

# Summary of Changes from Previous Year

## Handbook Changes Approved by the Board of Trustees June 2, 2023

Subject	Description	Handbook Sections
Faculty Positions - Faculty Ranks and Titles	Faculty titles required clarification for consistent understanding of the different responsibilities for each position. This will support consistency as we move to Workday implementation across campus in July.	4.1.2, 4.1.4
Faculty Positions - Faculty Ranks and Titles	Removed Athletics Faculty from this section. Athletics Faculty members' recruitment and onboarding are the same as exempt, administrative faculty. Identifying them as a separate category is historic and does not align with current practice.	4.1.7
University Distinguished Professor	Title changed to reference both University Distinguished Teaching Professors and Distinguished Professors of Practice	4.1.8

Faculty Positions - Faculty Selection Process	Mines' pay philosophy adheres to all applicable federal and state law. Excerpts of the state equal pay law were included in the handbook when the statute first became effective. In the interest of brevity and to avoid inconsistencies with statutory language as the law evolves in the future, this Handbook section was edited to simply reference the Colorado Equal Pay for Equal Work Act (CEPEWA) and not reprint specific provisions of the statute.	4.5.1
Faculty Positions - Faculty Selection Process	University Honors and Scholars Program added	4.5.2 D
Faculty Positions - Faculty Selection Process	Hiring process revised for Administrative Faculty. This process was out of date; changes were made to align with current practice.	4.5.2 E
Faculty Positions - Faculty Selection Process	Locus of Positions - University Honors and Scholars Program added	4.5.3
Faculty Positions - Faculty Employment Contract and Offer Letter Process	Oath or Affirmation of Allegiance moved from Section 6.2.1 to 4.7.3	4.7.3
Section 5 – Rights, Privileges, and Benefits	Added accurate, relevant HR web links and updated eligibility summary	5.2
Ethics, Responsibilities, Conflicts, and External Activities – Faculty Responsibilities	Faculty travel provision updated	6.1.4
Ethics, Responsibilities, Conflicts, and External Activities – Faculty Ethical Obligations and Standards	The Oath or Affirmation of Allegiance section moved to Section 4.7.3 and the numbering updated to reflect removal of Oath or Affirmation of Allegiance	6.2.1

Ethics, Responsibilities, Conflicts, and External Activities – Faculty Ethical Obligations and Standards	Section 6.2.4B was updated to better align with Mines' new policy and procedures for sexual misconduct and discrimination, and to update reference to Office of Institutional Equity	6.2.4 B
Ethics, Responsibilities, Conflicts, and External Activities – Conflict Disclosure	Modified to address inconsistent language in the current Mines COI Policy and the Handbook; amendments include basic information about conflict disclosure and management requirements, but direct faculty to the Mines Policy Library for the campus-wide COI Policy and Procedures	6.3
Ethics, Responsibilities, Conflicts, and External Activities – Performance of External Work and Professional Activities	Modified to address inconsistent language in the current Mines COI Policy and the Handbook; basic information about reporting external commitments remains, but directs faculty to policy and procedures at Mines Policy Library and the AA Procedures Manual, as appropriate	6.4
Promotions and Tenure -Tenured and Tenure Track Faculty	Changed section references to reflect actual leave descriptions and minor word change for greater clarity	8.1.1 C, 8.1.4, 8.1.6
Promotions and Tenure -Teaching Faculty	University Honors and Scholars Program referenced and amendments made to reflect process variances for promotion of UHSP Teaching Faculty	8.2
University Committees – Teaching Faculty Promotion Committee	University Honors and Scholars Program references added as appropriate to reflect UHSP participation in Teaching Faculty Promotion Committee	12.9
University Committees – Assessment Committee	The current language in the Handbook reflects a pilot structure for the Assessment	12.11

Committee. The proposed amendments are intended to better reflect the way the Assessment Committee is actually now operating, based on the results of the pilot