

# **COLORADO SCHOOL OF MINES FACULTY SENATE MINUTES**

**February 2, 2000 - 2:00 PM**

**Coolbaugh House**

**ATTENDEES:** Ely, Kidnay, Klusman, Lu, Nickum, Ohno, Romberger, Underwood, VanTyne, and Wendlandt

**APOLOGIES:** Griffiths, E. Pang and Readey

**VISITOR:** John Trefny, VPAA

## **COMMENTS FROM GUEST:**

A. Trefny

1. A draft case statement presenting the need for a campaign has been prepared by Grenzenbach and Associates and will soon be presented to President Bickart. It will also be available to members of the CSM community for their input. The Academic Planning Council is working on a paper that will be presented to the CSM community at the same time. These two documents will be the basis for a possible campaign.
2. President Bickart is working with the Foundation to consolidate undesignated monies that can be used for matching funds for equipment.
3. CSM will come out on top in the CCHE quality indicators. CSM has requested that a rider for \$53,000 be attached to the Governor's standardized test bill. These monies would be used to cover the cost of administering this test to all students at the end of their second year of study at Mines.
4. The governor is raising \$250 million that includes some sources that CSM would normally tap for funds to give to private groups to run the Colorado Institute of Technology for 3 years.
5. Hires for next year include a new faculty member in chemistry; Coors chair in Economics and Business and another 10 positions.

**APPROVAL OF THE MINUTES:** The minutes of the December 5, 1999 and January 4, 2000 Faculty Senate meetings were approved as amended. There are no official minutes recorded for the January 18, 2000 Faculty Senate meeting.

**ANNOUNCEMENTS:** None

## **COMMITTEE REPORTS:**

- A. Executive Committee (Ely) – There was no report. Lu's nomination to replace Underwood as the Faculty Senator representative on this committee was passed unanimously. Underwood had to resign from serving on this committee because of a time conflict.
- B. BOT Meeting, January 14, 2000 (Romberger) - The international program is still in the planning stage. CSM's diversity plan to meet a CCHE requirement has been completed. The academic plan is a compilation of needs from each department/division melded into a total need plan. Fellowships for graduate students are a priority for many departments. These were included in the last campaign, but no funds were donated for this purpose. An addition to Brown engineering annex, an annex for the library and athletic facilities are mentioned as possible building additions. Infrastructure for research including technicians

is another departmental high priority item. Alumni will be targeted more than in the last campaign.

C. Councils of the Senate

1. Graduate Council (Klusman) – Items discussed included student compensation and tuition revisions for part-time students. The number of graduate students would have to increase to make the tuition revision revenue neutral. The Council is working on formalizing the graduate student membership to the Graduate Council.
2. Undergraduate Council (Nickum provided the following written report.) –

*Undergraduate Council met January 12, 2000. Discussion continued about the credit and venue issues for the Oredigger and Prospector. L. Pang had talked with her department about the recommendation presented by the Board of Student Publications on December 8. While there was some interest teaching journalism in LAIS, the department is not ready to endorse this recommendation. LAIS is interested in convening a task force to further discuss the issues. Middleton will appoint a task force.*

*The February meeting will be deadline for new courses to be introduced for Summer and Fall 2000. These new courses need to be approved at the March meeting to be included in the Bulletin.*

The Senate asked Nickum if an Environmental Engineering track had been approved. Nickum will report back to the Senate with this information.

Research Council (Ohno) – The Research Council is defining their duties. The addition of a student to the Council is still being discussed. The Council decided that the Dean of Graduate Studies will chair the Research Council. Other items brought before the council included (1) the proposed graduate student tuition policy and how this would affect the revenue of CSM and (2) the budget for research development. The next meeting will focus on the Office of Research Development.

D. Faculty Senate Committees

1. Committees on Committees (VanTyne provided the following written report)

*Outstanding items:*

- a. *By-Law change for undergraduate representative on Undergraduate Council.*
- b. *Faculty representative to PBRA. Replacement for Prof. Imad A. Elhaj.*

*The minutes of Research Council, indicate that Prof. Knauss will head a subcommittee to create suggested By-Law changes. It would be good to have a parallelism to the wording for all three Councils of the Faculty Senate. We will await the Knauss subcommittee report before making suggestions for Undergraduate Council.*

2. Faculty Affairs (Griffiths) – No report.
3. Academic Standards and Policies (Kidnay) – The committee is discussing two issues brought to them by the department heads.
  - a. A time limit for obtaining a BS degree - It is the recommendation of the committee that the time limit be 10 years from the date of a student's first enrollment. If the degree requirements are not completed in that time, a student should be placed on academic special hold and go through the readmissions committee. A student would need to present a written program approved by their department head the degree in a reasonable amount of time as determined by the department, and
  - b. Which bulletin to use – the entry one or the current one. The recommendation to keep the current system that is to use the entry bulletin.

4. Evaluation (Klusman) – Five hundred sixty courses are evaluated and over 11,000 forms are returned. Eight department heads have returned the questionnaire on the possible revision of the student evaluation of faculty.
5. Sports and Athletics (Wendlandt) – The committee's second semi-annual report on student athlete exit interviews was distributed. (available in Academic Affairs) The coaches will be added to the distribution list for this report.
6. Readmissions (VanTyne provided the following written report):

*The following numbers reflect the number of students with an academic action as of December 17, 1999 and the Re-admissions Committee actions on January 3, 4, 5, 2000.*

*December 17, 1999*

*10 Third Suspension Dismissals  
47 Regular Suspensions  
18 Double F's  
48 Regular Probations  
5 Continuing Probations*

*Re-admissions Committee Actions*

*1 Re-admitted for Transfer  
3 Ex-Mines Returning  
15 Double 'F' Cleared to Register  
27 No Shows  
3 Not Returning  
20 Re-admitted Probation  
4 Suspensions Sustained  
2 Grade changes removing Suspension/Dismissal to Continuing Probation*

*There are 71 students registered for Spring 2000 semester who are on Academic Probation with the potential to be on Academic Suspension at the end of the semester. The 3 Ex-Mines returning are on probation*

The Senators expressed a concern that there is no mechanism in place to alert students who do not maintain a 2.0GPA in their major. This will be discussed at the next Senate meeting.

#### E. University Committees

1. Budget (Romberger) – No report.
2. Handbook (Readey) – The following report was distributed but not discussed because Readey was unable to attend.

There are several issues before the Handbook Committee that are of interest to the faculty.

#### **Section 8: Coupling of Promotion to Associate Professor and Granting of Tenure**

The first of these is coupling of tenure and promotion to the rank of associate professor. It is proposed that section 8 contain wording something to the effect that "Promotion to the rank of associate professor will normally be accompanied by granting of tenure." The rationale for this is that several members on the Committee felt that this was common practice at other universities, which it is, and that promotion to associate without tenure sends an unclear message to the candidate. Ed Liberatore is generating the appropriate wording.

#### **Section 4.1.4. Emeritus Faculty**

There was some discussion whether granting of emeritus status ought to be more or less automatic

as it now is when a faculty member retires. If not automatic, what should the process be and how should the faculty be involved? As it now stands, the recommendation comes from the VPAA to the BOT. The Committee will probably not change the procedure but may change titles to reflect final status; i.e. emeritus full professor, emeritus associate professor, etc.

#### **New Section 6.3.1. Inappropriate Behavior**

This is a new section under faculty misconduct regarding complaints against "inappropriate behavior" that do not reach the level of faculty misconduct such as complaints of using four-letter words or unfair grading, etc. A section has been drafted and is being reviewed. Often, this complaint involves academic issues such as grades. The Handbook Committee feels that the Senate ought to play an active role in the resolution process through its Academic Affairs Committee. The Senate should discuss this. A copy of the proposed section follows.

#### **6.2.3 Workplace Standards of Conduct**

##### **A. Behavioral Standards for Colorado State Government Employees**

CSM hereby adopts the following standards of workplace behavior for its employees, which has been adapted from *Integrity in Government for Colorado State Executive Branch Employees*, an Executive Order signed by Governor Roy Romer on February 10, 1987.

1. CSM employees shall serve the public with respect, courtesy, and responsiveness;
2. CSM employees shall demonstrate the highest standards of personal integrity and honesty; and
3. CSM employees shall expose corruption in State government wherever discovered.

##### **B. Sexual Harassment**

The subject of sexual harassment at CSM is governed by the CSM Sexual Harassment Policy, which has been promulgated by the Board and is set forth in subsection 10.7 below.

##### **C. Workplace Violence**

CSM supports the prohibition of workplace violence enunciated in *Workplace Violence*, an Executive Order signed by Governor Roy Romer on August 13, 1996, which is available for examination in departmental offices and the Office of Human Resources.

### **6.3 FACULTY MISCONDUCT INVESTIGATION PROCEDURE BEHAVIORAL COMPLAINTS AGAINST FACULTY MEMBERS**

#### **6.3.1 Inappropriate Behavior**

Upon receipt by the CSM administration of a complaint alleging inappropriate behavior on the part of a faculty member which does not appear to rise to the level of serious misconduct. The appropriate vice president shall notify the accused party and conduct an investigation to determine whether the allegation has merit. If concerns an individual who does not report to a vice president, the president shall appoint a vice president to handle the complaint. The vice president may conduct the investigation personally or delegate this task to a qualified subordinate. In conducting the investigation, the investigator shall review relevant documents and interview all individuals directly involved in the matter. The investigator should also interview any other witnesses to alleged behavior that is disputed by the parties. Additionally, the investigator may consult with any individual possessing expertise in the subject matter of the complaint or any member of the CSM community whose assistance is deemed by the investigator to be helpful to an equitable resolution of the complaint. If academic or instructional issues comprise a prominent part of the complaint, the investigator should consult with the President of the Faculty Senate regarding the proposed resolution. Within a reasonable time after the conclusion of the investigation, the investigator shall provide the parties with a written decision containing a resolution of the complaint. If the faculty member disagrees with the findings of the investigation or the resolution imposed, he or she may file a grievance pursuant to the Exempt Employee Grievance Procedure set forth in subsection 6.6 below. If a student complainant aggrieved by the resolution of his or her complaint, he or she may appeal in writing to the immediate supervisor of the investigator within a reasonable time after the issuance of the decision.

**(draft-1/27/99) (6/10/99)**

F. Ad Hoc Committee

1. Academic Salary Advisory Committee (Griffiths) – No report.

**OLD BUSINESS:** None

**NEW BUSINESS:**

- A. Qualification for Emeritus Faculty – This will be discussed at a future Faculty Senate meeting.

The meeting adjourned at 3:50 PM