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**Date:** Monday, September 7, 2015 at 11:03 AM  
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**Subject:** Senate updates and agenda for Tuesday, 9-8

Colleagues,

I write with an update on Faculty Senate activities, the agenda for tomorrow's meeting (agenda **attached**, 2-4pm, Hill Hall 300), and an invitation to join us for any part of the discussion that you would like to participate in. Please note that the minutes of our meetings are posted on the Senate webpage (<http://facultysenate.mines.edu/Faculty-Senate-Home>). Minutes are posted after they have been approved, typically about two weeks after the pertinent meeting. Our website now also includes all the key memoranda and reports of the past four years, including those mentioned below.

Some important updates:

(1) Promotion and Tenure

President Johnson has recommended that the Senate work with Academic Affairs to strengthen the promotion and tenure process. We support this effort -- it is an issue that the Senate has been working on for the past several years. In April 2014, the Senate transmitted an extensive list of recommendations to Academic Affairs on this subject. In addition to revisiting those recommendations, we will be working with AA to develop a process for establishing revised guidelines that align our expectations with our aspirations as an institution and that more effectively communicate campus standards. Arizona State developed an interesting model for this, and we will be examining it and other models carefully. The Senate president met with the Provost to discuss a possible process for this effort, the whole Senate will discuss this further at our meeting tomorrow, and then we will confer again with the Provost. We also received suggestions from the Associate Provost that we will discuss tomorrow. This is an important issue, and we will solicit faculty involvement in multiple stages of the effort. Stay tuned!

(2) Shared-governance in appointment process

Last year's Faculty Senate submitted a detailed list of recommendations to Academic Affairs recommending an overhaul to democratize the process through which we hire our academic colleagues and leadership (faculty department head's, deans, and provost). The memo was submitted on March 3, 2015, but since the recommendations must go through the Handbook revision process, they will be reviewed by Handbook Committee this year. An annotated version of our recommendations are **attached** to this message. Since these will affect the entire faculty, we encourage you to review them carefully and convey feedback to me or to your Senator. I will be happy to meet with any departments that wish to discuss. The Senate will also hold a "Townhall Meeting" to discuss, with a date TBA shortly.

(3) Teaching faculty rights and responsibilities

In March 2014, the Faculty Senate submitted recommendations for improving the status of teaching faculty. Its recommendations were developed by a large subcommittee of teaching and tenure-line faculty, and approved unanimously by the Senate. Many of those changes were implemented in some fashion; some were not. We will be reviewing those recommendations to see if any need to be revisited. We will pay particular attention to one key finding of that year's inquiry: concerns about the relative balance between teaching and service in teaching faculty loads. The Handbook explains that faculty conducting service should carry 3:3 loads, while those not engaging in any service should carry a

4:4 load. We have received reports that some teaching faculty continue to teach 4:4 load while also engaging in service activities, sometimes significant service activities, which contravenes the spirit and policies of the Faculty Handbook. This draws attention to an apparent inconsistency in Handbook policy noted by the Senate in 2014: service is required for promotion, but some teaching faculty will only have the option of completing said service if they work in an overload capacity of 4:4 + service. At this point, more information is needed and we will be looking into this and other issues as the semester progresses. Please contact me, Chuck Stone, or your Senator if you would like to be engaged in this conversation.

(4) Other updates:

- The Senate has received some inquiries about faculty control over the curriculum, and it inquired with President Johnson as to his views. He affirmed the belief that curriculum should be a faculty matter. Discussions are on-going about ways to improve coordination and communication between the councils (especially undergraduate council) and AA, and the associate provost is attending council meetings as one measure to ensure dialogue between these committees and AA. Undergraduate council will also discuss at its next meeting.
- The Senate continues to engage in conversations about campus communications, and Senators participated in meetings with a consultant who provided recommendations to CSM on this topic. Those recommendations were shared with Senate.
- Kirsten Volpi shared a memorandum to the Calendar Committee requesting that it investigate the Senate's recommendation in its family friendly proposal that CSM align its spring break with that of Jefferson County School Schools (a recommendation that was also endorsed by Graduate Student Association.) Volvo also asked the Calendar to look into adding MLK and Labor days as holidays.
- The Senate president also participated in very preliminary conversations about a possible new retirement benefit (if implemented, it would affect new employees only); if this moves forward, additional information will be forthcoming.
- The Senate and AA discussed the plans for the new library, and faculty will be involved in discussing preliminary plans.
- The Senate president relayed various suggestions and inquiries received from faculty members to responsible parties on behalf of the Senate. Items included: suggestion to paint lines delineating parking spaces on CSM streets; suggestion to create faculty resource webpage; inquiry as to CSM's provision of healthcare benefits to same-sex couples (which it provides); and a suggestion of a faculty activity during Homecoming.
- The Senate has received a request from LAIS soliciting the Senate's views on a proposal to rename LAIS to "Humanities, Arts, and Social Sciences." It will be discussed by Senate at tomorrow's meeting and by undergraduate council at its meeting on Wednesday. Graduate council reviewed the proposal and had no objections.
- The Senate received formal notification of the Handbook changes that were approved last year.
- The Senate president will update the BOT at the next meeting on 9.18.

If you wish to know more about any of the above, or wish to share your views, please contact me or your Most Excellent Senators. Please trust that we will keep in confidence any information that you specifically request confidentiality or anonymity. Unless you tell us otherwise, we shall assume we may share your views with senators and others that may profit from hearing them.

Yours for the CSM Faculty Senate,  
Ken Osgood