

Colorado School of Mines – FACULTY SENATE MEETING MINUTES
 May 11, 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)	P	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)
A	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)	P	Colin Terry (Student Life)
P	Sam Spiegel (Trefny)	A	Joe Whitney (USG)	P	Maxwell Silver (GSG)	P	Mara Green (AA)
P	Vibhuti Dave (UGS)	A	Tim Barbari (OGS)	P	Lori Kester (EM)	P	Lisa Nickum (LB)
P	Jenn Drumm (CASA)						

Special Guests: Lawrence Wiencke (PH), Pat Kohl (PH), Robert Klimek (HASS), Ali Tura (GP), Deb Carney (AMS), Soutir Bandyopadhyay (AMS), Stacie Altman (HR), Steven Richmond (HR), Amy Landis (CEE), Toni Lefton (HASS)

Welcome

Andy Herring

The 20-21 Senators introduce themselves and current Senate positions to the 21-22 Senators. 21-22 Senators begin term August 2021.

Provost / Academic Affairs

Rick Holz

Holz thanks Senators for the demanding work done over the year and continuing to build relations with Academic Affairs.

Graduation begins Thursday (5/13) afternoon for graduate programs and Friday (5/14) for undergraduate programs. Social distancing will be observed. Saturday (5/15) will celebrate 200 of the 2020 graduates with a combination of undergraduate and graduate students with the commissioning ceremony taking part that Saturday afternoon.

Holz reports nineteen COVID-19 cases on campus with there having been 100 the week prior; the spike was from the E-Day festivities. There was concern regarding quarantined students and final exams; faculty have provided opportunities for students concerned.

Summer sessions begin Monday (5/17), field sessions are being prepared for the beginning of summer sessions.

Holz shares proposed funding for interdisciplinary programs; proposal was shared with IGP directors by Graduate Dean Tim Barbari to receive feedback. Feedback was received regarding an increase in director stipends, Holz notes the budget remains \$100,000 and had been carved from Academic Affairs' budget which limits the amount distributed to departments.

The stipends are developed based on the number of students. An increase in students within a program increased the work done by the director and an increase in compensation. Two programs at Mines have more than sixty students; will continue to be updated. Larger programs have a director stipend of \$10,000 and an operating budget of the same.

- ≥61 students – Director Stipend: \$10,000; Operating Budget: \$10,000
- 41-60 students – Director Stipend: \$7,500; Operating Budget: \$7,500
- 21-40 students – Director Stipend: \$5,000; Operating Budget: \$5,000
- 11-20 students – Director Stipend: \$2,500; Operating Budget: \$2,500
- New programs (1-3 years) – Director Stipend: \$5,000; Operating Budget: \$5,000

Some programs received stipends from the Foundation and had dollars already built within the budget. Academic Affairs will then work with those programs to grow student numbers and assure compensation.

The Revenue Sharing Model views the resources depending upon the number of credits taught for each program, money can then return to that program and the department. The expectation is revenue sharing paying for the director stipend and the operating budget as well as any resources beyond that of the revenue sharing model.

Holz recognizes the stipends are not high enough but work will be done to increase these as programs move forward.

Registrar's Office

Paul Myskiw

There are over 1,500 freshman students that have deposited; there is hope to melt this number to 1,350. Myskiw has met with deans and department heads to assess core courses and increase enrollment in anticipation of the larger class. The work done in the past year to tighten and clean the scheduling of classes has increased the ability to schedule and accommodate the larger class.

Approval of Minutes – May 4, 2021

Andy Herring

MOTION: To approve the Faculty Senate meeting minutes of May 4, 2021 by Kuiper, seconded by Sitchler. Motion passes unanimously. APPROVED.

Equal Work for Equal Pay

Stacie Altman & Steven Richmond

The Provost and department heads met with Altman and Richmond where market information spreadsheets were presented; each department head is looking at the market data and each position to find matches or differences. HR will then assess for the final deadline of May 20 to approve the benchmark matches. Altman and Richmond will create a compensation structure based on the market salary midpoint for the approved benchmarks. Cohorts performing similarly situated work in accordance with the Equal Work for Equal Pay legislation with internal equity analysis.

Question regarding discipline granularity; Altman notes that a professor in one department is considered within that discipline unless performing outside of the department. Blending of disciplines would be reported to HR. If faculty have a position within interdisciplinary programs, this would be reported to all constituents; HR, the deans, and the provost for review of compensation.

The Job Content Questionnaire (JCQ) information will be factored into the benchmark match information; HR, the deans, department heads, and the executive team met in January 2021 to understand positions and assure correct matching.

Question on the timeframe of recommendations, if this applies to salaries and letters next year and by what process this will be made; Altman makes note of the delineation between market competitiveness

analysis and internal equity analysis. Internal equity analyses are required by law, market competitiveness analyses are not required. The Equal Pay for Equal Work legislation requires that regardless of protected class, all are paid the same for similarly performed and situated work. Holz states that due to this being a compensation issue, the department heads and deans will work with Academic Affairs for allocations. Department heads can provide recommendations which will be looked at by the Provost and deans holistically.

Question on where to access the pay ranges appropriate for positions; Altman states every position is benchmarked and when submission of requisition is received it will be reviewed and matched with the appropriate pay range posted per Equal Pay for Equal Work.

Richmond notes in the interim of designing the internal salary structures, HR is market pricing each individual role. When a requisition is received the rank and discipline will be assessed within the market survey to provide a distinct market value for the job.

Question on the publishing of the internal equity study; Altman states the internal equity analysis will be attorney-client privilege and Mines' in-house general counsel has made request to HR directly to perform an internal equity analysis as it relates to Equal Pay for Equal Work. The analysis will be viewed by those in need-to-know positions and legal counsel.

DI&A Faculty Evaluations and P&T

Amy Landis

Landis reports 40-50% of employees integrating DI&A into performance management; these employees include administrative faculty and classified staff. Landis is looking to find a means of contributing DI&A within annual evaluations for promotion and tenure packages. New hires write a contribution to diversity inclusion statement on how they will contribute and DI&A will monitor that.

Landis is looking to provide formal encouragement through Faculty Senate for DI&A.

Comprehensive Learner Record (CLR)

Toni Lefton

The CLR looks to move beyond traditional transcripts and classroom environments and provide recognition for opportunities beyond coursework including co-curricular, extracurricular learning goals, leadership, entrepreneurship, and innovation.

Lefton and Myskiw created a mock-up of what the Grand Challenge Scholars Program implementing CLR at Mines would look like as an opt-in program. This would incorporate the five competencies provided by the National Academic of Engineering (Interdisciplinary Curriculum, Service Learning, Entrepreneurship, Global Dimension, and Research/Project Experience).

Question on the timeline for implementation phase; Lefton states over the summer 2021 teams will be built and a trial-run in Fall 2022. Assessment will be done on programs that would prototype this.

Question on the demographic of students to benefit from CLR; Spiegel explains non-traditional students from various backgrounds and various working environments or commitments to benefit from CLR at Mines, the hope is to build an inclusive and accessible program.

Question on these updating transcripts or changing transcripts and how this affects faculty; Lefton states that the historical transcript will not change or be replaced by CLR but provide an option to expand and contextualize students' learning in and beyond the classroom.

Comment made on students overwhelmed by the bureaucracy involved to catalog these efforts; Terry notes that this is an issue being considered to provide an accessible and easily navigable process from student and faculty perspective.

Committee Updates

Senate Secretary

Alina Handorean

Sebnem Duzgun has accepted the role of Faculty Senate president for 21-22. Handorean opens the floor for a general vote to verify this acceptance; vote passes unanimously.

Duzgun announces the 21-22 Faculty Senate secretary as Robin Bullock.

Handorean requests Senate verification of the Academic Faculty Bylaw proposed changes as voted on by Academic Faculty.

MOTION: To verify the results of the online ballot sent to Academic Faculty of major proposed changes to the Academic Faculty Bylaws by Handorean, seconded by King. Motion passes unanimously. APPROVED.

The major and minor Bylaw changes will be implemented and posted to the Senate webpage.

Core Curriculum*

Alexis Sitchler

Ad Hoc Committee

The core competencies document will be a living document that can be changed in the future.

MOTION: To approve the adoption of the core competencies presented by the Core Curriculum Committee by Sitchler, seconded by Handorean. Motion passes unanimously. APPROVED.

MOTION: To approve the updated charge of the Core Curriculum Committee to continue work into the next academic year by Sitchler, seconded by Handorean. Motion passes unanimously. APPROVED.

Non-Tenure/Tenure Track*

Joseph Horan

Ad Hoc Committee

MOTION: To approve the continuation of the non-tenure track faculty committee as an ad-hoc committee by Horan, seconded by Handorean. Motion passes unanimously. APPROVED.

*Due to the committees' standing as ad-hoc the 21-22 Faculty Senate will need to review all standing and ad-hoc committees to continue into the following academic year. The ad-hoc committee will continue to operate through the summer.

Briefings, Information Items and Updates

COVID-19 Vaccinations

Holz reports the most recent results of the COVID-19 vaccination survey sent to faculty. 80% of faculty responded in favor of requiring vaccination for all on campus.

Senators report feedback from departments in favor of mandatory vaccination. Student perspective varies with student perspective leaning in opposition of mandating vaccinations.

Holz states there is not a hurry to put forward a decision in the coming weeks with July 1 being the latest date a decision be announced.

Questions on legal implications of requiring the vaccination; Holz states that Mines Legal are looking at the ramifications of requiring or not requiring the vaccination including lawsuits. The requirement will only be supported if the vaccine is formally approved by the FDA and not if the vaccine remains in experimental status.

The state of Colorado has liberal rules on opting out of vaccinations; consideration is being made on strongly recommending the vaccine rather than requiring it.

Undergraduate Council

Jeff King

1.1 CIVIL and ENVIRONMENTAL ENGINEERING

[CIM 3/25; UGC: 4/28]

1 program change: BS-CE: BS in Civil Engineering

*Addition of CSCI101, replacement of course CEE3XX with UGC approved CEEN315. **Championed by Hongyan Liu.***

MOTION: To approve the program change to the BS in Civil Engineering as championed by Hongyan Liu by King, seconded by Horan. Motion passes unanimously. APPROVED.

Graduate Council

Neal Sullivan

1.1 GEOPHYSICS

[CIM: 5/5]

1 new program: Online Grad Certificate – Carbon Capture, Utilization, and Storage *This Certificate program aims to provide students with much needed working knowledge about Carbon Capture, Utilization, and Storage from a geologic and a non-geologic perspective. It also provides introductory knowledge about CCUS policy and economics. **Championed by Manika Prasad.***

Council looks to meet beyond the scheduled dates to provide ample time for the review, vote, and presentation to Faculty Senate and the Board of Trustees.

1.2 Advisor / Advisee Recommendation

The document presented is a draft of recommendations for graduate advisor and advisee interactions and expectations, it would be a living document outlining several roles and processes dependent on a department.

Comment on the signature requirement at the end of the document, suggesting some commitment or requirement that would have consequence. Additionally, the mention of Title IX and other legal policies cannot be considered within a living document.

Continued drafting to come from Graduate Council.

Adjourn

Andy Herring

Meeting adjourned at 4:16pm.

Faculty Senate meets again May 27, 2021 from 2pm to 3pm. Email all agenda items to mgreen1@mines.edu.