

Faculty Senate Meeting Minutes
September 09, 2020
Approved September 23, 2020

ZOOM - <https://nmhu.zoom.us/j/91283810526>; 3:00 to 5:00 p.m.

1. Call to Order.

2. Roll Call.

Arshad, Ali (Business Administration); Buchanan-Farmer, Melanie (Education-Teacher Education; Chadborn, Daniel (Psychology); Ensor, Kevin (Education-Counseling & Guidance); Fox-Hausman, Mariah (Media Arts and Technology); Garcia, Justine (Biology); Garcia-Nuthmann, André (Visual & Performing Arts); Gardner, Sandra (Nursing); Jeffries, John (Computer & Mathematical Sciences); Hayward, William (Exercise & Sport Sciences); Karaba, Robert (Education-Education Leadership); Kent, April (Library); Lindline, Jennifer (Natural Resources Management); Sammeth, David (Chemistry); Tamir, Orit (Sociology, Anthropology & Criminal Justice); Valenzuela, Norma (Languages and Culture); Villarreal, Ben (English & Philosophy); Williams, Steven (History & Political Science);

Absent: Cespedes, Blanca (Forestry); Coggins, Kip (School of Social Work); Wolf, Ann (Education-Curriculum & Instruction)

Also in Attendance: N. Arfai, E. Derkas, C. Duran, M. Earick, G. Gadsden, S. Gupta, E. Harrington, A. Krivoshein, A. Ludi, S. Minner, R. Moore, V. Parboteeah, M. Petronis, J. Rivas, M. Romine, R.C. Sanchez, J. Shepard, T. Timofeeva, A.J. Warwell, R. Walker-Gonzales, I. Williamson, P. Wilson

Before commencing meeting, Dr. Tamir led a moment of silence for lost colleague and friend, K. Coggins.

3. Approval of Agenda.

- Motion made and seconded to approve the agenda. Motion passed unanimously (17 favored; 0 opposed; 0 abstained).

4. Approval of Minutes from April 29, 2020. (attachment)

- Motion made and seconded to approve the minutes from April 22 and August 26. RK offered a correction to the August 26 minutes. Motion passed to approve both minute records with the August 26 correction (16 approved; 0 opposed; 1 abstained).

5. Communication from the President (S. Minner).

- Shared that university is doing well in terms of COVID19 status. Been at 7, still at 7 since student return and testing. University is maintaining contact with and following guidelines from Governor's Office.
- Shared that administration is monitoring budget updates; anticipating 5% across the board cuts. Minner's approach:
 - Delivering highest quality of instruction possible given resources;
 - Delivering highest level of student support possible given resources;

- Avoiding any layoffs or furloughs. Have avoided up until now and remain cognizant of situation and importance of staff employment stability.
- Reported that university is making progress in core function – the academic domain.
 - Our SW Program receiving \$3 million dollar grant to put more of program on line.
 - Submitting projects under GEER (COVID 19 relief).
 - Hearing mostly favorable reports from students about their academic experiences.
- Shared info about upcoming Bonds on election ballots, capital improvements.
- Described proposed traffic changes in and around campus that could improve flow and economic development.
- Gave update on Strategic Enrollment Management. Looks like reporting number is a bit down, mostly from Audit students. Good news on retention. Unofficial Fall-Fall is 64% -- a record high for Highlands!
- Gave update on Advancement. Homecoming 2020 is coming up with a lot of events and presentations by faculty and staff.
- Shared support of Black Lives Matter student-led march.
- Reminded Faculty Senate of HLC site visit and scheduled forums.
- Fielded questions.
 - SW: Asked, *What is your sense of the Spring 2021 semester?* SM: Responded that the prospect of opening and what that will look like continue to evolve.

6. Communication from the Administration (R. Gonzales).

- Brought up Spring Schedule 2021; already upon us! Talk to faculty in departments and work to get that submitted ASAP!
- Reminded by KJ this morning that faculty has not yet received their face masks. Will check up on that and push these out.

7. Communication from the Chair (O. Tamir).

- Shared that FS EC is considering ways to honor colleague K Coggins and will bring forward shortly.

8. Communication from Academic Affairs (A. Wolf). None provided.

9. Communication from the Undergraduate Student Senate (C. Ulibarri). None provided.

10. Communication from the Graduate Student Senate (T. Crain). None provided.

11. Communication from the Staff Senate (D. Gallegos). None provided.

12. Old Business.

- a. **Proposed changes to Faculty Handbook** (linked to change to Article 28 of the CBA).

- OT gave history of document circulated at previous meeting (initiated in 2014, approved by General Faculty and Board of Regents in 2014. Stalled because of need for language change in Collective Bargaining Agreement.
- BV: Asked question about movement of responsibilities of Grievances from Grievance Committee to Faculty Affairs. OT: Yes, this was always the idea since the drafted language change in 2014.
- DS: Asked about FH language being linked to Article 28 or 29 in CBA. Wants to be clear about linkage. OT: Yes, Article 29.
- WH: Asked for some clarification about grievance process. OT responded there will still be possibilities for faculty to file Grievances; however, they would be filed through Faculty Affairs Committee rather than Grievance Committee.
- BV: Requested if there is a “cheat sheet” that he can take back to department before going to General Faculty vote. OT: Absolutely; we want to be very clear. Not doing away with duties; only shifting duties from one committee to another.
- WH: made motion to approve proposed Faculty Handbook changes with addition of a cheat sheet to inform General Faculty. Motion seconded. Motion passed (17 favored; 0 opposed; 0 abstained).

b. **Grievance Committee.** Nominees include:

- 1) Lori Rudolf
 - 2) Kent Tucker
 - 3) Edward Harrington
 - 4) Miriam Langer
 - 5) Sensook Park
 - 6) Tatiana Timofeeva
 - 7) Emanuel Nkwenti
 - 8) Gil Gallegos
- OT gave brief background about outstanding Grievances under 2019-2020 Faculty Handbook and need to give faculty involved due process. There was a question about Grievance Committee population from a Senator last week. OT clarified that some Faculty Senate committee membership is volunteer, others are through election by School and College, while others are elected by the Faculty Senate. The Grievance Committee is the latter. In addition, GC members must be tenured and have stipulations about numbers from department, school, etc. (find language in FH). To remind you, if there is a Grievance, not all committee members serve. Only 5 are asked to serve on a particular Grievance. Before any hearing, Grievants and Respondents have a chance to accept or reject a member. You are asked to consider this list of 8 individuals.

- RK made a motion to approve 8 GC nominees. Motion seconded.
 - BV asked if these individuals would receive mediation training. OT said no. Individuals involved in Grievances filed last year did not want to participate in mediation, so it goes straight to hearing panel.
 - Motion passed. 15 approved; 0 opposed; 2 abstained.
- c. Program revisions in Biology – **discussion item.**
- JR: gave presentation. Biology is a diverse program leading to diverse careers. Shared what other programs throughout country require in terms of General Chemistry and Organic Chemistry.
 - JS: asked is the syllabus under consideration is same one reviewed in Spring. JG replied yes.
 - SW: asked about career implications. JR said that graduate programs in Biology do require Chemistry, but Wildlife Programs do not. SW went on to ask about what he understood about need for significant lab work experience. JG answered that she runs a Molecular here and does not require Organic Chemistry background. JR offered that students can always take the Organic Chemistry if they want to, provides opportunities.
 - MP: asked about distinction between Biological Organic Molecules and Organic Chemistry. JG said that class is “similar” to Organic Chemistry. Will discuss nomenclature and other, but not all of OC material and not material that doesn’t deal with Biologic processes. We will teach this more in context. Instead of saying these are 12 mechanisms you need to know. Will say, these are 12 mechanism that support biological processes that you need to know.
 - NS: said appreciated the Wildlife Biology proposal, but commented the proposed Bio Organic Molecules class is a step down. *What will students gain when getting content from a non-content expert? Don't you think that Chemistry Department has better resources to teach this course?*
 - DS: shared that a large number of topics on the proposal syllabus are on the Organic Chemistry syllabus.
 - JL: asked if Biology had considered offering Biological Organic Molecules-type course at upper division/graduate level where relevance and context bring more to bear, and leave introduction to Organic Chemistry to the Discipline experts. JG: responded using Women and Minorities first model.
 - JS: shared that teaching Organic Chemistry in Chemistry is best foot forward as degree and career option. Asked will medical school-oriented students be directed to this course? JG: responded No, this proposal is for Wildlife majors and students aiming to medical profession need 2 semesters of Organic Chemistry.
 - TT: agreed with JL’s comments and disagreed with comments that this proposal supports women and minorities. No.
 - DS: said 2 issues Academic Affairs and Program Changes. Elaborated on issues with vote and the materials that the AAC used in their vote at end-Spring 2020 meeting. Stated that the Chemistry Department does not have issue with Wildlife Management students not having Organic Chemistry. Does have issue

with B.S. Biology students not taking ANY Organic Chemistry. Said the justification for proposed Wildlife Biology degree reads soundly. Does not have an issue. But proposal says students graduating from program can be candidates for Vet school. No, you cannot get to Vet school without a succession of Chemistry courses (2-3 years!). Biology is a HUGE field! Doing such a disservice if allowing a student to get a B.S. in Biology without an Organic Chemistry class. Saying that programs are ala carte is wrong. Should be growing programs, not diminishing them. If proposed course is only for one degree-track, how terrible would that be if a student takes that class for intended Wildlife Biology degree and then realizes the door is shut on other options (Veterinarian, Pre-Med, Biology B.S.).

- DC: asked for clarification about materials that AAC voted on in Spring 2020.
 - RK: asked, What was the vote?
 - KG shared there were 3 votes:
 - Motion passed to approve the new program: BS in Wildlife Biology and Conservation. Seconded. 9 ayes, 4 nays, 2 abstentions.
 - Motion passed to approve the revision of BIOL 3850. Seconded. 12 ayes, 2 nays, 1 abstention.
 - Motion passed to approve the program revision of Biology BS and BA. There were 4 ayes, 4 nays, and 6 abstentions. AAC Chair cast the tie-breaking vote by voting aye.
 - DS: remarked on JR comment about Biology knows best what Biology should teach. DS said our collective ideas are important. *Do we want to change on B.A./B.S. Biology so that we go below the majority nationwide standard about requiring 1 Organic Chemistry class?*
 - DC: Made motion to support Wildlife Management Degree, but ask AA to re-review the B.A./B.S. Biology degree changes. There questions/comments by Senators still being confused about content of the Biology package. DC offered to amend his motion and moved to pass the portions of the Biology proposal that passed with majority of AAC votes, but send the 4-4-6 item back to AAC. Confusion persisted among Senators. Question arose, if approval of the Wildlife Biology major and BIOL 3850 course impacted by the program revisions in Biology BA/BS, will these items have to be revisited? DC rescinded his motion.
 - RK: made a motion to send the entire Biology Program Revisions proposal back to the AAC for proper vetting. Seconded. Motion passed. 12 favored; 1 opposed; 4 abstained.
- d. Petition from Chemistry re Program revisions in Biology – **discussion item.** Included in discussion of 12.c.

13. New Business.

a. Strategic Plan. (R. Moore).

- RM shared happenings of Strategic Planning Committee. It is represented across all units, including university Senates, community, and others. Has a bottom up approach.

- RM and IW shared general aspects of the SP and inclusive and transparent process. AK offered to make a motion, but conceded that it may still be a discussion item.
- DS: made a motion to approve the Strategic Plan at this time. Motion seconded. Motion carried. 15/16 favored; 0 opposed; 1 abstained.

b. Zoom Updates. (A. Ludi)

- Shared that there will be required additional securities for ALL ZOOM SESSIONS (classes, meetings, etc.). Information is ongoing via email to inform and prepare faculty for the changes that will be implemented on September 27th. Starting September 27th, all zoom sessions will default to a waiting room. There are a number of options under Host Privileges that allow host to determine security paths. Look to Adel's email information! Participate in training!
- DS: asked AL about her preferences and recommendations. AL replied liking waiting rooms.
- MS: thanked AL about all that she does! And told her to kick JP 😊. Asked, *Will existing zoom links remain?* Yes, they will continue but will have security measures put in place. Asked, *Is there is an easy visual instruction that he, as someone who likes pictures, can follow?* AL posted information in Chat for Faculty Senate.

c. Black Lives Matter Initiatives. (D. Chadborn). Postponed to next meeting.

14. Executive Session.

15. Public Action as Necessary on Other Closed Session Discussions

16. **Adjournment.** Motion, seconded, and passed unanimously to adjourn meeting at 5:20.