

COLORADO SCHOOL OF MINES

FACULTY SENATE MINUTES

March 22, 2016 2:00-4:00 p.m.
Hill Hall 300

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

APOLOGIES: Jay Straker (LAIS), Kamini Singha (HY), Chet Van Tyne (MME).

GUESTS: Lisa Nickum (LB), Colin Terry, Michelle Darveau (HR), Tom Boyd (AA), Derek Morgan (Student Life), Roel Snieder (GP)

1. Provost Update (Tom Boyd)

The Handbook Committee received PnT changes from Senate.

Demand Scheduling: Provost met with the Deans. Boyd mentioned that the process for the demand scheduling has not been fully resolved. Senate Executive Committee will meet with Tom Boyd to discuss next steps.

The **Awards Committee** asked for recommendations on the types of awards. The recommendations were sent out to the Faculty Senate. The **Awards Committee** suggested breaking up the Teaching Award into two different awards One for Teaching Faculty and the other for T/TT Faculty. The committee would like to be able to show excellence of teaching at all levels.

It was also suggested to change the Dean's Excellence Award name just to Excellence Award.

The Awards Committee struggles with the different kinds of nominations. Three years ago the Committee asked the DHs to streamline the nomination packages. They wanted the nomination letter to include sufficient information about the nominee, without being too extensive. Now the Committee is thinking of requesting more detail again.

Osgood suggested that students should be able to support faculty members through the nomination process.

At this point the Committee will accept Faculty Senate input. There are graduate and undergraduate student representatives in the Committee.

2. Posthumous degree Martha J. Hahn (Linda Figueroa)

PhD Candidate Martha Hahn passed away unexpectedly in 2015. She was planning on graduating in May 16 and had essentially completed her research. She had published two papers, with a third paper ready to be submitted.. Figueroa proposed to award her the PhD degree posthumously. Osgood and other Senators supported this proposal. **Senate voted unanimously to award the PhD degree to Martha Hahn.**

Boyd: Suggested to make OGS aware of this award. John McCray or Linda Battalora should reach out to the family.

3. Campus culture – brainstorming session

Osgood suggested that faculty should participate and would like to get Student Life more involved as well.

Guest Michelle Darveau, Assistant Director Organizational Development, introduced herself. Michelle has worked for 15 years at the National Center for Atmospheric Research (NCAR) in the area of Professional Development. At NCAR, she focused on culture change, leadership development, and on how the organization approached “change management”. Her focus is more on staff and not so much on students.

Osgood asked for comments and ideas on what the current “culture” at Mines is and what should be changed and improved. Comments and ideas discussed included:

- Mines should consider holding a student-faculty forum.
- Some students feel bullied by their advisors but do not want to bring it up due to fear of retribution. Students feel that they are being treated as subordinates.
- What would the ideal culture and environment be like? Where do we want to go? What should be the objective of Culture Change at Mines??
- Faculty and staff think about culture at Mines. A response (from Senate?) to campus is necessary.
- Students do not complain about the challenge of their course work but they need support. When faculty are invested in teaching and working with the students, students respects faculty. If students feel they are being set up to fail this is demoralizing.
- Faculty need to help students succeed.
- Faculty need to talk about caring for whole person.
- There should be clear expectations for students across departments. More consistency between departments may help.
- Senate discussed success through support. The challenge is that support means different things to different people.
- There has been a change in value. In the past there was emphasis in pedagogy. The students are the reason we are here. Nowadays it is only counted what is measured. The emphasis in research has changed. Some faculty believe teaching is not valued because it does not bring in money like research.
- The workload model is worrisome. What is measured is how many classes one person teaches. How much faculty members bring, not about how many students the faculty members are mentoring. Workload criteria should be reflected in annual performance reviews (FDR, etc.) as well as P and T criteria
- How do we do things to shift to somewhere more in the middle? There are some bounds of unacceptable behavior. What are things we can do?
- Mentioned how just by training faculty is not going to fix the problems. Other institutions give graduate students a louder voice.
- How can we get our student community to be more engaged? Campus needs to show that value of student-faculty interaction.
- We need to change the language of “Us against Guggenheim”.

- Mention of what needs to be different to reduce the natural tension? How do we reduce that tension?
- Need more support to be supportive. Larger class sizes make it more difficult to provide the appropriate support to students.
- Regarding the question whether students would return to Mines, there has been some improvement but not enough.
- When faculty are asked to do more of something but you are not permitted to do less of something else it makes things difficult. Guidance needs to come from leadership; culture is brought from the top down.
- Ask faculty for a list of 10 things you can do to change the graduate environment and this way the Faculty Senate can generate ideas.
- It is not enough to say we care but we do have to show it.

Possible actions discussed were: Making the president and leadership aware of the issues mentioned above, getting more ideas from campus, and looking at other institution to see what they are doing to have a better culture of support. Osgood will work on generating a survey.

4. P and T Guidelines

The P and T Committee has produced the draft and Senate will discuss it in the next meeting. The new guidelines will then be submitted to the Handbook Committee.

5. Other topics of discussion

5.1. March 29, Physics departmental meeting: 4:00 PM Osgood, Metha will attend.

April 19th Chemistry departmental meeting: 3:00 pm. Davis, Stone to attend.

Executive Committee is asking about launching the climate survey. Mehta suggested to run the survey by the administration before launching it.

Minutes taken and submitted by Vanessa Gonzalez.