

# Approved Minutes

Approved November 13, 2013

## Faculty Senate Meeting

October 23, 2013

Science Annex Building, Room 329 - New Mexico Highlands University, 3:00 p.m.

1. **Call to Order: 3:07 p.m.**

2. **Roll Call:**

**Present:** Marlane Alarid proxy for Braun y Harycki, David (School of Education); Christensen, Todd (Visual & Performing Arts); Flores, Jayni (School of Education); Gadsden, Gloria (Social & Behavioral Sciences); Gonzales, Margaret (Staff Senate); Gorman, Jane (School of Social Work); Harrington, Julius (School of Social Work); Jenkins, Kathy (Exercise & Sport Sciences); Kempner, Brandon (English & Philosophy); Kent, April (Library); Loewen, Kerry (School of Business, Media & Technology); George Lyon proxy for Manafy, Abbas (History/Political Science/Language & Culture); Martinez, Edward (Natural Resource Management); Rivera, Gilbert (VPAA); Romine, Maureen (Biology & Chemistry)

**Absent:**

Karaba, Robert (School of Education);  
Swim, Charles (School of Business, Business);  
Tahani, Hossein (Computer & Mathematical Sciences);  
Williams, Emily (School of Education);  
Williams, Susan (Nursing)  
Williamson, Jordan (Student Senate, undergraduate).

**Also Present:**

Fries, James (President)

3. **Approval of Agenda:** October 23, 2013 - approved

4. **Approval of Minutes:** October 9, 2013 – approved with corrections

5. **Communication from the Administration**

1. President Jim Fries presented information about the funding formula. The new funding formula favors outcomes such as completed credit hours, degrees or certificates awarded, STEM-H degrees awarded, and at risk (Pell eligible) degrees awarded. Dr. Fries reviewed the Mission Based Performance Funding Model -Discussion Draft handout that was discussed at the Board of Regent's meeting on Saturday, October 19, 2013. All two and four year institutions' presidents have signed off on this model. Institutions do not want any redistribution of the base funding. Dr. Fries answered questions about the formula including questions about associate

degrees at Highlands University and the lack of research incentives for comprehensive institutions in the draft formula. Dr. Rivera brought up the issue of inverted degrees.

2. Dr. Gilbert Rivera has asked Dr. Jean Hill to look at retention, enrollment, and graduation data. The president's goal is to increase enrollment to 4,000. In order to reach this goal Highlands need about 400 more students. Dr. Rivera is looking at the data to see which students we should target when recruiting. Currently from the first fall semester to the third fall semester, the university loses about 70% of students. 24% of juniors graduate in two year and 62% graduate in four years. Recruitment and scholarships should be targeted at junior transfer students, and Native America students through articulation agreements with CNM and in Farmington agreements in more subject areas. Dr. Rivera said we should be looking at what happens in junior year that makes students succeed, and then seeing what we can do to bring this to the sophomore year. The sooner we get students into a major the more likely students will succeed.
3. The issue of advisement and faculty was discussed. Lively discussion ensued.
4. Ms. Margaret Gonzales is on the University Retention Committee and Dr. Gloria Gadsden is on the Student Affairs Committee. Comments about advisement and retention policy should be sent to them.

## **6. Communication from the Chair**

1. BOR Special Meeting on Saturday, October 19, 2013
  - a. The publicity for faculty activities list draft was presented to the Board of Regents. Mr. Kerry Loewen said the glasses free 3D display was popular with the Board of Regents too. They asked if that could be on permanent display and updated on a regular basis.
  - b. The Board discussed expanding student life.
2. VPAA search update.
  - a. 46 applications were reviewed and rated.
  - b. Eight candidates were selected for telephone interviews for the week of Oct 28<sup>th</sup>.
  - c. It is possible there will be on campus interviews on the week of November 10<sup>th</sup>.
3. Student Academic Integrity Policy – The Executive Committee is reviewing input from the faculty (29 voted, 28 for and 1 against), the University lawyers, and the Registrar.
4. Campus Post Office comments are still coming in.
5. The Liaison to Human Resources Committee currently has three members: Dr. Kathy Jenkins, Dr. Mike Petronius, and Dr. Daniel Martinez.
6. Monday will be the first meeting for the Vice President of Advancement search and screen committee. Mr. Kerry Loewen is the chair. The director of university relations will now report to the Vice President of Advancement.

- 7. Communication from Academic Affairs**
  1. Mr. Kerry Loewen reviewed the report he had sent out.
  2. The catalog is going all online.
  3. Academic Affairs is discussing getting rid of the computer proficiency requirement.
  4. Double dipping with majors and minors is under discussion.
  5. Mr. Michael Raine told the committee that Degree Audit is a tool. The transcript is the only official record
  
- 8. Communication from the Student Senate**
  1. No representative.
  2. Ms. Margaret Gonzales reported on the Student Senate. The Senate met this past Sunday and will meet again in two weeks. The Senate appointed two students to serve on the International Committee. Ms. Gonzales answered questions about what activities the Student Senate funds.
  
- 9. Communication from the Staff Senate**
  1. Ms. Gonzalez reported that the last meeting of the Staff Senate did not meet quorum. The next meeting is in November. The President is invited to the next meeting. Mr. Max Baca will also be attending the next meeting.
  2. Retirement incentives were not included in this year's budget. The staff senate will look into including it on upcoming agendas for consideration next year.
  3. The staff advisory survey will be out soon.
  4. EEO concerns are still a discussion topic.
  5. ID issues and ways of identifying visitors were discussed.
  6. The need for more signage on campus, including signage within buildings, was discussed.
  
- 10. Old Business**
  1. Student Affairs Committee Draft Retention Plan – Possible Action Item
    - a. Mr. Todd Christensen said that having a rolling alert in place of the proposed early, middle, and late alert would be beneficial.
    - b. Further comments on the plan should be sent to Dr. Joe Sabutis or Dr. Gloria Gadsden.
    - c. Item tabled.
  2. Center for Teaching Excellence Committee update
    - a. The first meeting of the expanded committee was on Monday. The 6 members of the committee are Dr. Brandon Kempner, Dr. Edward Martinez, Dr. David Braun y Harycki, Dr. Mary Shaw, Dr. George Lyon, and Dr. Emily Williams
    - b. Dr. Kempner was elected chair.
    - c. The next meeting will be in a couple of weeks. The goals of the center will be revised then, and there should be a plan to present to the Faculty Senate at the December meeting.
  3. Publicity for Faculty Activities Committee update

- a. See attached draft list.
- b. Dr. Kempner said he would like to see more departments represented on the list. Entries should be under 75 words. Dr. Kempner asked senators to encourage members of their department to submit profession accomplishments to the committee.
- c. The committee's goal is to have the list done by the end of the semester.

**11. New Business:**

1. Nominations for Senate Committees: Ian Williamson for the Financial Planning Committee and David Pan for the Athletic Committee. – Motion made to elect both nominees – motion carried.

**12. Meeting adjourned at 4:45 p.m.**