

General Faculty Meeting Minutes

November 09, 2022

Approved February 22, 2023

SUB 321 and ZOOM: <https://nmhu.zoom.us/j/94149997087>

4:00-5:00 p.m.

1. **Call to Order. 25+ in attendance = quorum.**
2. **Approval of Agenda.** Motion made and seconded to approve the agenda. More than 25 hands raised. Approved.
3. **Approval of Minutes from September 28, 2022.** Motion made and seconded to approve the meeting minutes. Motion passed with 25+ hands raised.
4. **Chair Report (D. Chadborn).**
 - a. **General Updates.**
 - Shared that President Minner is moving forward to provide furniture and facilities to Faculty Lounge. Anonymous donation was made to supply refreshments.
 - **Noted ongoing items.**
 - Presidential search. Looking to BOR for call and General Faculty for what do we want? What is our input?
 - Shared that Faculty Senate has a new Administrative Assistant – AJ Warwell.
 - Announced that he is resigning from Faculty Senate Chairship. Faculty Senate is looking for nominees for Spring 2023 replacement.
 - **Stood for questions.** JG asked for possibility for faculty to input for VP Finance JD. KJ shared that it is the President's Search. He selected who he wanted to represent committee. Committee is meeting feverishly. President shared what he wants in the JD. Committee is working really hard with schematics to get it all done.
 - DS asked about new VP Finance role in faculty searches. KJ responded that the JD is cryptic in general but will move some of the government relations away.

- GG asked if doing a national search and is an outside firm involved. DC responded that it is an open, national search.
- DS asked about chain of command. Does this position report to President? DC responded, yes.
- DC shared that AVP Finance Montoya resigning December 2022.

b. Board of Regents Report.

- DC shared that working to incorporate all that was brought up by GF into a concise letter. Asked -- *how does the GF want this distributed?*
- KJ shared that anything on University email is open to IPRA. The University has right to look at anything within system. KJ said would like opportunity to read the letter and provide feedback before signing it.
- DS suggested facsimile transmittal.
- KJ offered email petitioning (if secure). Maybe Google Docs (?).
- DC shared that awarding tenure to administrators is clearly a violation. Admin knows concerns. Has continually ignored.
- DS asked the question -- can the administration give an administrator faculty duties and privileges covered under the CBA, Faculty Handbook, and AAUP guidelines. This is our domain, not administration's domain.

B. Moran suggested presence at BOR meeting important relative to letter.

D. Chadborn replied that opportunity for faculty to speak has been minimized over the years.

S. Williams asked if HLC knows about this? DC said that Sam got in front of this with the BOR but information to GF has been scant. Replied that bringing to BOR was what GF wanted to do before bringing to HLC. KJ confirmed that the BOR was what we voted on, but not necessarily our stopping place. IF the BOR doesn't respond, we CAN go political!

DS asked if letter states what we would want changed. DC said, yes. Summary of how to amend the situation included removing issues of academic oversight from position. Removing tenure.

Solutions and Moving Forward (from 11/11/22 letter to BOR)

1. That the job description, as it was written post-hoc, be rewritten to separate the individual from academic oversight as that authority is for the Faculty Senate, dean of the College of Arts and Sciences, and the chair of the Department of Forestry. That the organizational chart be revised to clarify the position of AVPAA-Forestry as outside of the academic structure and not over the dean of CAS and that the chart be sent to

the Faculty Senate prior to approval for review and comments. Administration is not entitled to reorganize academics at NMHU without the approval and support of the faculty, per the jointly approved Faculty Handbook. Until then, we do not recognize any current or future AVPAA departmental positions within the academic structure. Additionally, as this position was deemed temporary, we would demand a specific timeline for the end of the current position and an agreement between the Board, administration, and faculty on that end date.

2. That all duties related to teaching and instruction, course development, advising, and departmental decision-making be ceased and turned over to the faculty within their current unit. As the position is not even 1% faculty, there are no appropriate channels of oversight. While they could report to Dr. Minner or Dr. Gonzales, it is clear through past grievances and investigations no action would be taken.
3. It should be clear that the AVPAA-Forestry role has no authority over any department, including those they act as a liaison for, has no authority to override or circumvent review by the dean of their respective college or school, and is working in tandem with their respective department. This should also be reflected in the organizational chart (see item 1).
4. All information regarding the development of new programming should come from the department and not the AVPAA-Forestry, who is tasked with assisting the chair and faculty of their former department.
5. We, as the undersigned faculty of NMHU, do not recognize the status of tenure that circumvents all review and oversight given to an assistant professor without peer review. The individual's faculty status prior to the AVPAA-Forestry position stands. Failure to meet this request will be an assault on tenure and a severe inequity to the faculty who have earned their rank at the university.
6. That the administration involved in the creation of this position apologize and admit to their circumvention of the Faculty Handbook and the CBA and work to make this right. The bar for appropriate channels and shared governance is not a high one to meet, but this situation and many others highlight the repeated times the faculty have been sidelined and forced to spend hours of time and resources that could have gone to more productive goals to improve our university. Transparency, communication, and shared governance are a bare minimum to help maintain morale at NMHU.
7. The Faculty at NMHU, through the Senate and Association, have for too long asked for shared governance to be maintained. Administrators at NMHU have for too long feigned ignorance of policy. At any company or in the legal sphere there would be dire consequences. At NMHU, the provost and president ignore our questions, the Board never hears the truth, and the Faculty are left to navigate the consequences of biased and inequitable decision-making by the administration. We demand action and transparency as members of this institution and part of the governance of this university. We want accountability in this matter or we will declare governance dead at NMHU and move forward beyond letters of concern.

c. Faculty Fall Get-Together (D. Chadborn).

- Reminded that the FS voted to have a Fall Get-Together. Would like to do something to use \$500 donation and celebrate faculty. Meet, talk, engage at main campus and centers. RG is supportive of doing main and local get-togethers.
- Targets dates are 11/30 after FS meeting or during finals week.
- Senator mentioned Faculty socials are better with alcohol (!).
- DC seeking input on preferred date.

d. Responding to the Pandemic Generation.

5. Other.

6. Adjournment.