

**Faculty Senate Meeting Minutes**  
**May 08, 2019**  
**August 28, 2019**

**Lora Shields 329 and via ZOOM 3:00  
to 4:00p.m.**

**1. Call to Order.**

**2. Roll Call.**

**Present:** Buchanan, Peter (for Villarreal, Ben (English & Philosophy)); Chadborn, Daniel (Psychology); Coggins, Kip (School of Social Work); Ensor, Kevin (Counseling & Guidance); Gardner, Sandra (Nursing); Jenkins, Kathy (Exercise & Sport Sciences); Karaba, Robert (Education; Education Leadership); Kent, April (Library); Lindline, Jennifer (Natural Resources Management); Romine, Maureen (Biology); Sammeth, David (Chemistry); Tamir, Orit (Sociology, Anthropology & Criminal Justice); Valenzuela, Norma (Languages and Culture);; Williams, Steven (History & Political Science)

**Also Present:** J. Flood (Nursing); G. Gadsden (Social and Behavioral Sciences)

**Excused:** Garcia-Nuthmann, André (Visual & Performing Arts); Houliez, C. (Business); Jeffries, John (Computer & Mathematical Sciences); Meckes, Shirley (Education; Teacher Education); Meron, Angela (Media Arts & Technology);

**Absent:** Education; Curriculum & Instruction representative; Moreno, Yvonne (Education; Special Education/Gifted).

**3. Approval of Agenda.** MOTION MADE AND SECONDED to approve the agenda. Motion passed unanimously.

**4. Approval of Minutes from 04/24/2019.** MOTION MADE AND SECONDED to approve the minutes from 04/24 with modifications. Motion passed unanimously.

**5. Communication from the Administration (R. Gonzales).**

- Announced that Academic Affairs Office will get contracts out as soon as possible.
  - Congratulated everyone on the end of a good year.
  - Shared that several Program Review packets are in her office, in close-out step in process.
  - Shared that graduation in Rio Ranch and main campus coming up; time of joy and gratitude.
- DS asked if contract negotiations were complete. RG replied that AAO is working on updating the article language from the final negotiations. The teams developed an MOU regarding the agreement to continue some of the outstanding articles into next year so can pick up where left off. Also on table is the prospect of electronic signatures of

- contracts, understanding that many faculty members summer locations do not permit accepting contract within 10-day turn-around time.
- DS asked about reorganization. *Throughout the year, the faculty has seen various models. Are you, as Provost, advocating reorganizing CAS over the summer?* RG responded that can't say for sure what Dr. Minner's final reorganization proposal will look like. Said that under College of Professional and Graduate Studies, Schools will be led by Directors. Wasn't that on the model shown by Dr. Minner? Faculty shook their heads "no."
  - KJ shared that CAS faculty worried that their graduate programs will flounder if all graduate focus under Professional College. RG responded that at small institutions, it is normal to have the Graduate Dean under a Professional School. RG pledged to communicate as soon as she knows. DS asked if programs under Minner's CAS model will remain in CAS. For example, is NRM being moved to different areas. RG said not to her knowledge, but she can't be sure. Recognized that we need to do smart, unrushed reorganization. Can't do anything beyond starting Dean searches in the fall.
  - OT stated that she cannot comprehend how the university can go through a reorganization that is so heavy top-down. No shared governance. No involvement of faculty in creating the model. HLC dinged us last time on lack of shared governance.
  - RG commented that Dr. Minner has been seeking input from individual faculty members over the last few weeks.
  - KJ replied that there is one voice – the Faculty Senate. It is not shared governance to go to singled out faculty and request opinions about reorganization. Noted that Faculty Senate plan was shot down, the need for Strategic Plan implementation first ignored.
  - RG disagreed and said there are many ways to share governance. Shared plans to put together transition teams to smooth movement in coding, advisement, recruitment, and other areas.
  - DS said that we need to make a decision and move on. At a minimum, the Faculty Senate body must see the proposal to have opportunity for input.
  - KJ shared that coding problems are currently happening, work-study problems are emerging, Degree Audit problems have persisted. These things are significantly impacting student enrollment. PB seconded these sentiments. □ AL said open to looking into issues.
  - RG noted that if there are technology issues, the university can't fix what they don't know about. Let ITS know about problems.

#### **6. Communication from the Chair (Sammeth).**

- Shared that President Minner wishes to start attending the Faculty Senate meetings next year. Be sure to include him on the invitation.
- Shared that President Minner requests an HLC Faculty Liaison (doesn't have to be a Faculty Senator) to share information about HLC. Individual will receive 0.25 release throughout the academic year.
  - KJ asked DS to send information to all faculty about this request.

- Read email from President Minner that stated his proposed 2 College/Dean model is to capture resources to fund internal research program, no more and no less.
- Shared that moving forward with Dean CAS and Dean SoEd searches. Dr. Gonzales wishes to develop a general job advertisement with common elements by Fall 2019. Draft JD will be sent out to Chairs for feedback and everyone can offer comments. Search & Screen Committee will be determined during Faculty Development Week and process commence Fall semester.
  - KJ worried that forming a S&S after the job advertisement is developed is problematic. Faculty input and communication will improve process.
  - OT stated that the committee should be put together first with Provost to create the ad.
    - DS asked can we form it today?
  - KJ shared that she was elected to sit on online director search, was then removed from committee, was told they were no longer on the committee.
  - KC shared that he was on committee as well.
  - KJ shared that she was kicked off in the fall. Important for faculty voices over the summer to help get the job done and we need volunteers. Exec committee can work to volunteer over summer.
  - RK shared that in SofEd, volunteers would be willing.
  - DS noted that need CAS faculty only.
  - OT volunteered, just concerned with speaking out and being removed.
  - DS asked *could offer faculty for development for job ad creation, but not have to serve in fall on the search or can it wait till the Fall?*
  - MR said to develop immediately in the call.
  - OT said that committee formed now that starts day 1 fall; worried about rushing into searches and repeating past mistakes.
  - RG wants to make sure we get people in ASAP so we have time to review and run the search.
  - DS said search committee of 7, 3 admin (Ian, Kim, and Lee Allard) and 4 tenure/tenuretrack faculty, request sent out asap for the 4.
  - KJ and DS: send out request for 4 faculty member on the search beginning day 1 in the Fall with job description to be built first.
  - AK asked *just CAS, or outside member?*
  - KJ said should specify tenured/tenure-track.
  - Discussion ensued about what handbook says.
- Shared that numbers changed in seating setup for graduation: front left faculty, right side undergraduates, behind faculty graduates, higher numbers changes things.
  - KJ: Faculty marshals have not been confirmed and have not been invited or given information or communication from the administration. Chair of Faculty Senate and

faculty marshals have not been invited to grad meetings, they always have. The registrar runs it and they have not included anyone this year.

- DS asked, *administrators don't know full duties?* □ KJ said break-down in communication.
- RG said committee leadership has changed, might be under president's office. They should be putting together a graduate handbook.
- KJ noted this is a ceremonial question. Faculty are supposed to agree on the list of who is there to graduate. We have not gotten it. We have to stick to the processes.
- DS said there are issues with turnover causing a loss of history and lack of participation from senior faculty. History is important.
- KJ requested a vote for sending a list of potential graduate to Faculty Senate to meet the ceremony that has been done historically.
- DS asked, *why senior/seasoned faculty not at meetings and in positions of leadership?* The people who need to be here are not showing up. Co-governance and academic leadership depend on this.
- RK asked, *what are their reasons?*
- DS responded treatment, too far away, disillusioned, etc.
- KJ said that senior faculty just want to do their work, don't want to be noticed. Been involved entire career and nothing happened.
- DS noted that a cohort of faculty have carried the load and others feel they will have others take care of it.
- RG said that Academic Affairs Committee in most places is made up of tenured faculty, know what questions to ask, right eye to proposals coming before them.
- KJ said that senior are less likely to be intimidated. *How can we increase engagement amongst our peers, the right people are on committees and the people on them are passionate?*
- OT shared problem – faculty retiring and leaving and not being replaced, vacancies and freezes so we don't have the numbers to have them. More engagement AND more faculty are needed.
- DS: last item/request. Secretary needed.

## 7. Communication from Academic Affairs (S. Gardner).

- Shared the following:
  - **No undergrad or grad appeals!!**
  - No major updates from health, SWS, and a few others
  - English Department Review complete; recommendations offered.
  - Business course approved.
  - Paleomagnetism course approved.
  - New course presented by Rod Rock, informational purposes for Fall.
  - Edu Leadership program for MSC.

**8. Communication from the Staff Senate (A. Ludi).**

- Shared that Staff Senate is revisiting the idea of Morale Survey for staff; they are having similar issues with engagement.
  - DS asked, *can send something out through executive committee?*
  - KJ responded that staff voted entirely to ratify the staff negotiations, but admin waited a year to propose to regents.
  - DS shared that there are 3 separate CBAs incoming

**9. Communication from the Student Senate (A. Samora).**

- None provided.

**10. New Business.**

- a. Discussion and Response to Proposed Reorganization.** Motion made and seconded to move to Executive Session. Motion approved unanimously.

**11. Executive Session.**

**12. Public Action as Necessary on Other Closed Session Discussions.**

**13. Adjournment at 5:00.**