

Colorado School of Mines – RESEARCH COUNCIL MEETING MINUTES
 April 14, 2:00 – 3:00 pm, via Zoom

Attendees:

Voting Members: 24 total (13 needed for quorum). Quorum was present.

P	Yvette Kuiper (Chair)	P	Emily Bongiovanni (LB)	P	Tzahi Cath (HY)		Cristian Ciobanu (ME)	P	Emmanuel DeMoor (MME)
P	Mark Deinert (NSE)		Yilin Fan (PE)	P	Randy Haupt (EE)	P	Rennie Kaunda (MN)	P	Adrianne Kroepsch (HASS)
P	Thomas Monecke (GE)		Svitlana Pylpenko (CH)	P	Jim Ranville (GC)	P	Elizabeth Reddy (EDS)	P	Jamal Rostami (UCT)
P	Mahadevan Ganesh (AMS)	P	Jeffrey Shragge (GP)	P	James Simmons (MP/SH)	P	John Spear (CEE)	P	Kenneth "Xerxes" Steirer (EREP)
P	Eric Toberer (MS/PH)	P	Ning Wu (CBE)		Hao Zhang (CS)		Michael Heeley (EB)		

Non-Voting Members:

	Johanna Eagan (ORA)		Mara Green (AA)		Hanzelle Kleeman (USG)	P	Moira Miller (GSG)		Barb O’Kane (EHS)
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Special Guest(s): Tim Barbari (OGS)

Welcome

Yvette Kuiper

Approval of Minutes – March 10, 2021

Yvette Kuiper

MOTION: To approve the Research Council minutes of March 10, 2021 by Kuiper, seconded by Kroepsch. Motion passed unanimously. APPROVED.

Graduate Student Stipends

Tim Barbari

The FY21 minimum is \$24,720, many universities have a standard but this minimum allows Mines departments to go above. This minimum was held flat from FY20 to FY21 due to the pandemic. The department ranges have a 21% difference and there is work being done to close this gap with Colorado Equal Pay for Equal Work legislation. Barbari has received confirmation from Human Resources that graduate students will be included as student employees.

As Mines becomes more interdisciplinary there will be increased inter-departmental collaboration where students of different departments work on the same project but receive variation in funding. Comment is made that there is variability within a department, where some students are not paid the same amount.

Council should consider the following questions:

1. Should Mines narrow the departmental gap?
 - a. Equal Pay for Equal Work
 - b. Unequal pay within IGPs
 - c. Equal pay in inter-departmental collaborations
2. Should TAs and RAs be paid at the same rate?
3. Should MS and PhD RAs be paid the same rate?

Question asked on where the money is coming from for courses. Barbari states Mines has implemented a revenue sharing initiative for non-thesis master’s degrees, but the program remains in its infancy.

Successful non-thesis master's are bringing in more than \$200,000 a year. The program is to help the graduate program overall; this means paying for additional instructors and faculty time for developing and building courses.

If departments have factored the 3% increase for FY21 but the university minimum has increased, there is not an obligation to use what is in the budget for the 3% increase. If the department is paying below the minimum, this is flagged.

Comment made on email from Stacie Altman regarding equal pay across faculty with scatter plot of time, rank, and salary. There is variability across departments and within departments or individual labs. Question on communication with the National Science Foundation (NSF) or if the Graduate Research Fellowship Program (GRFP) pay scheme can be back calculated for projection into the future. The GRFP have a stipend level that remains the same for five years prior to increasing the amount.

Barbari presents stipend comparisons between Mines and varying private and public universities including Cornell, Georgia Tech, Duke, and CU Boulder. Question is asked on patterns tied to demographics and if there is a disparity between genders or other groups. The Equal Pay for Equal Work legislation was driven by gender specific conversations and areas of disparity in pay.

Barbari requests feedback individually or as recommendation from Council on the change to \$26,000 being built into the TA budget, which will create the new minimum across campus.

Kuiper suggests a Research Council subcommittee to consider the efficiency of stipends and graduate student funding.

Volunteers:

- Kroepsch
- Reddy
- Miller
- Kuiper

This discussion has been brought to Graduate Council, chairs will coordinate communication.

Subcommittee Updates

Research Council Bylaws

Yvette Kuiper

The change of chair term from two years back to one year has been approved by Faculty Senate.

Small Equipment Funding

Yvette Kuiper

There has been a commitment to 60k per year, but there is a budget deficit that needs to be filled.

Kaufman suggested a request be sent to the Dean for 20k per portfolio; the Dean's office does not know the budget for the year and will return with more information at a later date.

Question on funds being applied to repairing existing equipment; Kuiper confirms.

Strategic Implementation and Space

Xerxes Steirer

The Mines Research Facility (MRF) will be a shared facility and begins July 1, 2021 with at least four clusters including microscopy cluster, facilities cluster, a film cluster and a spectrometry cluster as well as clean rooms and X-Ray.

The Geology facilities will not participate this year.

MRF will have more or less the same fee structure but with facility indexes lumped together. A director has not been confirmed.

The NEXUS facilities are divesting from their current facilities. NEXUS will be an admin unit moving to administer grants and work NREL on focusing on larger grants. NEXUS is separating from five, well-outfitted labs, the two clean rooms will go into the cluster within the MRF. Labs have two possible futures in being part of one or more cluster hires with expertise as the safety and mitigation equipment is already included. The other outcome includes decommissioning the lab and repurposing the entire room.

The chemical synthesis lab has eight fume hoods and a six-glove nitrogen box and can be used as backup space for new hires; outcome remains unknown.

Evaluation of shared facilities shows a rough budget of \$1 million if all facilities are added up, this meets the budget including expenses and revenue from fees. Successful outcomes include interdisciplinary efforts creating better lab coordination and more cross-disciplinary opportunities to do research.

Departments can cut off shared computers from other departments.

Membership Terms

Yvette Kuiper

Some members are ending terms and others are being reelected into Research Council. There will be familiar faces within the Council, and a few new members. Kuiper encourages continuity into the next term.

Research Awards

Suggestion for additional category to celebrate researches on campus that are doing outreach and engagement and additional advertisement of the awards for visibility.

Adjourn

Yvette Kuiper

The meeting was adjourned at 3:00pm.

The next Research Council meeting will be May 12, 2:00-3:00pm, via Zoom.