

Colorado School of Mines – FACULTY SENATE MEETING MINUTES  
 May 9, 2:00 – 4:00 pm, via Zoom

**Attendees:**

**Voting Members:** 14 total (8 needed for quorum). Quorum was present.

P	Jeff King (Chair)	P	Cristian Ciobanu (ME)	P	Linda Figueroa (CEE/MN)	P	Joseph Horan (HASS)
P	Mark Eberhart (CH)	P	Brandon Dugan (GP)* Sabbatical Spring 2023	P	Mansur Ermila (PE)	A	Soutir Bandyopadhyay (AMS)
P	Bettina Voelker (CH)	P	Lawrence Wiencke (PH)	P	Pat Kohl (PH)	P	Ventzi Karaivanov (ME)
P	Sid Saleh (EB)	P	Deb Carney (AMS)				

**Other Regular Attendees and Guests**

P	Andrew Herring (AA)	P	Rick Holz (AA)	P	Paul Myskiw (RO)	A	Colin Terry (Student Life)
P	Sam Spiegel (Mines Online)	P	Emmelia Ashton (USG)	P	Liam Witteman (GSG)	P	Mara Green (AA)
P	Vibhuti Dave (UGS)	A	Tim Barbari (OGS)	P	Lori Kester (EM)	P	Nicole Becwar (LB)
P	Karla Perez-Velez (CASA)	A	Deb Jordan (Trefny)	A	Jen Gagne (Graduate Admissions)	P	Terri Hogue (Dean)
A	John Berger (Dean)	P	Todd Ruskell (PH)	A	Dinesh Mehta (Trustee)	P	Jon Johnson (Mines Online)

**Special Guest(s):** Christine Homer (HR), Brandy Malatesta (HR)

**Welcome**

Jeff King

King welcomed attendees to the last Faculty Senate meeting of the academic year.

**Approval of Minutes – April 25, 2023 & May 2, 2023 and Approval of the Agenda** Jeff King

**MOTION:** To approve the minutes of April 25, 2023 by Eberhart, seconded by Voelker. Ten (10) for, zero against, two (2) abstentions. Motion passed.

**MOTION:** To approve the minutes of May 2, 2023 by Voelker, seconded by Ermila. Ten (10) for, zero against, two (2) abstentions. Motion passed.

**MOTION:** To approve the May 9, 2023 agenda by Eberhart, seconded by Saleh.

**AMENDED MOTION:** To move the Confirmations and Appointments section of the agenda after the Registrar’s Office Announcements and remove the Student Signature Experience committee report by Voelker, seconded by Eberhart. Ten (10) for, zero against, two (2) abstentions. Motion passed.

**Academic Affairs Announcements**

Rick Holz

Holz asked faculty to attend the upcoming graduation events on 5/11 and 5/12 and encouraged faculty to attend with colleagues. Holz thanked Senators for their ongoing work.

Holz reported on the incoming freshmen class with thirty-four percent women and over thirty-four percent of students from underrepresented groups.

**Confirmations and Appointments**

Cristian Ciobanu

2023-2024 Faculty Senator Appointments

There are five vacancies for Fall 2023. A call for candidacy and letters of intent was distributed 4/18 with several reminders; four letters were provided:

- Vaughan Griffiths, Professor, Civil and Environmental Engineering
- Cortney Holles, Teaching Professor; Humanities, Arts, and Social Sciences
- Jamal Rostami, Professor, Mining Engineering
- Shubham Vyas, Associate Professor, Chemistry.

**MOTION:** To nominate V. Griffiths, C. Holles, J. Rostami, and S. Vyas as Faculty Senators for three-year terms by Ciobanu, seconded by Saleh. Motion passed unanimously.

- **Question** on more than two departments represented on Faculty Senate in reference to Chemistry; Green confirmed Voelker's three-year term ceases Fall 2023 and there would be two Senators from Chemistry on Senate.

Note made to consider adding additional departments to the membership of Senate; Senator commented on the limited female distribution of members. King noted the 2023-2024 Senate would handle the final vacancy.

#### 2023-2024 Faculty Senate President Appointment

Four potential Faculty Senate President candidates were presented at the 5/9 meeting:

- Cristian Ciobanu, Professor, Mechanical Engineering
- Brandon Dugan, Professor, Geophysics
- Lawrence Wiencke, Professor, Physics.

The candidates presented were eligible, but further solicitation of nominations was recommended. King noted the Bylaws outline that, if an eligible Senator does not volunteer, a member of the faculty-at-large could be nominated.

**MOTION:** For Faculty Senate to solicit nominees for Faculty Senate President and hold a vote in the near term by Eberhart, seconded by Figueroa. Motion passed unanimously.

Recommendation made to consider a Bylaw change that allows eligibility of teaching faculty for presidency.

#### **Registrar's Office Announcements**

No updates from the Registrar's Office.

Paul Myskiw

#### **Committee Reports**

##### Faculty Oversight Committee on Sports and Athletics

Faculty Senate Standing Committee

Trewyn provided background on his role as Faculty Athletics Representative (FAR) and chair of the Faculty Oversight Committee on Sports and Athletics (FOCSA). FARs act as liaison between the institution and the athletics department and as a representative of the institution in conference and NCAA affairs, serve as advocates for student athlete well-being, and chair the FOCSA committee. FOCSA meets once a month and conducts exit interviews with student athletes as eligibility ends and provides an aggregate report to the Provost, President, and Board of Trustees (BOT). FOCSA also reviewed and

Brian Trewyn

approved lost class time due to athletic events. Students are limited to six days a season and does not include post-season play.

Mines has eighteen total NCAA Division II Varsity Sports.

Trewyn provided key takeaways from the 2021-2022 FAR report: student athletes were overall positive regarding their experiences with athletics and academics at Mines and many student athletes had used the extra year of athletics edibility due to the COVID-19 pandemic to pursue additional degrees or a year of graduate school. FOCSA provided recommendations to review mental health activities and resources at Mines for student athletes and target recruiting to enhance diversity amongst teams.

Trewyn reported on 2022 athletic accomplishments: football went 13-3 undefeated in the Rocky Mountain Athletic Conference (RMAC) and made it to the NCAA Division II National Championship for the first time. Men's cross country won the national championship in December in Washington state and women's cross country finished third at the national championship. Men's and women's soccer made the 2022 NCAA Division II soccer championship. Mines lead Division II in the Learfield's Director Cup with 763.25 points after fall and winter athletics; Trewyn clarified points are earned based on finishes in the NCAA championships.

Trewyn reported on grade point averages of student athletes at Mines as compared to non-athletes. Undergraduate athletes average 3.277, graduate athletes average 3.534, undergraduate non-athletes average 3.222, and graduate non-athletes average 3.663.

Trewyn presented on Mines students that were 2021-2022 athletes of the year. Trewyn noted out of fifty-four students in the RMAC Academic All-Americans, twenty-one came from Mines.

Trewyn noted challenges presented with scheduling exit interviews due to championship season, finals, and additional student responsibilities.

### Faculty Contracts

Jeff King

Faculty Senate Ad Hoc Committee

King distributed the updated faculty contracts form to Senators with final comments to Academic Affairs (AA).

- **Question** on next steps for faculty contracts; AA received the comments from the committee and would distribute the information to legal for further review, and any updates would be implemented for new contracts administered.
- **Question** on existing contracts that were just signed; Holz reported the conversation had not begun on existing contract, but updates could be considered.

### Online Standards

Ventzi Karaivanov

Faculty Senate Standing Committee

Karaivanov chaired the Online Standards committee as of Fall 2022 and the committee had met several times during the semester. A survey was distributed to faculty teaching online courses in the last year for feedback. The survey identified calendar-related issues which were directed to the Registrar's Office; additional feedback was discussed with Mines Online. Positive and constructive feedback was provided.

Approximately fifteen online courses were reviewed by the committee for the academic year with four additional courses scheduled.

Karaivanov thanked the committee for its responsiveness and dedication.

### Faculty Handbook

Mark Eberhart

University Committee

Eberhart reported the committee met 5/8 and went over the letters from Faculty Senate and the Administrative Faculty Council (AFC); committee concerned due to the objections and decided the removal of the benefits language, renaming and removal of the administrative faculty, would be postponed for further discussion. Changes to section three would not occur.

Handbook changes that would move forward included: University Honors becoming a self-sustaining program; the Provost had the authority to do so and standing up a department does not fall under the auspices of the Senate. Eberhart noted the Handbook outlined that only teaching faculty would preside in the pseudo-department. Senator noted teaching faculty have a department promotion and tenure committee; Eberhart noted the issue had been faculty having an appropriate locus of appointment in the area where they teach.

Senator recommended leadership within the University Honors and Scholars Program (UHSP) not lose sight of the core curriculum as several honors courses have equivalencies with core courses.

Senator noted departments have core competencies within an area and UHSP does not; Senator noted there were several areas outside of UHSP that had faculty that do not teach within the core discipline of their department.

- **Question** if the Handbook committee had voted to overrule the objections presented by Senate and AFC; Eberhart reported the Handbook would continue as it presents now with complete discussions beginning in Fall 2023. The change to University Honors would move forward.

### Faculty Workload

Mark Eberhart

University Ad Hoc Committee

#### *Draft Guidelines on Teaching Assignments*

The draft guidelines were distributed to Senators; Eberhart noted the form would provide a starting point for complete review of faculty workload for the coming year. Additional language had been added for addressing interdisciplinary graduate programs (IGPs).

- **Question** on the document being formally submitted into the Procedures Manual; Eberhart reported the Procedures Manual acts as a living document and the guidelines were submitted to AA. The document could be subject to additional revision. King noted Senate does not have ratification function on the Procedures Manual and there is not a formal process to do so.

Dugan noted the task began with an ad hoc committee due to the lack of details and procedures addressing faculty workload; the document sought to provide guidance to department heads (DHs) on faculty workload.

### **Council Reports**

#### Undergraduate Council

Undergraduate Council wrapped up business on 5/3. Nothing to report.

### Graduate Council

#### *Appendix A – Graduate Curriculum Item for Senate Presentation*

The addition of an online modality for the non-thesis master's program in data science had not been voted on by Graduate Council and was presented at Faculty Senate on 4/25. Graduate Council was scheduled to meet 5/17 for a formal presentation from the program director.

### Research Council

Research Council met on 5/3 and addressed graduate stipend increases with Dean Tim Barbari. Responsible Conduct of Research (RCR) was addressed and discussed, as well. Saleh had been unable to attend the 5/3 meeting, Andrew Petruska volunteered to chair the meeting.

## **Briefings, Informational Items, and Updates**

### Compensation Strategy

Brandy Malatesta

Homer introduced Malatesta; Malatesta joined as Director of Total Rewards from a background with the State of Colorado. Total rewards are defined as both compensation and benefits.

Malatesta provided review of the Segal Pay Equity Analysis and Mines' Compensation Philosophy ([to see the full PowerPoint, click here](#)).

Malatesta reported the pay equity analysis looks at pay and pay practices within the organization to establish any unjustified differences in pay, the analysis does not necessarily identify perceived compression and is not an external market study. Three cohorts were reviewed across Mines: academic faculty, administrative faculty, and classifieds. Malatesta reported the overall data looked good and there would be pay changes related to the pay equity analysis.

- **Question** if a teaching associate professor happens to be paid less in the same department as the teaching assistant professor; Malatesta noted the analysis does not review every type of compression; at a base level, the model displays rank, tenure, and discipline as significant drivers of pay. Total Rewards is looking to make compression recommendations or observations that had not been noticed on in the Pay Equity study.
- **Question** on the definition of perceived compression; Malatesta noted this could be the feeling that a new hire is paid more than a long-term employee and there may be specific reasons for that including hired from the outside market into Mines or other compensable factors that went into identifying pay.
- **Question** on when the report would be provided; Malatesta confirmed communications were continuing and hoped to provide reports as the annual increases close out at the end of the year. Malatesta noted the final report may be present but that may not be the final publication.
- **Question** on discipline as an element of the analysis; Malatesta reported the regression analysis ran several data points to see if the coefficient was high enough to be a driver for a difference in pay. The analysis looked across home departments and saw what was impacting pay rates at Mines.

Senator noted the interdisciplinary nature of several faculty may not be as straightforward.

Malatesta presented the recently approved compensation philosophy. The guiding principles included: market competitive pay, pay program equity, program flexibility, and pay communication.

- Market Competitive Pay: compensation for all employees in-line with the relevant labor market for work performed.
- Pay Program Equity: Administer compensation programs to be internally fair and equitable across similarly situated positions and use the six compensable factors in the CO Equal Pay for Equal Work Act. Mines maintains a commitment to nondiscrimination, affirmative action, equal opportunity and equal access as reflected in the administration of its policies, procedures, programs and activities and in its efforts to achieve a diverse student body and workforce.
- Program Flexibility: Mines' compensation programs are designed to be agile in relation to evolving market trends, talent supply, and best practices.
- Pay Communication: Communicate openly with employees about their salary range, compensation, and total rewards value proposition. Post all jobs with hiring ranges in accordance with the CO Equal Pay for Equal Work Act.

The Total Rewards team would complete market checks at the time of hire including an internal equity analysis, conduct a periodic market check, and address market and compression concerns during annual increase processes. Malatesta encouraged faculty to reach out to supervisors to coordinate with Total Rewards.

Comment raised on communication disconnects; Malatesta encouraged faculty to reach out with supervisors to close loops. Homer clarified the need to prioritize communications based on staffing and the desire to keep leadership in the loop on communications. Communications distributed directly to the HR leadership may find questions brought back to department heads, Deans, and the Provost to make sure all leadership are aware of concerns.

- **Question** on recognizing people between annual performance evaluations; Malatesta to review with the HR team and Homer.

### **Committee Business**

Jeff King

#### Formation of Core Curriculum Standing Committee

Horan had provided Senate with language on the formation of a core curriculum committee; Horan confirmed the charge would make most sense as a standing committee of the Senate.

- **Question** on requiring timelines for recommendations or a maximum timeline for recommendations to avoid prolonging changes; Horan amended the "Method of Operation" language to include: "The committee must deliver a report on potential revisions at least once every five years, although this report may reach the conclusion that revisions are unnecessary."
- **Question** on the leadership of the committee and providing specific titles for the leadership representing AA; recommendation made for the committee to be co-chaired by a Senate representative and the dean of undergraduate studies.

**MOTION:** To add the Core Curriculum committee to Appendix B of the Academic Faculty Bylaws by Horan, seconded by Voelker. Eight (8) for, one (1) against, three (3) abstentions.

### **Undergraduate Council**

Joe Horan

#### Proposal to Replace EBG201 with EBG321 for Senate Vote

Horan reported the proposal was introduced at Faculty Senate three meetings ago and has proceeded through Undergraduate Council for three meetings, too. Undergraduate Council voted on the proposal

on 5/3 and discussed an amendment for an extended timeline which was rejected. Council moved to approve the contents of the proposal memorandum with endorsement of Catalog changes made in response to the memorandum. The proposal passed with eight for, three against, and five abstentions. Concerns were raised regarding the practicalities of the course being taught, faculty availability, the process by which the proposal was presented, and overall concern on rapid changes to the core at the end of the academic year. Council had expressed the desire for a wider range of choices recommended to students.

- **Question** if quorum was met on the 5/3 meeting; Horan and Green confirmed quorum was met, ten Councilors are needed to meet quorum and sixteen Councilors were present for the vote.

Senate discussed Robert's Rules of Order, King clarified that abstentions do not count as a vote for or against and cannot be addressed in the final decision.

- **Question** if the core curriculum changes had been updated in the Curriculum Inventory Management (CIM) system to be added into the Catalog; Green clarified that the changes had been added into CIM but were not submitted due to the pending decision of Senate.

Chemical and Biological Engineering (CBE) submitted program changes before the pending vote. The Registrar's Office confirmed that language would be added into programs that have EBG201 within their sophomore year. The following language was added into the Catalog for EBG321:

"For the 2023 Catalog EBG321 replaced EBG201 as a Core requirement. EBG321 was added to the core, but has a prerequisite of 60 credit hours. Students whose programs that required EBG201 the sophomore year may need to wait to take EBG321 until their junior year. For complete details, please visit: <https://www.mines.edu/registrar/core-curriculum/>"

Senator noted that, while the overall change was not viewed negatively, faculty were not provided ample time to review the changes.

**MOTION:** To vote to approve the memorandum to replace EBG201 with EBG321 and the associated Catalog changes by Horan, seconded by Saleh. Five (5) for, four (4) against, two (2) abstentions.

### **Adjourn**

Meeting adjourned: 4:20 pm.  
Next meeting: August 2023.

Jeff King

**Appendix A**  
**Graduate Curriculum Item for Senate Presentation**

1.1

**APPLIED MATHEMATICS & STATISTICS**

[CIM TBD]

**1 program change:** MS-DSCI-NT: Non-Thesis Masters in Data Science

*Addition of online non-thesis master's degree.*