August 16, 2012

To: Colorado School of Mines Faculty

From: Terry Parker, Provost

Re: Beginning of the year announcements

We have several announcements to the faculty and staff as the fall semester begins regarding the schedule for Monday, August 20, appointment of department heads in the College of Engineering and Computational Sciences, and the mailing of salary letters to the faculty this year.

Schedule for Monday, August 20
As a reminder, the events surrounding the fall semester have begun and we will once again start the first Monday of the fall semester with the “M-climb” in the morning and the Faculty Conference in the afternoon.

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<th>Time</th>
<th>Event</th>
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<tr>
<td>7:45AM</td>
<td>Faculty and Staff send-off for the M-Climb (coffee and doughnuts provided)</td>
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<td>12:00 PM</td>
<td>Campus Barbecue on Kafadaar Commons (all students, faculty and staff invited)</td>
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<tr>
<td>1:00 PM</td>
<td>Faculty Conference, Metals Hall in the Green Center (detailed agenda attached)</td>
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<td>4:00 PM</td>
<td>Faculty Conference Adjourns</td>
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Appointment of Department Heads in the College of Engineering and Computational Sciences
Dean Kevin Moore is pleased to announce four leadership positions in the College of Engineering and Computational Sciences.

Professor Willy Hereman has been named as the Department Head of the Department of Applied Mathematics and Statistics, effective at the start of the fall semester. Willy comes to the position with a strong passion for moving the department forward and many ideas on how to do so. Prof. Hereman joined the campus in 1989 and was promoted to the rank “Professor” in 1998. He is author or co-author on over 100 publications and has a significant funding track record with the National Science Foundation.

Professor Tissa Illangasekare will serve as Interim Civil and Environmental Engineering Department Head for the fall semester while Professor John McCray is on sabbatical. His appointment will begin effective August 17 and continue until January 7. Tissa is the AMAX Distinguished Chair of Environmental Sciences and Engineering and Professor of Civil and Environmental Engineering and also serves as the Director of the Center for the Experimental Study of Subsurface Environmental Processes (CESEP).

For the department of Electrical Engineering and Computer Science, we are pleased to announce that Randy Haupt will officially be joining us as Department Head, effective August 17. Randy has most recently been at Ball Aerospace and prior to that was at a defense lab. He also brings to us a significant background in academia, including 6 years as a department head, a strong publication record, and a record of excellence in the classroom at multiple universities, including the Air Force Academy.

Finally, we are pleased to announce that Prof. Greg Jackson, from the University of Maryland, will officially be joining us as Head of the Department of Mechanical Engineering, starting January 2013. Greg is currently a full Professor and the ME Department’s Thermal, Fluid, and Energy Science Division Leader. He is also the Associate Director of the campus-wide University of Maryland Energy Research Center. For the Fall semester, John Berger will remain Interim Department Head for ME. Greg will on campus for the first ME faculty meeting of the semester on August 20. We are excited to see Greg bring his strong experience from Maryland in education, research, and research administration to ME and the College of Engineering and Computational Sciences.
Please join me in congratulating Profs. Hereman, Illangasekare, Haupt, and Jackson on their appointments. We are confident that these appointments are a significant positive step in furthering the agenda for excellence in research and education in the College of Engineering and Computational Sciences.

Salary letters for Academic Faculty
The CSM faculty are the core of the institution; the faculty deliver the curriculum to our students, they proactively update and enhance the coursework that is at the heart of the curriculum, and they are the driving force behind the institution’s research agenda. As we did last year, we will implement a salary adjustment program to address promotion and tenure actions, equity adjustments, and merit increases. The salary adjustment program must be carefully grounded in fiscal reality which is clouded by uncertainty of state funding, a climate where we expect a continued decline in state support for the rest of this decade, and must accommodate a strong need for an increase in the number of tenured, tenure-track, and instructional faculty. The budget for 2011-12 allows a 3.2% increase in the Academic Affairs salary budget line for existing faculty and will be used to address equity issues and merit adjustments (promotion and tenure actions are in addition to this 3.2%). A necessary part of this exercise has been establishing target salaries for faculty of different ranks and fields and then using these targets in conjunction with faculty performance to identify, when appropriate, salary increases. The process requires significant cooperation from departments within each college or “strategic board,” since salary recommendations are developed collectively within each of these three entities. With this process we hope to reach many of the faculty in some way. As CSM increases its prestige, we must reward the faculty performance that is at the heart of this prestige.

The process to implement promotion, equity, and merit actions came from discussions with a range of faculty and department heads and continues to be new to the campus. We apologize for the delay in sending out salary letters and hope to have them in the mail by August 25.

1 The strategic board is Economics and Business, Geology, Geophysics, Mining and Petroleum Engineering, and Liberal Arts and International Studies.
Annual Faculty Conference
Metals Hall – Green Center
August 20, 2012
Program

12:00 pm  BBQ Hosted by President Scoggins  Kafadar Commons

1:00 pm  Presidential Welcome  President Scoggins

1:10 pm  Campus Status: Incoming Class and Residential Campus  Dan Fox

1:25 pm  Campus Status: Accreditation, Advising Center, New Degree Programs  Tom Boyd

1:40 pm  New Faculty Introductions  Hussein Amery

2:20 pm  Faculty Senate Introductions and issues for the Year  Faculty Senate President

2:30 pm  Capital Campaign Update  Brian Winkelbauer

2:40 pm  Campus Status: Budget and Organizational Structure  Terry Parker

3:00  Research Highlights  J. Poate, Craig Taylor, David Benson


4:00 pm  Adjourn

Morning of August 20th
M-Climb Send-off - 7:30am