

# COLORADO SCHOOL OF MINES

## FACULTY SENATE MINUTES

April 12, 2016 2:00-4:00 p.m.

Stratton 102

**ATTENDEES: 2015-2016 Senators:** Ken Osgood (President), John Berger (ME), Jürgen Brune (MN), Graham Davis (EB), Paul Martin (AMS), Dinesh Mehta (EECS), Kamini Singha (HY), Chuck Stone (PH), Chet Van Tyne (MME). **Representatives:** Hanna Aucoin (GSG), Colin Marshall (USG).

**APOLOGIES:** Linda Battalora (PE), Jason Ganley (CBE), Jay Straker (LAIS),

**GUESTS:** Lisa Nickum (LB), Aurea Tolnay (AA), Eric Kressin (Student), Matt Kowalsky (Student)

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### 1. Approvals and announcements

#### 1.1. Past minutes – 3/8 (Singha)

Motion to approve: Davis, second: Brune: Vote to approve: Yes 8, No 0, Abstain 1.

#### 1.2. Announcements:

##### 1.2.1. Student evaluations open Apr 30 to May 13

Electronic student evaluations of faculty will be open for submissions from April 30 until May 13 this semester.

##### 1.2.2. Faculty club coffee hours: 10-1 on Wed/Thurs

Osgood reported the first faculty club coffee hours were successful. They will run from 10 a.m.-1:00 p.m. on Wednesday and Thursdays in the Coolbaugh House. Osgood asked faculty to spread the word about the coffee hour because many faculty are not aware of them even though the dates and times were announced in the Daily Blast. Funds are coming from the senate budget and a Keurig system will be used, which will be inexpensive.

##### 1.2.3. Faculty happy hour: sponsored by McBride, May 6, 4-6:30 p.m.

The McBride Honors Program sponsored the first Faculty Club happy hour on April 8 in the Coolbaugh House, 15-20 people were in attendance. The get together provided participants the opportunity to network and meet new people outside their departments. The next happy hour will take place on May 6 from 4:00-6:30 p.m.

##### 1.2.4. Last Senate meeting: May 10, 2-4 p.m., followed by GCB

An additional senate meeting has been scheduled for May 10, 2-4 p.m. to induct new senators and select a president. Following the meeting, senators will adjourn to GCB.

1.2.5. Academic Affairs Faculty Awards Forum – Student Center Ballrooms 4/27/16 4:00 p.m.

This year's Academic Affairs Faculty Awards Forum will take place on April 27 at 4:00 p.m. in the Student Center Ballrooms.

1.2.6. Optional Retirement Meeting with Dougherty/Volpi – April 19

Senate cancelled this meeting with HR regarding the optional retirement plan that is under consideration. Other meetings will be held on campus for interested parties, interested senators should watch the Daily Blast for details.

1.2.7. Faculty bylaws vote: open until Friday, April 15, at 5 pm

Proposed changes to the faculty bylaws have been distributed to campus. The on-line vote is open until Friday, April 15. Osgood encouraged senators to remind their colleagues to vote.

1.2.8. Senate elections: we need nominations by April 17

Martin has not received any applications for new senators for next year. Osgood asked senators to help identify and encourage potential nominees to run for election.

1.2.9. Climate/values survey: upcoming

The Survey Monkey climate/values survey is underway and Osgood has had a strong response.

2. Visitors

2.1. Student Visitors Eric Kressin from ARK (Acts of Random Kindness) and Matt Kowalsky from Alpha Phi Omega student service organization

Osgood invited two students to inform senators about their group's activities. Kressin is part of a new group whose goal is to perform random acts of kindness on campus to make Mines a more positive, uplifting place and to reduce the stereotype that Mines is too intense and not fun. Jessica Keefer from CASA is the faculty advisor; meetings take place on Mondays at 4:30 p.m. The group was started by student Eric Trenary who could not attend the senate meeting. Kowalsky reported on the work of Alpha Phi Omega, an organization dedicated to performing community service. The members organize the Joy Carnival (Jamboree for Outstanding Youth), tutor students in public high schools, perform trail restoration, support the Golden backpack initiative and partner with outside community service organizations to perform service within the community. The group has 75 active members.

2.2. Provost Update (Tom Boyd)

Boyd reported on the work of the Handbook Committee. Proposed revisions were shared with campus. Boyd asked senators to please review the proposed changes and provide him with feedback. Boyd noted two senate issues did not make it into this version of the Handbook: hiring changes and P&T. He explained that many of these items are not dependent on the Handbook. Therefore Boyd plans to add a great deal of the senate's requested changes into the

Procedures Manual. Boyd reminded faculty members of the retirement party for Library Director Joni Lerud-Heck, she is retiring after 28 years at Mines. Boyd also encouraged faculty to attend the Mines student production of Young Frankenstein in Bunker Auditorium this weekend or next.

Senators asked Boyd to highlight the proposed changes in the Handbook, they include: 1) making benefits such as family leave effective immediately upon hire, 2) the addition of a new class of employee called Professor of Practice for professionals who have significant experience in industry but not in academia, and 3) a change in procedures for P&T for departmental committees in programs where there are not enough faculty to staff a committee. Osgood stated both issues that were delayed are of high interest to the senate, and asked the senators who will remain next year to continue to work on the hiring recommendations and P&T. Boyd will do much of it in the Procedures Manual, but parts of the items requested by senate affected other areas of the Handbook and therefore, there was not enough time in the year to make all of the related changes (such as insertion of the deans and the president into the P&T process). Osgood wants to ensure that a voting process is incorporated into the hiring process next year. Boyd reported the BOT will meet on Friday, April 15, and will approve P&T recommendations and sabbatical requests.

### 3. Campus culture

#### 3.1. Faculty forum or campus forum on April 20, 4/20/16 4:00 p.m. Bunker Auditorium Green Center, (3:30-6:00 Cocktails)

Osgood reported on the upcoming faculty forum regarding campus culture. It will take place Wednesday, April 20<sup>th</sup> at 4:00 p.m. in Bunker Auditorium; refreshments will begin at 3:30 in the lobby of the Green Center and will be available until 6:00 p.m. Osgood made the recommendation to change the meeting from a faculty forum to a campus-wide forum by inviting students, staff and administration to participate.

#### 3.2. Possible agenda

Osgood proposed the following topics: departmental visits, student innovation and entrepreneurship fellows (the group studying obstacles to innovation), report on student dialogues, report on values survey, health center observations, and preliminary recommendations. Davis wanted to ensure there is enough time provided to address faculty issues. Osgood suggested 50 minutes to share information and ten minutes for discussion and questions. Preliminary recommendations could include the obvious and little things that have a great impact on other people. Senators discussed the goal of the meeting and who should be involved. They agreed the goal is to make campus better for everyone with the involvement of faculty, staff and students. Stone will give a review of departmental results, Aucoin and Marshall will work with Osgood to determine their participation.

#### 3.3. Values survey update

Osgood received 330 responses to the survey thus far, with the respondents split evenly

between students, staff and academic faculty. Because people put a lot of thought into the survey, he wants to engage the larger campus community. If the goal is to spark reflection as well as action, there should be a diversity of voices including graduate students, undergraduate students, faculty, etc. Osgood reported on some of the preliminary findings regarding what people think our values should be versus what they feel our values are currently. It gave strong indication that the current system emphasizes demanding workloads and getting a job while people feel the community should value creativity and solving problems. Currently respondents feel Mines values compassion and selflessness the least and they feel Mines should value salaries and financial aspects the least.

#### 4. Workload discussion update (Osgood)

Osgood reported on his discussion of faculty workload with President Johnson. The president highlighted research productivity and noted that faculty with the highest research dollars are also teaching the most students and faculty with fewer research dollars are teaching fewer students. If that trend doesn't change, the school will lose those who are at the top. We have to look at the macro needs of the school because not all can contribute equally. Osgood noted a need for a simple rubric that reflects external judgements (research dollars, PhDs graduated, etc.). Osgood told Johnson that these changes have a great impact on faculty and noted that faculty have been marginalized in the discussion and have not been shown any data. Johnson and Osgood will meet on April 21 for further discussion. Senators discussed workloads in different departments and among different types of faculty members, and issues of quantity versus quality. Senators feel that they are receiving mixed messages from the administration (i.e. value of large master's degree programs vs number of PhD students, when the former won't count in the workload policy). The new budget model was discussed along with how workload and budgets are interrelated to the campus climate discussion.

Senators identified the need for data and the importance of engaging with administration on this topic. Senators discussed the financial drivers that influence the workload discussion and whether impact, quality and transparency are being taken into consideration. Berger agreed there is a need for a formal workload policy. In ME they spread the research dollars among the department and the department head said it was his job to manage that because some will bring in more money and others less. Stone suggested faculty work on this over the summer. Mehta stated last month was the first discussion, in the budget committee meetings, of potential low enrollment for next year.

##### 4.1. Possible Senate meeting with Paul Johnson on May 10

President Johnson may attend the May 10 senate meeting or may be available to meet with the senate on May 9.

##### 4.2. Ken meeting with Paul on April 21

Osgood will meet with President Johnson on April to further discuss senate items.

#### 5. P&T Guidelines (Singha)

Singha, Mehta and Brune reviewed the P&T document created by Martin and Boyd's committee. Singha edited the document then shared it with senators. The P&T document has inconsistencies with the Handbook. Singha asked for feedback on her suggestions especially with regard to making the results of the vote public. She wanted to determine what information will be made public and

who comprises the public in that document. Also, President Johnson recommended the deans vet all lists of external reviewers, but this is not indicated in the Handbook. Senators agreed the goal is to review pages one through 12 of the document and agree on revisions so that it can be approved by the senate at the next meeting on April 26. Singha will prepare a clean version of the document and post it to Google docs today and will get a note to absent senators to review the document and be ready to vote to approve at the next meeting.

5.1. Comments at President's cabinet & Handbook status (Osgood)

At the President's Cabinet meeting, Osgood stated he didn't think the Faculty Senate would approve the workload guidelines because things are not in sync with the new P&T document and expectations. Singha noted, the P&T document needs to be approved now, before the proposed workload changes are implemented so it exists as a comparison product.

6. Other topics of discussion

6.1. Senate election: we need people.

Senators were asked to remind their department colleagues to run for senate election.

6.2. Handbook/search process update (Boyd memo, voting: Osgood/Davis)

Not discussed, but referenced above.

6.3. BOT meeting: 4/15

Not discussed, but referenced above.

7. Executive session (10mins)

Senate went into executive session at 3:47 p.m.