

General Faculty Meeting Minutes

August 23, 2023

Approved September 27, 2023

SUB 321 and ZOOM: <https://nmhu.zoom.us/j/3755944464>

4:00-5:00 p.m.

1. **Called to Order at 4:13 p.m.** Quorum met with 5 in room with 25+ on screen.
2. **Approval of Agenda.** Motion made and seconded to approve the agenda. Motion passed with 21 in approval.
3. **Approval of Minutes from April 26, 2023 and May 4, 2023.** Online participants did not receive meeting minutes for review. *Item postponed.*

4. Chair Report (R. Rock).

- Appreciated everyone's involvement in Monday's Presidential Search Forum.
- Said there is a retreat coming up with Administration and Faculty, Student, Staff leadership.
- Shared that there is a Board of Regents meeting on Friday.
- Shared that there is an investigation on an email that was sent out in the spring.
- Reported that hasn't heard anything back from HLC or HED re General Faculty complaints.
- Shared from Dr. Minner HLC report – we received accreditation approval. They will be back in 3 years with their visit (HR, payroll, accreditation issues). Still have issues re IPRA that the Faculty Senate is continuing to pursue.

5. Presidential Search Update (B. Kempner).

- Reported that Committee is working on Presidential Search Profile, finalizing timeline, remaining hopeful for conducting interviews, having individual in place in timely fashion.
- Question raised about community involvement; BK responded about the committee made up of variety of individuals with openness for input.
- Shared that there will be surveys for each of the 5 end candidates. That's where faculty voice will be heard the strongest.
- Comment raised about entirety of process often results in lower ranked, lower recommended candidate. *What are we doing as an institution to shoot for the top. How do we right the ship and continue to offer wonderful education?* BK responded that question better suited for BOR.

5. University Relations Report (D. Lepre).

- Gave a mea culpa from his office for not getting press releases and department information out during his first year in office. Took responsibility. Shared that his office is advertising for staff replacements. Shared results of marketing campaign.
- Said office is targeting first time freshmen, community college transfers, and adult learners.

- Made offer to KRQE morning show “New Mexico Living,” a venue for 5-8 minute appearance.
- Wants to form Faculty Committee to provide feedback and guidance on marketing efforts. *What do you feel is important for marketing campaign?*
- Committed to building 10 minute promotional video for each unit on campus. Need to get those built.
- Question asked about support for recruiting graduate students? DL interested in this pathway.
- Question asked about office staffing for better responsiveness. DL responded that his office plans to have a new admin on campus 5 days a week 8:00-5:00. He is on campus MTWR with media meetings on M-F.
- Question about troubling social media presence, outdated and incorrect information. DL responded that has an individual on staff to work on this.
- Faculty made a request for email address. DL shared: davidlepre@nmhu.edu (self) and individual for assistance with department web pages: bensonh@nmhu.edu
- Question re international advertising. DL open to this pathway.

6. Payroll Update (K. Tucker). Gave frank update.

- No one presently in “Payroll.” Have two Human Resource “Generalists” doing the job of HR and Payroll responsibilities. New individual – Victoria Lovato – as Human Resources Director.
- No more consultants. Two bookkeepers trying to do payroll off sight.
- Issues ongoing since April 2023 have resulted in IRS tax notices.
- Several faculty thanked KT for his candor.
- Lively discussion ensued about when will the problem be fixed, how will faculty ever know if their paychecks, retirement contributions, and withholdings are correct, how will administration be held accountable, among others.

Motion made to adjourn at 5:00. Motion failed. Faculty (quorum) requested a continuation of meeting agenda.

Lively, broad discussion about dissatisfaction with FS Chair action on several items. RR responded that he is sending out emails and sharing with Faculty Senate, General Faculty. Concern about RR’s decision not to distribute results of Evaluations of Administrators because of low response rate. RR said he did send them out. Concerns raised by General Faculty that RR is serving merely as a messenger between Faculty and Administration, not as an advocate for the faculty. Discussion continued until 5:45.

7. Discussion of ongoing NMHU Faculty Concerns re APVAA-Forestry.

- 05/09/23 response from President Minner (attachment; sloan seven issues w appendices.doc).** RR reported that there is an investigation with Human Resources.
- 07/13/23 letter from BOR Chair Garcia to Faculty.**

8. Other.

9. Adjournment at 5:35 p.m.