major level. Organizations often benchmark at the middle level of discipline or departmental level; the major is not reported in the data. HR then works within a broad market range.
2. Performance management and markers for promotion process; Altman recounts conversations with the executive team, department heads, and Cabinet on performance management lacking in processing and approach. This should be addressed apart from internal equity analysis that must be done. Will be addressed with consideration for pay for performance compensation. There are five factors on the law that can explain differences in pay: seniority, performance-based merit increases, education, experience, and travel. The HR team is performing equity analysis on an annual basis, but Colorado Equal Pay requires analysis done every two years. For promotion consideration, recommendations will be brought forward to the executive team, socialized, and feedback will be brought in from stakeholders including Faculty Senate. Mines would like to move toward education and experience being relevant factors. Concern for performance being a factor are legal reasons: strict checking of interrater reliability, protected classes versus distribution ratings and unintentional bias in a program.
3. Administrative burden of advertising soft money individuals every six-months; Altman and Murphy are working on addressing individuals that may move on and off soft money and how this changes status. The law does not differentiate how people are paid, only that they are paid equitably.
4. Joint appointments: HR would like to see 51% in one department and 49% in the other. If truly 50/50, this would be blending positions and each position will be taken into consideration individually.

5. Adjunct appointments and job content survey done in Fall; Altman addresses job content survey—deliverables were not sent, and benchmarking spreadsheet was missing, the information that was needed was not being received and the relationship was terminated. The analysis was then completed in two-week span by HR. Adjuncts are within the pay decision of a department's budget and the credit hours that adjunct might be teaching. The consensus should be flexible enough to accommodate these employees and provide predictability and consistency.

Committee Updates

Senate Secretary

Alina Handorean

Handorean presents the list of six faculty qualified for the six vacancies of the Faculty Senate. An election will not be needed as this was a non-contested election.

Academic Faculty will receive an electronic ballot on the proposed Academic Faculty Bylaws.

MOTION: To verify the six new faculty members qualified for the six Faculty Senate vacancies by Handorean, seconded by Sitchler. Motion passed unanimously. APPROVED.

Five Senators are eligible for Faculty Senate president. These individuals should indicate their interest in the position by the end of April; if no interest is expressed an election will be held. The incoming president, if not part of the executive committee, will be asked to attend executive team meetings through the summer for continuity.

Student Signature Experience Committee

Cynthia Norrgran

Ad Hoc Committee

Question on an index; departments working on summer contracts. Academic Affairs will follow-up.

Faculty Procedures Committee

John McCray

Ad Hoc Committee

Faculty Ombudsperson proposal is being drafted and will be requesting feedback from Senators. The document will outline the duties of the ombudsperson. A member of the committee has been asked to attend Handbook Committee meetings to continue a continuous mode of communication.

Online Standards Committee

Cynthia Norrgran

Ad Hoc Committee

Committee has been formed with twelve members. Members will be trained on how to review online courses; activities will be paused until fall. Online courses will be reviewed during the summer as needed.

Briefings, Information Items and Updates

Faculty IDP Recommendations Memo

Tabled.

Faculty Senate Newsletter

Senate will wait for distribution to receive short updates from the Graduate Council and Core Curriculum Committee. Senate would like the letter distributed within the week, to supply updates prior to Dr. John Speer's Distinguished Lecturer presentation on Thursday, 4/15.

MOTION: To allow Faculty Senate president Andy Herring the authority to approve the Faculty Senate newsletter for distribution by King, seconded by Sitchler. Motion passed unanimously. APPROVED.

Undergraduate Council

Jeff King

**Approved Undergraduate Council new courses and course changes have been added as informational items.*

Catalog Changes – Updates to 500-Level Course Policy

The Catalog changes addressing 500-level course policy have been approved by both undergraduate and graduate council.

MOTION: To approve the updated language on the 500-level course policy within the Catalog by Sullivan, seconded by King. 1 abstention. APPROVED.

Graduate Council

Neal Sullivan

1.1 **ECONOMICS and BUSINESS**

Carolyn Freedman

[status: CIM 2/23]

1 program change: CR-BUSANLY: Graduate Certificate in Business Analytics
Minor changes to syntax errors, spelling checks.

MOTION: To approve the program change to the Graduate Certificate in Business Analytics as championed by Carolyn Freedman by Sullivan, seconded by Sitchler. Motion passed unanimously. APPROVED.

1.2 **APPLIED MATHEMATICS and STATISTICS**

Carolyn Freedman

[status: CIM 2/23]

2 program changes: MS-DSCI-NT: Non-Thesis Masters in Data Science
Minor changes to syntax errors, spelling checks. Edits to courses listed under "Sample Course Schedule"; restructuring course list into tables for better readability.

XCR-DATASCI: Certificates in Data Science
Minor changes to syntax errors, spelling checks.

MOTION: To approve the program changes to the Non-Thesis Masters in Data Science and Certificates in Data Science as championed by Carolyn Freedman by Sullivan, seconded by Bullock. Motion passed unanimously. APPROVED.

1.3 **COMPUTER SCIENCE**

Carolyn Freeman

[status: CIM 2/23]

1 program change: ROB: Robotics
Minor changes to syntax errors, spelling checks. More information added on Robotics Course list to reflect Robotics four focus areas.

MOTION: To approve the program change to Robotics as championed by Carolyn Freedman by Sullivan, seconded by Sitchler. Motion passed unanimously. APPROVED.

1.4 **METALLURGICAL and MATERIALS ENGINEERING**

Kip Findley

[status: CIM 2/26]

1 program change: MEMSPHD-MT: ME, MS & PhD – Metallurgical & Materials Eng
Addition of language on credits: Students can choose to fulfill the NT master’s degree requirements by either taking 30 course credits, including 3 hours of a “design” course, or take 25 hours of course credits and have 5 hours devoted to a project; in that case, students will have to defend an engineering report to a 3-person committee.

MOTION: To approve the program change to the ME, MS, and PhD in Metallurgical and Materials Engineering as championed by Kip Findley by Sullivan, seconded by Bullock. Motion passed unanimously. APPROVED.

Catalog Change – Probation, Non-Degree students, Combined Degree Program

MOTION: To approve the combined degree program language changes to the Catalog by Horan, seconded by Kuiper. Motion passed unanimously. APPROVED.

MOTION: To approve the non-degree student language changes to the Catalog by Sullivan, seconded by Voelker. 1 abstention. APPROVED.

Question asked on why there is a limited number of credits for non-degree students. Barbari clarifies that the language limits the number of credits that can be applied toward a graduate degree. Non-degree students can take an unlimited number of credits, this change was made to be consistent with peer universities and transfer students. Change made to remove programs obligation to admit students that have taken all required courses.

Question on student input; Barbari states there are 20-30 students out of 1300 graduate students that are in a non-degree status. Catalog language reflects parameters in place.

Barbari presents details on the probation Catalog language that currently keeps the academic probation notation once a student has graduated; other universities do not do this, and the notation creates issues for good-standing students furthering academic or career plans.

Language addresses remedial plan and GPA work, if the student increases academic standing the probation will be removed the following semester. The previous semester of probation remains on the transcript but does not continue until graduation. A discretionary policy has also been added for part-time graduate students being placed on probation despite taking one course per semester. Policy allows graduate dean to postpone the probationary process until credits reflect a full-time credit status.

Discussion continues on readability, wordsmithing, and details of the probationary language.

MOTION: To table further discussion and vote on the probationary Catalog language change to the following Faculty Senate meeting (4/27) by King, seconded by Handorean. Motion passed unanimously. APPROVED.

Adjourn

Meeting adjourned at 4:30pm.

The next Faculty Senate meeting is April 27, 2021. Please send all agenda items to mgreen1@mines.edu 1 week

Andy Herring

prior.

Approved Undergraduate Course Changes:

EENG281: Introduction to Electrical Circuits, Electronics and Power

EENG284: Digital Logic

EENG307: Introduction to Feedback Control Systems

EENG427: Wireless Communications

EENG475: Interconnection of Renewable Energy, Integrated Power Electronics, Power Systems, and
Power Quality

GEGN316: Field Geology

GEOL309: Structural Geology and Tectonics