

**Colorado School of Mines**  
**Faculty Senate Minutes**

2:00–4:00 PM, 8 November 2016, Hill Hall 300

**ATTENDEES:** Dinesh Mehta (President), Linda Battalora (PE), John Berger (ME), Jürgen Brune (MN), Tzahi Cath (CEE), Jeff King (MME), Jason Ganley (CBE), Tina Gianquitto (LAIS), Paul Martin (AMS), Mark Seger (CH), Chuck Stone (PH) Reed Maxwell (GE). **Representatives:** Heather Lammers (GSG), Madison Northrup (USG), Lisa Nickum (Library).

**APOLOGIES:** Stephen Liu (MME),

**GUESTS:** Paul Johnson (President), Tina Voelker (Interim Graduate Dean), Carol Smith (Library Director)

**1. Visitors**

1.1. President Johnson

President Paul Johnson initially met with the Faculty Senate in executive session to discuss personnel issues.

The minutes below reflect President Johnson’s comments and discussion during the public portion of the Senate meeting.

President Johnson mentioned that faculty and staff can help Mines by focusing on their strengths. It is important that faculty and staff take ownership of the Mines vision and strategic plan. There is a need to understand who is responsible for different functions. It is important that Mines maintains momentum and stays on target. Work needs to be done to achieve these objectives. President Johnson mentioned the importance of diversity among incoming students. The offices of Financial Aid and Admissions are working on this effort but faculty need to get more involved in this process. Mines needs to develop distinctive programs. Faculty need to find out and foster what makes Mines different and exceptional. President Johnson would like to see a broader spectrum of students.

While Mines has a good retention rate, the graduation rate is not where it should be. Why do some sophomore students leave Mines? There is room to improve compared to other institutions similar to Mines. Other ways to improve graduation rates may include offering courses more frequently than just once a year. If students fail a course, they would not fall behind a whole year.

Johnson supports innovation-entrepreneurship and thinking out-of-the-box. He asked for everyone’s help on this topic. Johnson also sees a need to improve use of resources,

communication and branding. He would like to see students graduating with a greater love for Mines, as these students will support the institution in the future. He would like to see a community that deliver what was promised, which is sensitive, empathetic, supportive and respectful.

Johnson presented Interrelated University Design Components:

- *Basic Design Tenets*: Core values and mission.
- *Revenue Streams*: Tuition is the main source of funding. State Funding is decreasing. Philanthropic sources are important. Other external sources should be considered.
- *Mines Performance Metrics*: Students success, innovation and impact. Reputation, resource generation.
- *Resource Use Expectations*: Quality and impact, quantity, engagement in the Mines community, infrastructure and support utilization.  
There is growth but expectations must be clearly set. It would be very helpful if the Faculty Senate would get involved in increasing community engagement.
- *University Design Foci*: Academic programs, thematic thrusts, infrastructure and support, strategic initiatives. Financial incentives in place to drive the academic programs. How can progress be communicated?

Senate suggested to share the previous information with campus, bring back the Academic Affairs' newsletter, workshops with information and to support for younger faculty new ideas.

There was discussion about how Faculty can accomplish "doing what they do well". These expectations for Faculty need to be aligned with the expectations set in the Faculty Data Report and the accomplishments that support promotion and tenure. The Administration must clearly communicate all these expectations to faculty.

Johnson discussed the notion that, at Mines and in many other institutions, there is a feeling that incoming faculty have a different salaries than existing faculty. Salaries should represent faculty contributions to Mines. Provost, Deans, and Department Heads are involved in this process to determine how Mines can best recognize faculty. The Mines community needs to increase sources of revenue to be able to compensate faculty further. An example is an increase in non-thesis master's degrees. Thinking about niche areas was suggested. An example mentioned was Hydrology.

President Johnson asked for suggestions on what makes Mines distinctive and how Mines can attract more and better graduate students?

1.2. Tom Boyd: Introduced Carol Smith, new Director of the Library.

1.3. Tina Voelker: (graduate student stipends)

Most recent increases of graduate student minimum stipends at Mines occurred in 2004, 2009, and 2012. Still, the minimum stipend is not keeping up with cost of living, as measured by the Consumer Price Index (CPI). Apartment rents in the Golden area have increased and are affecting Mines students.

Dean Voelker also compared student stipends to the ASEE data of monthly stipends in nearby institutions. The Mines minimum stipends falls below most of the peer institutions although the Voelker noted that actual stipends in several departments were competitive. The Graduate Dean recommended to increase the minimum annual stipend to \$22,440 in FY18 and \$24,000 in FY19. This recommended increase had been approved by Graduate Council on November 2, 2016

Motion to approve the proposed raise in minimum annual stipends: Mark Seger

Second: Jason Ganley

Vote to approve: All in favor, no abstentions

## **2. Committee and Council updates**

2.1. Handbook Committee (Martin) – discussion about roles, rights and responsibilities of affiliate and research faculty.

This discussion was tabled.

## **3. Senate Working Group Updates**

3.1. Campus Climate Survey (Seger)

The third draft is ready to go. Mark Seger had several questions before deploying the survey:

- *How is the reasonability of workloads rated?* After some discussion it was decided to leave the question with no modifications.
- *Time available to personal strategic planning:* Discussion about when do faculty have time to plan, time to be innovative. It was suggested to change the question to time available for innovation and strategic planning. Seger and Stone will discuss further off-line.
- Offering an Eco-Pass will be added to the *Sustainability* question. Gianquitto will provide wording for this question.

The survey will be deployed on November 8<sup>th</sup>, 2016.

## **4. Approval and announcements**

4.1. Minutes from September 25

Motion to approve minutes: Jürgen Brune

Second: Mark Seger

Motion approved with 3 abstentions and none opposed

4.2. Minutes from Oct 11

Minutes approval tabled for next meeting.

The next Faculty Senate meeting will take place on 29<sup>th</sup> of November at 2:00-4:00 PM, Hill Hall 300.

*Minutes respectfully submitted by Vanessa Gonzalez on November 9, 2016*