

# COLORADO SCHOOL OF MINES

## FACULTY SENATE MINUTES

January 26, 2016 2:00-4:00 p.m.

Hill Hall 300

**ATTENDEES: 2015-2016 Senators:** Ken Osgood (President), Linda Battalora (PE), John Berger (ME), Jürgen Brune (MN), Graham Davis (EB), Jason Ganley (CBE), Paul Martin (AMS), Dinesh Mehta (EECS), Chuck Stone (PH), Jay Straker (LAIS), Chet Van Tyne (MME). **Representatives:** Hanna Aucoin (GSG), Samara Omar (USG).

**APOLOGIES:** Kamini Singha (HY)

**GUESTS:** Paul Johnson, President, Lara Medley (RG), Corey Wahl (RG), Evan Wong (Oredigger)

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### 1. Approvals and Announcements

#### 1.1. Past Minutes

**Motion to approve minutes from December 8, 2015: Ganley, second: Battalora.**

**Vote to approve: Unanimous.**

**Motion to approve minutes from January 12, 2016: Brune, second: Ganley.**

**Vote to approve: Yes 10, No 0, Abstain 1.**

Osgood reported Jay Straker from LAIS is filling in for Tina Gianquitto. The new Undergraduate Student Government representative is Samara Omar.

### 2. Visitors

#### 2.1. President Paul Johnson

President Johnson reported Tom Boyd is serving as Interim Provost. Mines will be looking for a permanent replacement, but the position may not be called provost. Johnson is seeking feedback from the senate and noted this is an opportunity to redefine the position. Mines may no longer need a provost; in the past the school had an Executive Vice President for Academic Affairs. Johnson noted the need to maintain the integrity of key processes such as P&T, faculty hiring, scheduling classes, and library functions as well as optimizing and improving processes that are critical to academic operations. Johnson would like the provost's office to lead discussions on the academic side of the house relative to the strategic plan. The school is stuck on traditional delivery of large courses and the current curriculum. Johnson said there is a real hole in developing our academic leadership, as we get new department heads and deans we need them to grow into effective leaders. Other areas to work on are the ethics programs across campus at the graduate level as well as broadening the honors program. We need less of an office that is running things and more of an office that is supporting things to go forward. Johnson explained that a search has not begun because he wants to have a discussion with people about the role of the office and we need to go through a transition phase before we

bring somebody else in. Boyd is a really good person for this transition; we need someone with a long institutional knowledge of the players and his knowledge is valuable. He is doing a really good job, and he is in this position in part because of strong recommendations from the senate. Brune asked about the relation of the provost position to the deans. Johnson replied more of the authority and resources are going to the deans. He sees the provost as supporting the deans in building their colleges, rather than adding another level of authority. Boyd has started divesting himself of responsibilities and decision making already. In a year we will assess these changes.

Johnson reported the anticipated hire of a Director of the Strategic Communications Group: the "skunk works" operation will work on branding, improving the website, coordinating the college communications administrators, and getting the word out about Mines, both internally and externally.

Johnson welcomes faculty input on who should serve on the search committee for provost. Next steps include redefining the Academic Affairs office. Because we are in a different place, we need somebody that can help us go in a new direction. Johnson is not looking for a manager type provost but somebody with a future vision of how and where the colleges should go. Individual units will have more opportunity to define what is successful for them, and somebody needs to help by moving those things forward and also determining how Mines can best utilize resources to support the departments and faculty. This is where a provost can significantly contribute. Johnson feels Mines should not hurry the process. Boyd needs to take the time to put things in place for the next provost and not compromise these tasks. A search could start this summer or fall for the next academic cycle. Johnson welcomes feedback.

Van Tyne and Osgood agree that redefining the office and conducting the search should not be rushed. Osgood indicated his support for Boyd and for keeping him in that office. Van Tyne noted the title of the position is very important and indicated a need for caution when branding and titling the new role. A slower timeline also provides deans time to develop their colleges. Johnson would like to have a solid plan indicating the direction in which the school is headed before a search begins. Johnson will discuss the future of the strategic plan at the upcoming Board of Trustees retreat. Once the strategic plan is determined then the school can hire a leader who is excited about going in the direction the school is headed. Aucoin asked if students will be represented on the search committee, Johnson thought there would be graduate and undergraduate student representation. Johnson welcomes senate input on what constituents should be represented on the search committee.

Johnson and senators discussed the upcoming faculty forum. Johnson will provide his impressions of the school that came from six months of listening and meeting with all areas of campus. He will provide a quick update of his responses to those meetings. He is trying to take care of issues that are impeding our progress before we tackle the big strategic items. Some changes include a new budget model and addressing student issues such as reducing costs,

shorter time to graduation, and demand based scheduling. The second part of the presentation will include a discussion of some faculty issues that have occurred on campus. Osgood will introduce the discussion, Boyd will present the facts and Ranta-Curran will outline the Title IX issues, discuss the Mines support system, and define mentor/mentee relationships. The goal is to get to a place where the faculty as a whole can express some expectations of themselves. Osgood will wrap up the presentation and lead a discussion of how to empower people to do the right things going forward. It was agreed that senators need to be the leaders of this initiative.

Johnson explained, this forum is geared toward the faculty, it is the first of many conversations that will take place on campus relating to these kinds of issues. He reported, Ranta-Curran recently returned from a Title IX conference and she feels Mines is now ahead of other schools on handling and addressing these issues. Johnson would like the Mines community to work together to create a statement about what we want to be as a campus. Johnson and senators discussed creating a collective sense of core values upon which the campus can build and share within the community and to the outside world.

## 2.2. Registrar Lara Medley and Associate Registrar Corey Wahl

Johnson introduced the new demand scheduling initiative that he asked the Registrar's Office to implement. He noted two concerns, 1) parents and students considering Mines are concerned about having access to the classes they want and need to take. Access to courses is part of people's decision making when choosing schools. 2) The Colorado state legislature is very concerned about reducing the cost of earning a degree. Mines will always stand out with higher tuition because our programs are more expensive and we have less economy of scale. However, where we can make a difference is time to completion. When a course is offered once a year and a student can't get into it, or if they received a C- and must retake a course, then the student's graduation could be delayed an entire year. On the other hand, some students come in with 30 credits, they want to get out early or do more in their four years (i.e. add a minor or double major). In the past, Mines operated under supply side course offerings. We need to operate based on demand. Boyd and the deans are figuring the real capacity of the departments and where we need to augment faculty to provide all of the courses our students need. Additionally, to remain competitive we need to have freshmen schedules provided to them in May rather than the week before classes start in August. We could lose good students if they don't have certainty about getting into the classes they need. The goal is to give students their schedules at the beginning of the summer. The Registrar's office processed over 7000 blue forms and that alone is a sure sign that something is wrong. We need to make it easier for students to register without blue forms and get the classes they need.

Medley explained the particulars of converting to demand scheduling. Students will now register for classes from home, they will need to get their scheduling and course information from the website. Jenn Mazzotta is leading the effort to create a landing page for new students with this information. New students need to figure out what courses to register for. They will

use Schedule Builder, which is being led by Colin Terry and includes step by step instructions on how to choose courses that are then loaded into GEODE to get their schedule. One challenge is that students do not receive their AP scores until July, therefore some students cannot be certain which courses they should select. The solution is to allow students to initially self-report their anticipated scores and select courses based on that expected credit. Scheduling will take place June 13-24, the students who confirmed their enrollment first are the first to register. At the end of June the RG office will load all credit and will create temporary overrides and run reports about students who don't have appropriate pre-reqs. They will correct the schedules and make sure students are in the classes they need.

For current students, more seats need to be offered in the courses that are required for completion of degree programs. Medley explained how the RG office determined how many seats are needed in each course. Boyd and the deans told Medley they understand there will be a need for more sections and additional faculty. They will work with President Johnson to provide the needed resources.

Osgood reported LAIS faculty may have misunderstood a message about increasing class sizes for a popular course in LAIS even though there are other electives that could be taken. Medley explained, LAIS is different, they look at the number of seats in the 400 and 300 level courses as a body of courses, at peak and off peak times; they will not increase seats in the popular courses to accommodate student preference. They will provide enough overall seats in the body of LAIS courses. There is also the expectation that required courses will be offered both semesters. Van Tyne brought questions from fellow faculty about peak hours and asked why faculty are not allowed to offer as many courses as they want during peak hours. Medley explained 1) there are issues around procuring enough classroom space and 2) some departments stack courses for students in their majors, for students not in the majors they need to take those courses and take them at the right times. The RG office needs to schedule all courses to accommodate all student needs. If senators have further questions they should direct them to Medley. Medley will visit all departments to discuss the degree scheduling. Corey Wahl, Associate Registrar, provided a demonstration on the new degree audit program called Degree Planner. It connects to GEODE. He provided statistics on GEODE use. The program contains a course pre-loader function and there is an enrollment optimization engine. Degree Planner is designed for advisors and students to plan degrees by term. If students fail a course and have to retake it, then the planner helps them adjust their program so that they can graduate as quickly as possible.

### 3. Topics of discussion

#### 3.1. Faculty Forum scheduled for 1/27/16

Senators discussed the format for the Faculty Forum. Osgood will provide the introduction, Boyd and Ranta-Curran will discuss the sexual harassment case, and Osgood will then lead a discussion on the ethical standards faculty want to espouse as a community. Osgood wanted to ensure he has consent and support from senators for this discussion and asked for their

feedback. Senators discussed what actions faculty should take when inappropriate behavior occurs and whether the faculty should create a statement of values for community members. Senators agreed to support Osgood's discussion and determined the first steps will include discussions in each department about these issues. Two senators will go together to visit each department. Aucoin asked that students be included in planning the statement. Senators agreed that student involvement should be required. Osgood asked if senators agree that a statement of values is an activity the group should pursue. Senators agreed creating a statement of values is a worthy goal. Osgood suggested including some tangibles, goals of behavior, and a statement of what is and what is not acceptable within the Mines community.

Osgood asked senators to send him questions or topics for the department meetings to create a plan for the discussions. Osgood shared some overarching questions: Where do we go from here? Do we have a problem? What can we do differently? What are our values and how can we articulate those values? Senators agreed that this initiative needs to come from the faculty. Senators agreed that alcohol should not be served at the faculty forum as it would set the wrong tone for this important meeting. Pilkington will cancel the alcohol order.

Meeting adjourned.