

**August 24, 2015**  
**Faculty Conference**  
**Short Course and Certificate Program Activity Break Out Session**

**Leaders:** Nigel Middleton, Michael Walls

**Attendees:** Priscilla Nelson, Azra Tutuncu, Barry Martin, Julie Coakley, Ed Mantz, Vicki Nichols, Kadri Dagdelen, Patricia Hassen, Roger Cusworth, Graham Davis

Priscilla Nelson: We need more mineral short courses. There is lots of interest in Mining Engineering and Underground Construction Tunneling and Mining. No one else is doing these courses; there is a demand and no competition. She would like to do courses that provide a certificate or one-credit hour that could be used towards a Masters or other degree. Her faculty are interested in doing continuing ed courses, but are skeptical about how they will work. She wants Mining to have core funding to go towards outreach courses. She would like her faculty to be engaged with the development of a model and standard for providing these types of courses. Faculty will do the courses if they are paid right and have access to resources that will help with their research. Unfortunately, faculty are cautious about doing courses, because they have heard stories about other faculty having trouble getting paid and other impediments. She also noted we need to do more marketing for these courses. She feels these courses need to be monitored and it is her job to do it. For example, a faculty member can't teach 10 short courses and still do his/her regular work too. These courses are a "brand" of her department, not just Mines, and some profit should come back to Mining Engineering. Faculty should be evaluated on their work in short courses and there should be a place on the FDR for this.

Graham Davis: Short courses are a fantastic way for industry to find out what our faculty are doing. The courses feature leading-edge material. So it is a little narrow to just focus on the course revenue benefit. For example, after delivering a short course, he received industry funding for himself and a student. He feels that quality assurance is needed. He saw a flier for a course delivered through SPACE that had someone with a made-up "Mines" degree. Each department needs to review their courses and decide if they are up to standards, current, represent Mines well, etc.

Michael Walls: He agrees with G. Davis. We need to realign the university: SPACE has different goals that are set by the university (i.e., make a profit) and is run as an organization separate from the university.

G. Davis: We need to work on advertising. People aren't finding the SPACE web page. He gets inquiries about it all the time. Mines also needs to work on faculty incentives. For example, he co-teaches with someone that is off-campus. They split the pay 50/50, but G. Davis gets paid less due to the fringe. This also makes SPACE have an incentive to hire non-Mines faculty, when we should be hiring more. R. Cusworth responded that unfortunately we have to pay PERA and FICA to Mines employees. It is difficult to "back" other fringe off of what is legally required, because our computer system does not allow this. He asked if faculty would be willing to accept compensation in a Professional Development account instead. Several noted that they have asked for this in the past, but have been told "no." Faculty would like to have both options.

R. Cusworth said that PERA will require that we compensate everyone the same way. G. Davis commented that it seems like the rule change every year, and often faculty find out that there are new rules after they've already planned and started a course. Each year, new forms are required in order to teach a course.

P. Nelson said that some funds should go back to the sponsoring department every time. The department admin does work for the course and there are costs to the department. Department heads need to be involved and need to help set the policy for running these courses.

K. Dagdelen stated that Mines needs to take advantage of the entrepreneurial spirit of the faculty. Rules are inconsistent, and faculty often feel like they are reprimanded for doing some things.

Several stated that they feel it is okay for a slice of the revenues to go back to the general fund as overhead.