

Colorado School of Mines – FACULTY SENATE MEETING MINUTES  
 April 27, 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)	P	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	Tim Barbari (OGS)	P	Lori Kester (EM)	P	Lisa Nickum (LB)
P	Jenn Drumm (CASA)						

**Special Guests:** Gus Grievell (AMS), Greg Jackson (ME), Brandon Dugan (GP), Dinesh Mehta (CS)

**Welcome**

Andy Herring

**Provost / Academic Affairs**

Rick Holz

Additional salary is being added to faculty and staff paychecks as recognition for the extra work being done during this time. Student numbers, enrollment, and budget are being maintained and there is positive outlook at Academic Affairs.

As of 4/27, there is a reported 93 active cases on campus 36 of which are residence hall students. Correlation is being made to E-Days festivities and events outside of campus. The campus goal is to make it through the semester and through Finals Week. COVID-19 breakouts have been experienced within the sorority and fraternity houses and are expected to continue cycling through quarantine as the semester progresses and through Finals, Holz asks faculty to be prepared for requests from quarantined students that cannot attend in-person finals. Herring makes note of senior design courses and others being affected by students being unable to participate in end of semester projects.

Dave updates Senators on a recommendation being brought to Councils on language within syllabi on students participating in the professional practice of reaching out to faculty and course coordinators prior to reaching out to department heads or deans to discuss concerns or issues within courses.

Comment made on turnover in Human Resources and Stacie Altman resigning from her director position. HR are working to name and interim director in the meantime to complete the order for Equal Work for Equal Pay. Statewide and national searches will be underway for a director of human resources and other openings within the department.

Comment on the Job Content Questionnaire (JCQ) and faculty concern regarding content within the survey and whether it will progress. Holz notes there may not be a decision on the process of the survey until an interim director is appointed.

Comment from Cluster Hire Committee representative on the number of searches being conducted at the end of the semester with departments experiencing high workloads; Holz states there has been increased quality of candidates within the clusters.

**Registrar's Office**

Paul Myskiw

Jenn Drumm in CASA has reached out to undergraduate students that have not registered for Fall classes.

New transfer coordinator has been hired in a full-time position with the Registrar's Office and will begin focusing on evaluating transfer credits in student records and recruiting stronger transfer students.

Myskiw notes commencement volunteer call for May 2021 graduation.

**Approval of Minutes – April 13, 2021**

Andy Herring

**MOTION:** To approve the Faculty Senate minutes of April 13, 2021 by Handorean, seconded by Kuiper. Motion passed unanimously. APPROVED.

**Updates on HB20-1002 Implementation**

Gus Grievell

This house bill asks all institutions of higher education to look at expanding how prior learning and experiential learning is approached.

The Prior Learning Assessment (PLA) allows for the evaluation of prior work done by students for application as academic credit. Work-Based Learning (WBL) provides students the opportunity to do Co-Ops and internships for academic credit.

The legislation was written with larger institutions in mind, Mines is encouraged to engage the process in a constructive way and examine universities issuing this type of credit, what they may or may not be willing to do, and what that may cost the university. The statute requires schools to look at alternative routes to academic credit but does not impose the requirement that this must be implemented.

Existing opportunities at Mines for PLA include AP and IB credit, transfer or concurrent enrollment credit, post-secondary institution credits, Cornerstone Design Portfolio Review, and challenge exams.

Comment that chemistry provides challenge exams and students interested in working with the Arapahoe County Coroner's office part-time that was arranged as an Independent Study course.

Dave comments that there is work being done with the Career Center, Enrollment Management, the Registrar's Office, and Academic Affairs to find ways to provide students credit while they are being paid and integrating work-based experiences into their degrees at Mines.

Kester notes a committee will be put together to discuss current policies.

**Colorado Faculty Advisory Commission**

Greg Jackson

Jackson notes that the CFAC representative is posed as the faculty voice for Mines and would like to work more closely with Faculty Senate and to provide better information.

Jackson reports the new administration at Colorado State Capitol is more interested in hearing what faculty have to say and actively listening.

The Advisory Commission hears from the Colorado Department of Higher Education and General Education Council for opinions from faculty. CFAC has one representative from all main four and two-year public institutions in Colorado. Jackson would share the agenda of these meetings with a representative of Faculty Senate in advance.

### **Committee Updates**

#### Senate Secretary

Alina Handorean

Proposed changes to the Academic Faculty Bylaws have been distributed for Academic Faculty vote. The file was displayed incorrectly and was replaced by a PDF with the proposed changes.

#### Faculty Handbook

Dinesh Mehta

Faculty Senate Committee

There have been requests to make certain sections of the Handbook located elsewhere online or in a separate webpage. There are sections concerning HR that have been considered for placement outside of the Handbook. Section 10 of the Handbook would remain, but a large portion is being considered for placement on its own webpage.

Section 11 outlines Faculty Misconduct, changes had been made but were placed within the Procedures Manual. This link has become a dead-end and the Handbook committee and Mines Legal are working to obtain the old version of the section.

Handbook committee is working through wordsmithing.

Comment on Section 6.1.5 on Summer Services and what policies are in place for faculty being paid in the summer. The edit has removed mention of the faculty member salary rate and raises Senator's attention to what the new rate will be.

Holz has discussed with the Deans to propose a pay scale with a minimum due to some faculty being paid less than adjuncts during the academic year. There would also be a maximum included in the pay scale for summer services. Summer 2021 has been set in the budget and no proposals can be made until Fall 2021. Holz believes compensation during the summer should be what adjuncts are paid during the academic year in dollar value, this had been brought to department heads and was rejected due to the statement in Section 6.1.5 on summer services.

Language dictating a given amount of compensation is not located in the Faculty Handbook besides Section 6.1.5. Any propositions would be subject to the Equal Pay for Equal Work legislation.

Senators agree that a simple, transparent process of calculating summer pay for faculty should be standardized and documented.

#### Ombudsperson Proposal

Brandon Dugan

Proposal addresses the need for an ombudsperson office at Mines. This office would not be a governing body and would refrain from making decisions. The ombudsperson would be making suggestions and providing opportunities while remaining an independent and neutral party.

The office would operate informally without written records, investigations, or attendance of legal hearings. The committee suggests one to two ombudspersons per portfolio. This individual would go through formal training with three-year renewable terms. Discussion has been made with Graduate Council for a graduate student ombudsperson.

Discussion on ombudsperson being faculty or independent contractor and pros and cons of such; compensation for staff and faculty is discussed.

**Undergraduate Council**

Jeff King

No updates.

**Graduate Council**

Neal Sullivan

Tabled.

**New Business**

Andy Herring

The Board of Trustees requests a written report from leaders of Faculty Senate; appendix of approved programs and program changes added.

The self-nomination period for Faculty Senate president ends Friday, 4/30. If there is more than one self-nomination an election will be held.

**Adjourn**

Andy Herring

Meeting adjourned at 4:27pm.

The next Faculty Senate meeting is May 4, 2021. Please send all agenda items [mgreen1@mines.edu](mailto:mgreen1@mines.edu) 1 week prior.