

General Faculty Meeting Minutes
January 23, 2019
Approved February 27, 2019

4:00-5:00 p.m., Sininger Hall 100

1. **Call to Order at 4:10. Note: quorum obtained** (> 40 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 November 28, 2018. Motion passed unanimously.
4. **Chair's Announcements** (D. Sammeth). No pressing issues.
5. **New Business.**
 - a. **Updated undergraduate advising manual (handout).** KJ reminded that the Student Affairs Committee is a subcommittee of the Faculty Senate. It is really the Faculty Senate that approves a handbook; issue not clear the way manual is written. DS clarified and supported that. Informed GF that a FS Committee Chairs meeting is planned for February to try to make clear these kinds of through-flow items. Be sure to read and review manual for a vote next meeting.
 - b. **Added language about Academic Calendar to Faculty handbook.**
Faculty Handbook amendments (Section V C. Academic Affairs 5. duties and responsibilities) to include "Provide recommendations on the academic calendar three years prior to the start of that Fall term such that the academic calendar for the next three years is proposed.

KJ shared that the Faculty Association has a PPC that the Faculty Senate has the purview to not just review but to set the academic calendar. We actually have an agreement to take care of this.

MOTION MADE AND SECONDED TO modify the proposed Faculty Handbook language to say: Provide recommendations “to the Faculty Senate” on the academic calendar... Motion passed with 27 favored; 0 opposed; 3 abstained.

MOTION MADE AND SECONDED to institute the proposed Faculty Handbook language. Motion passed with 30 favored; 0 opposed; 1 abstained.

MR noted that today’s proposed handbook language does not change the Faculty Handbook constitution. Only have to wait 30 days on a General Faculty vote if proposed language changes the Faculty Handbook constitution.

- c. **Shared governance and the organizational structure of NMHU.** DS introduced that we have a plan from administration to reorganize the Academic Affairs structure. The administration wants to hear our response. Large fraction of the Faculty Senate feels that we should have a Strategic Plan in place before considering any reorganization. Seeking input from the General Faculty.

TC: Asked, *Didn’t we just do SP?* DS: comes to an end; looking towards 2025.

OT: Clarified that when we are talking about SP, reminded that President Minner gave a presentation to the General Faculty that gave models, considerations, and timelines to adopt for Strategic Planning, but entertained that faculty may develop its own. From her prospective, Strategic Planning absolutely necessary with true shared governance, not top-down approach that the university has been taking for some time.

RK: Agreed that SP important for university structuring process.

KJ: Reminded that all of this evidence was presented to HLC that what we do is done under Strategic Planning. How can we do this without documentation when HLC is going to be back here this fall? Have to prove that we are doing what we said we are going to do.

JL: Noted that disciplines and departments can make changes to components of the structure that we see as problematic and do it through our current Faculty Senate structure.

JR: Supported having, needing Strategic Planning before making a change.

MR: Seemed as the reorganization model is to make a dysfunctional administration functional.

AK: Reinforced idea that we have a good Strategic Plan that could be updated. Reorganization and Strategic Planning can be decoupled. We should focus on a Strategic Plan goal (academic excellence) and then how we want to get there through a possibly revised organizational structure.

RR: Asked, in thinking about organizational development and some of the conversations, *what is the biggest impetus for change. Is health of the faculty – how we talk to one another, how we engage with one another – driving this change?*

DS: Shared that President Minner proposed that we become a best in class of something. Doesn't think that our Strategic Plan is specific enough to help guide funding, resources, growth.

KJ: Reminded that as Dr. Gonzales has shared, we need a unique identity to guide our growth and distinguish us from other schools that are growing on-line learning and other aspects.

DC: if we are concerned about being best in class and improving enrollment, need to invest in recruitment. Understands that there is no \$ in that office. Huh?

OT: Shared that she read through President Minner's suggestions for Strategic Planning. Some ideas are good but unrealistic. We have a really well known School of Education and School of Social Work. Being best in class is too broad. Maybe being best regional school is what we want to hold on to. Historically, being the best Hispanic and Native American school is something that we would also want to consider.

RA: Liked what is hearing from colleagues, asks that we consider maybe becoming best regional school for first generation college students. This is a market that encapsulates a large fraction of our student body that other markets do not target.

KJ: Felt that reorganization is a distraction, not a solution. VPAA shared at Faculty Senate meeting that only down by 17% enrollment from Fall semester. Only! In past said enrollment declines b/c of probation. We are off probation, so what's the problem? Need improvements in Business Office, Registrar's Office, Recruitment Office, and others to address enrollment crisis. Really important issues – enrollment and retention – are problematic and in bad shape. That's why we need to go back to Strategic Planning to identify how to fix and improve situation. Can't keep on making mistakes.

DS: Commented on resource allocation. Doesn't like job description for Online Learning Director. Never had conversation about how to determine online v. ongoing offerings. *What does electronic avenue do to campus life, student engagement, best educational practices? Calls from floor – identify, Strategic Planning, where are we going?*

AT: Asked where do we want to be? Where do we see Highlands in 10, 100 years? If someone can present us with a vision, think that people will fall in line behind it.

RR: Noted that hearing about dysfunction of administration, disenrollment of students, and other problems. None of this should be fixed in a new Strategic Plan but fixed as part of everyday university function.

OT: Commented that what everyone has said is really important.

d. Development of new NMHU Strategic Plan.

6. Other Items.

7. Adjournment at 5:00 p.m.