

**General Faculty Meeting Draft Minutes**  
**November 28, 2018**  
**Approved January 23, 2019**

**4:00 - Sininger Hall 100 and via ZOOM**

1. **Call to Order at 4:04 p.m. Note: quorum obtained** (28+ voting Faculty attendees; 25 needed for a quorum).
2. **Approval of Agenda.** MOTION MADE AND SECONDED to approve the agenda. Motion passed unanimously.
3. **Approval of Minutes.** MOTION MADE AND SECONDED to approve the minutes from October 24, 2018. Motion passed with one abstention, no opposition. Former Faculty Senate Chair Brandon Kempner is thanked for keeping current Faculty Senate Chair David Sammeth on task (!)
4. Chair's Announcements (D. Sammeth). None given.
5. Academic Affairs Update (VPAA/Provost Gonzales).
  - Pleased to announce several Search & Screen processes making progress. Chemistry Department has a search at the end stage; offer made and response pending. Other searches in various process, including Biology, History. Numerous applicants for the Santa Fe Center Campus Manager; smaller pool for the Albuquerque Center Campus Manager; good pool for Director of On-Line Learning. Hope to have most/all of these searches concluded by early winter so new hires have time to move to New Mexico and prepare for their posts.
  - Announced that finals week approaching; faculty expected to hold finals during scheduled final time.
    - a. Academic Reorganization. Provost Gonzales gave a power point slide presentation with proposed reorganization structure.
      - Listed drivers to change:
        - Making a change in the role of deans to one with more authority and responsibility at the college level.
        - Improving outcomes with current quality academic programming leading to enrollment growth.
        - Stopping the leadership rotation.
      - Showed proposed core academic affairs organization structure:
        - 3 Colleges: College of Health & Behavioral Sciences, College of Arts & Sciences, and College of Graduate and Professional Studies.
        - College of Health & Behavioral Sciences to include SSW, Department of Behavioral Sciences (Counseling and Psychology) and Department of Health (ESS and Nursing).

- College of Arts & Sciences to include 3 mega-departments: Department of Language, Culture & Society (4 disciplines), Department of Mathematics & Sciences (6 disciplines), and Department of Humanities and Fine Arts (4 disciplines)
  - College of Graduate & Professional Studies to include School of Business, School of Education, Department of Media Arts, Department of Graduate & Professional Studies, and Department of Forestry
- A long and lively discussion ensued. General concerns about the structure included:
- With fewer chairs, fewer opportunities for faculty to engage with the administration.
  - With an overarching College of Graduate and Professional Studies, NMHU weakens two of its largest professional schools and strongest community connections – School of Social Work and School of Education.
  - Units that have long worked together and have allied degree programs, grant initiatives, and other activities (i.e., Geology & Forestry; History & Political Science, Criminal Justice & Sociology) are being dismantled without their input.
  - More Associate Deans at the expense of Department Chairs is not budget neutral.
  - Some of the organization is senseless. *Would you look for a Criminal Justice program under a department called “Language, Culture, and Society”?* *Would you look for a Forestry Program under a College called “Graduate and Professional Studies”?*
  - Some of the organization is radical. *Why is the Graduate Council positioned under the “College of Graduate and Professional Studies? Are only Schools, Departments under the “College of Graduate and Professional Studies” going to have graduate programs?*
  - Past restructuring from top down has never worked; units flounder for several years, student enrollment suffers, faculty retention suffers, and departments eventually return to their traditional structure.

Some concerns about the process include:

- Lack of inclusiveness.
- Lack of consideration for and inclusion of the recommendations put forward by the Spring 2018 HU Task Force on Reorganization (maintain current structure) and Fall 2018 Reorganization Committee (maintain current structure; revisit Academic Reorganization after Strategic Planning process complete).
- Misrepresentation and manipulation of ideas from the Fall 2018 Reorganization Committee to support the proposed reorganization.
- Removal of the Faculty Senate from the process and erosion of shared governance.

Several faculty members felt the time and work that they donated on Spring 2018 HU Task Force reorganization committee and Fall 2018 reformed reorganization committee was disregarded. One faculty offered, “*Why should I ever volunteer to be on a committee again?*”

RG responded that the main recommendation that she took away from the report was to look at change once going through Strategic Planning process. Feels we are not able to be agile; rather, need to move forward to get the job done.

RG shared that she is going to take recommendations and concerns to the Executive Team next Tuesday.

**6.** Other Items

**7.** Adjournment @ 5:09.