

COLORADO SCHOOL OF MINES
FACULTY SENATE MINUTES
October 21, 2008 -2:00 PM Hill Hall Room 300

ATTENDEES: Collins, Davis, Dorgan, Jesudason, Martins, McKinnon, Sacks, Voorhees

APOLOGIES: Figueroa, Ganesh, Hitzman, Mooney

GUESTS: Heidi Loshbaugh – Special Advisor to the President, Dave – Sustainability Committee

McKinnon, Senate President, called the meeting to order and welcomed the guests.

OLD BUSINESS:

- A. Greening of Mines – Discussion centered on the methods employed by Colorado State University in their marketing as a green campus. At CSU student fees pay the salary of a sustainability coordinator as well as most of the costs for their green programs. It was also noted that during a meeting with the president he was supportive as long as costs weren't too high as there is not any extra funding available for the greening of mines. It was decided that the Senate had only a minor role in this but that it should encourage others to help make Mines greener and work towards a target of a zero waste footprint as well as creating a carbon-neutral campus. Davis will look at some of the economics behind making Mines a greener campus. It was noted that current campus recycling is single-stream but that not all bins are appropriately labeled. This issue should be resolved soon. It was also noted that the work study students used to collect recycling are already at full capacity. Photovoltaic cells were mentioned as a possible way to cut future energy costs by implementing them on new buildings and possibly old buildings. This could make a good EPICS project. Getting students involved in making Mines green is a good approach.
- B. Faculty Forums – Dorgan, Sacks, and McKinnon are lining up the future forums. It was noted that there is limited funding for the Forum series. The next Forum will be by Dave Newport, the Colorado University Sustainability Coordinator.
- C. Energy Minor – There is an energy minor based out of the petroleum department, but it has started to fade recently. There is currently funding for a renewable energy minor and it still remains to be decided if the two will be joined or if it will be an entirely new minor. Courses also need to be chosen for the new minor. This topic will be on the next meeting's agenda.
- D. Hiring Clusters – Collins will look at the mechanics of the cluster hires.

NEW BUSINESS:

- A. Handbook – Sacks submitted a list of possible Faculty Handbook issues ([Attachment A](#)). It was mentioned that there may soon be a new version of the handbook or possibly a completely new and revised handbook.

COMMITTEE REPORTS:

- A. No committees had any new business to report.

ANNOUNCEMENTS:

- A. The next Senate meeting will take place on October 28, 2008 in Hill Hall room 300.

The meeting adjourned at 3:25 pm.

ATTACHMENT A

2008-09 Faculty Handbook Issues List (Revised October 10, 2008)

HIGH PRIORITY ITEMS:

Intellectual Property: Discuss several issues which have arisen in regard to the intellectual property section (Section 10.1): (1) ownership issue with respect to software and distance learning materials; (2) royalty distributions in the event of retirement, voluntary or non-voluntary termination, death, or moving to a new job. (3) clarification of “hard” and “soft” contributions in the process of development of intellectual property. (A. Walker will ask Will Vaughan to attend future meeting and work on proposal.)

Transitional Appointments: We need to tighten up the transitional appointment section, clarifying the appointment period for transitionals and their benefits. (Requested by Anne Walker) (M. Dougherty will bring a proposal.)

Conflict Disclosure Policy: This Handbook section refers to a form that doesn't exist. In addition, conflict disclosure should be part of the faculty evaluation policy. Faculty should have to submit this every year. (Requested by Jim Ely) (The Committee will get input from Will Vaughan.)

MEDIUM PRIORITY ITEMS:

P&T Appeal Process: Section 8.3.6, which deals with P&T decision appeals needs to be updated, as it is cumbersome and contains outdated legal terms.

Wording should be added to the section regarding P&T denial appeals that each party should bear all of its own costs and administrative work. This might be added to all appeal sections. (Requested by Julie Coakley)

Charge Out Policy and Teaching Loads: In charge out, faculty use research money to buy out of **Teaching Loads:** teaching classes. In reviewing this policy, the DHDDs have noted that the Handbook section on teaching loads may be out of date. (Requested by Jim Ely) (J. Ely will bring a proposal to a future meeting.)

Senior Lecturer The qualifications for Senior Lecturers in section 4.3 should **Qualifications** be clarified. There is “fine print” that says that exceptions can be made, but it should be more evident. (Requested by Jim Ely) (J. Ely will bring a proposal to a future meeting.)

Search Waivers: In Section 4.7, the Handbook mentions a waiver for searches for research, athletic, and I/L/SL faculty, but there are none for administrative or academic faculty (e.g. in the case of a desire to hire a search finalist's spouse). (Requested by M. Dougherty) (M. Dougherty will bring a proposal to a future meeting.)

LOW PRIORITY ITEMS:

Annual Leave Accrual: Clarify Section 5.4.3. Wording about annual leave accrual causes confusion as a literal interpretation would be that there is no annual leave accrual after serving 9 years and before completing 10 years. (Requested by Patricia Anderson, Library, in memo dated 10/2/08) (M. Dougherty will bring a proposal to a future meeting.)

Adjunct Faculty: Sections 4.7.1.B and 4.7.1.G.1 seem to be duplicates. The first refers to appointments for adjunct faculty and the latter refers to temporary adjunct faculty. Aren't all adjunct faculty temporary by definition? (Requested by Jennie Kenney) (*W. Harrison will develop a proposal.*)

HOUSEKEEPING ITEMS:

Technical Update & Technically update the Handbook, so that changes are more

Reorganization: easily made.

Reorganize the Handbook, in particular, move current Section 11 so that it is logically placed in Section II. Decide on whether faculty benefits should remain in the Handbook or be posted elsewhere. What about other policies that apply to more than just faculty? The new dependent tuition policy needs to be posted somewhere. Should it be added to the Handbook or elsewhere? (*The Committee will work on this item after the other issues listed here have been dealt with or after the February 27 deadline.*)

DEFERRED ITEMS:

Appeal Processes: Sections 10.6.vi.g and 11.3: consider simplification and modification of the unlawful discrimination and exempt employee grievance appeal hearings processes. (*A. Walker and M.Dougherty will review the two processes to see if it is practical to pursue updating them.*)

Research Integrity Policy: Graduate Council has been discussing institutional processes for resolving cases of academic dishonesty involving graduate students. Briefly, the proposal to be considered is one that will handle different instances of academic dishonesty in one of two different ways: 1) In cases involving allegations of dishonest conduct associated with class work and examinations, Council is comfortable utilizing the Student Judicial Panel (SJP) process as organized by Student Life. 2) In cases involving allegations of dishonest conduct associated with the research activities students undertake in completing their dissertations, Council is decidedly uncomfortable resolving these cases through the SJP, rather Council would like to use the policy and procedure defined by the Board's campus policy on Research Integrity (10.11). In reading the Research Integrity policy it is clear that the intent of this policy is that it applies to all campus constituencies involved in the research enterprise. Students are explicitly mentioned in section III of the policy. In crafting the details of the Research Integrity Policy, however, it is not clear that cases involving students were explicitly considered. Graduate Council would like to request that the Faculty Handbook Committee review the Research Integrity Policy and update as they feel necessary in light of the potential rewrite of the Graduate Bulletin in such a way that this policy is explicitly cited as the mechanism for resolving cases involving graduate students in the completion of their research activities. (Requested by Graduate Council via Tom Boyd)