

COLORADO SCHOOL OF MINES
FACULTY SENATE MINUTES
NOVEMBER 26, 2013 2:00 – 4:00 p.m.
300 HILL HALL

ATTENDEES: Lincoln Carr (PH), Joel Bach (ME), Bernard Bialecki (AMS), Gerald Bourne (MT), Dan Knauss (CH), Steve Pankavich (AMS), Kamini Singha (Hydrologic Science), John Spear (CCE), Ray Zhang (CEE), James Slyby (GSA)

APOLOGIES: Kim Williams (CH), Uwe Greife (PH), Thomas Monecke (GE), Ken Osgood (LAIS), Sydney Sullinger (USG)

GUESTS: Dr. Terry Parker (Provost), Tom Boyd (Associate Provost), David Hansburg (Athletics Director), Lauren Schumacher (Junior Class Rep), Tyrell Jacobson (USG), Tissa Illangasekare (BOT Faculty Rep), Patricia Anderson (Library)

1. Introductions
2. Visitor Updates and Minutes
 - a. Provost Update – Terry Parker

Thank you for moving request regarding EPICS II and Bio minors to Undergrad Council for consideration. Regarding Strategic Planning, the memo from Senate has been received, thank you for responding. Senate comments and other feedback are currently being integrated into the document. Item for Senate to consider: It has been noted that marching order for graduation is by seniority which puts all T/TT faculty ahead of teaching faculty. Please consider this situation and submit a recommendation for marching order in time for the May ceremony.
 - b. Approval of Graduation List – Tom Boyd

Senate sent one correction for program, an advisor was incorrectly identified and that has been corrected. Vote to approve graduation list: Unanimous. Boyd: met with Monecke on 11/25 regarding graduation thesis deadlines and other issues. Boyd sent resulting memo to Carr who will distribute to Senators.
 - c. Director of Athletics – David Hansburg

Hansburg introduced himself and reported that the faculty should be proud of student athletes because they are working hard in tough academic programs and participating in a highly competitive sports schedule. Regarding the Athletics Faculty Oversight Committee, Mines had some academic misconduct issues last spring prior to Hansburg's arrival. Coaches appreciate the ability to give exams on the road. They are working hard to create a uniform process for professors and athletic administrators to streamline the process of giving exams. The goal is to have security and consistency in giving exams when students have to be off campus. Issues arose with proctoring and how exams were received (e-mail vs. left on coach's desk). They are collecting

information and developing a good plan for test-giving while on the road. At Mines, teams have restricted practice times from 4-6 p.m. If an exam is scheduled during that time, it causes a problem, however, coaches work with faculty and students as best they can. Fall athletic season has been successful, volleyball team is starting in NCAA playoffs next week. Mines is in process of building new building/stadium, John Spear is on architectural committee. Building will be useful for all members of campus, not just athletics. Auditorium will hold 150 people, which can be used for giving exams and other events. Athletics Faculty Oversight Committee is a Senate subcommittee, when their work is done, a report will go to the Senate.

- d. Junior class representative report on midterm Faculty evaluations – Lauren Schumacher and Tyrel Jacobsen Students feel mid-term evaluations of Faculty would be useful to students, because end of the semester evaluations don't allow instructors time to make changes in their teaching to benefit current students. Example: a PE professor read her mid-term evaluations on Friday and on Monday the professor made changes in her teaching, which was helpful to students. Schumacher would like to have evaluations go out through Blackboard electronically. They are looking at another program besides BB, because some classes are not set up on BB. Another option is to do a paper evaluation if necessary, but Mines is trying to get away from that. Software will cost \$12,000, this year Mines spent \$10,000 on paper and printing for evaluations. For now, faculty could use BB for those classes that are on BB. Suggestion: faculty could withhold grades if students do not fill out evaluation or at least complete an electronic form indicating their choice to abstain. Singha: when her previous school went from paper to electronic, they had a 50% decrease in submitted evaluations. Spear: mid-term evaluations are valuable for both students and faculty. Through BB, there is complete anonymity. Carr: If students work to make this happen it will probably be implemented more quickly than if it is requested by the Senate. Senate is very supportive of students implementing mid-term evaluations. Next, students should meet with Jane Maur then prepare memo to faculty. Students plan to have a draft by early next semester. They feel that having written feedback (comments and not just a rating on a scale of one to five) will be most effective in providing faculty with specific ideas. If students have an immediate problem, such as the inability to hear the professor, perhaps a Help Desk type system could be used to solve problems that occur prior to the mid-term evaluations. Students could be made aware of Help Desk. Schumacher will get draft faculty memo to Senate next spring, then will submit it to UGC for consideration.
 - e. Approval of past minutes: Make correction to Knauss statement. Vote to approve: Yes: 8, No: 0, Abstain: 1 (Bach, because he was not in attendance.)
3. Key Issue Subcommittee Updates
 - a. Teaching, research, and library faculty promotion, rights and duties – Joel Bach Sent document to Senate this morning, all documents currently exclude research and library faculty wording because subcommittee is focusing on teaching promotion. Town hall meeting will be held first week of December to collect feedback on the main issue of criteria for promotion for teaching faculty. There have been no standards on this across campus.

The question was asked, “What should the standards be?” Some faculty members perform only teaching, some do other things such as service, publication and some research. Bach posed the question, “Should we have faculty members who perform 100% teaching and nothing else?” Carr: No, faculty should be engaged in the institution. The model that has come out of Physics is an 80/20 model (80% teaching, 20% service). If a professor performs 100% teaching, then that would be defined as an adjunct. Bourne: If one takes on a teaching faculty position, they should not be penalized if they are actively doing research. Reply: Mines does not penalize T/TT faculty who become very active in pedagogical research. Some Senators feel that setting a straight 80/20 expectation is too rigid. Carr reported that Mines has a metric of 40% teaching/40% research/20% service – so teaching faculty should convert that to 80/20. Nationwide, the teaching to research ratio is 30/70 percent, at Mines it is closer to 70/30, inverse of the rest of the nation. Bourne asked, “Are we saying that publishing science doesn’t count?” Bach: if we want our teaching faculty doing research, then Senate should push back on this to Administration. Singha: we need to have metrics on the books somewhere, 80/20 makes sense for most people, but Bourne has a point to have flexible metrics. We are a small school and we should have flexibility for faculty to be successful in multiple areas. Bach proposed language along the lines “No less than 20 percent time will be spent on service, pedagogy or research.” That gets away from the idea that someone could just teach with absolutely no other role at this campus, but it still maintains flexibility. Bach posed the question, “Should anybody be allowed to do 100% teaching?” Senate says no, faculty should be required to do 80/20 or be involved in campus community. Knauss reported current Handbook language, “Teaching faculty should have all rights of T/TT faculty.” Carr: There should be equivalent language for P&T for T/TT but with the duties of the teaching faculty. If you are just a teaching machine, how do you advance your pedagogy? Bach: Issue 2: Teaching faculty have no security from year to year. For example, if a professor tries teaching with a flipped classroom method and if that doesn’t go well, then they could lose their job. Carr: The State of Colorado does not allow multi-year contracts, but there is a go-around. Bach will check into the multi-year contract options. Currently, the Administration can decide in May whether or not the faculty member has a job in August. Carr: some protection could be made if there was a date in the Handbook by which to renew the contract.

Bach: Handbook Committee wants standards for evaluation. Carr proposed coming up with the following workable scenario: get language in Handbook so teaching faculty at least have a decent promotion process in place and have some more rights on campus. If we try to get everything in at once, it may get voted down, so Senate should start with this, then keep trying to improve Handbook year after year. Bourne asked whether teaching faculty are allowed to PI on a grant. The response was yes. Bourne will research and find a solid answer to that question. Knauss reported that specific duties of teaching faculty are agreed upon by a faculty member’s department head. Carr commented that the language “engagement with the campus” should be required. Bach recommends the teaching faculty model follow T/TT model: packet goes to department, then to P&T, then to new university-wide formal teaching faculty P&T committee. The next faculty town hall meeting is

December 3. Bach brought forth the motion on language for Senate recommendation: "Teaching faculty will spend no less than 20% of their time on service, pedagogical development and/or pedagogical research in order to enable engagement with the greater campus community." Motion to vote and vote to approve Bach language: 9 vote Yes, Unanimous. Second part, Senate agreed that Senate also recommends that teaching faculty will follow a similar process to the T/TT process. Knauss commented that faculty should be updated more frequently about the changes made to the Handbook, since it is part of their contract. Senate agreed. Bourne asked if there is a metric for 100% teaching. The reply was that teaching 12 credit hours is considered full time; most teaching faculty teach nine credits.

4. Other Items

- a. Board of Trustees update – Tissa Illangasekare Senate asked Illangasekare to present Senate memo at next BOT meeting. He will review memo and then discuss with Carr, Singha and Spear then be prepared to present to BOT. Four new board members will be joining the BOT in February.
- b. Handbook Committee - Zhang Committee wants feedback by December 6. Regarding Handbook item 3 C, Pankavich reports that his subcommittee will meet December 5 to discuss and collect feedback and then will pass it on to Zhang before December 6 Handbook meeting.
- c. Discussion of Senate focus for spring: 1) Overhaul bylaws. 2) Fix committees structure. Currently there are too many ad hoc committees that take up too much faculty time which results in less time for productivity in the research area. Bach should focus on Leadership Nominating Committee while Monecke and Osgood focus on Subcommittee on Research, Teaching & Library Faculty Promotion Rights and Duties. Osgood should lead that because he is in contact with teaching faculty. The goal is to eliminate unnecessary committees. Senate agreed to focus on the above and will vote at the next meeting regarding which issues the Senate will pursue during the spring semester.
- d. Senate bylaws: Knauss will be on sabbatical next spring and he is the best person to work on this task. He may come to one meeting in spring to follow the rules within the bylaws and maintain his membership on the Senate. The item that needs fixing in the bylaws is the senior Senator vs. junior Senator issue; should they be separated out or should the bylaws just refer to Senators? To be designated as a senior Senator, one must be on campus for ten years. Knauss will begin to revise bylaws.
- e. Report on 11/15 appeal – Singha, others
Discussion of what Senate can do to improve appeals process because it needs to be fixed. The only way to win an appeal is to prove somebody is not of right mind. One option may be to get a Senate member onto the panel, another idea is to have an impartial judge that comes from outside the institution.
- f. Research faculty issue: Carr suggested Senate needs to gather data from other schools, which will take a lot of research and time. Next semester, Senate will begin gathering data. Research faculty issue is a year-long activity.
- g. Singha – UGC report: Item 1) EPICS II: Natalie Van Tyne put together a 6 page memo rebutting the elimination of EPICS II. A suggestion is to tie EPICS II to the Strategic Plan

and to innovative pedagogy on campus. Van Tyne argument to keep EPICS II: we need to push innovative teaching; EPICS II could be that avenue. Argument to administration: if we eliminate EPICS II then it will not support innovative teaching – so perhaps EPICS II can become innovative. Carr suggested Spring Senate Faculty Forum could address these issues. Carr suggested that Singha ask UGC about holding the faculty forum in mid-February and focusing on pedagogical innovations. Item 2) University-wide Ombudsman (to support students): Do we have one? If not, Faculty Senate should discuss and pursue getting an Ombudsman for the students. Bach: in the Handbook it states there is an Undergraduate Student Affairs Committee to oversee quality of life for students and investigate complaints of unethical behavior on the part of the students (Section 12.6 of Handbook).

- h. Research Council: Greife absent, reported to Carr that Council work is on track.
- i. University Research Strategic Initiatives Council – no longer meeting.
- j. Grad Council: has not met since last Senate meeting. Knauss will be on sabbatical during spring of 2014 therefore another Senator will need to chair meetings for Knauss. Spear will also be on sabbatical spring 2014 but plans to finish serving as Senator through the school year to complete his three-year assignment. Sabbaticals may need to be addressed in the revision of the bylaws.
- k. Graduate Applications and Deadlines – Carr will forward e-mail from Boyd about graduate applications and thesis deadlines to Senators. Senators should to reply to Carr with feedback.

Meeting Adjourned

Next Meeting: Tuesday, December 10, 2013

Hill Hall 2:00-4:00 p.m.