

Faculty Senate Meeting Minutes
May 12, 2021
<Approved>

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

1. Called meeting to order.

2. Roll call.

Arshad, Ali (Business Administration); Buchanan-Farmer, Melanie (Education-Teacher Education); Chadborn, Daniel (Psychology); Fox Hausman, Mariah (Media Arts and Technology); Garcia, Justine (Biology); Garcia-Nuthmann, Andre (Visual and Performing Arts); Gardner, Sandra (Nursing); Hayward, William (Exercise & Sport Sciences); Karaba, Robert (Education-Education Leadership); Kent, April (Library); Koch, A. (Education-Counseling & Guidance); Lindline, Jennifer (Natural Resources Management); Massaro, Beth (Social Work); Sammeth, David (Chemistry); Sedillo, PJ (Education-Special Education); Tamir, Orit (Sociology, Anthropology & Criminal Justice); Valenzuela, Norma (Languages and Culture); Villarreal, Ben (English & Philosophy); Williams, Steven (History & Political Science); Wolf, A. (Education; Curriculum & Instruction)

Absent: Education-Curriculum & Instruction Representative; Forestry Representative; Jeffries, John (Computer & Mathematical Sciences)

Also in Attendance: H. Anderson, I. Crespin, A. Davis, C. Duran, J. Flood, G. Gadsden, M. Gonzales, B. Kempner, R. Moore, E. Nkwenti-Zamcho, V. Parboteeah, M. Petronis, E. Romero, R. Sanchez, V. Stark, K. Tucker, R. Walker-Gonzales, A.J. Warwell, I. Williamson, P. Wilson, M. Zollner

3. Approval of Agenda. Motion made and seconded to approve the agenda. Motion passed unanimously.

4. Approval of Minutes from April 28 2021. Motion made and seconded to approve the April 28th meeting minutes. Motion passed with 17 in favor and 1 to abstain.

5. Communication from the President (S. Minner). None reported.

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

- Greeted everybody.
- Reported that the university is going to be looking at the Indirect Cost Proposal over the summer and making a recommendation in the Fall.
- Thanked everyone for all of their hard work. What a year! We have a solid process that seems to work and wants to keep that momentum!
- Gave a congratulations to the NMHU faculty who earned tenure and/or promotion!

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

- Reported that she met with B. Massaro re overlap of position. Very happy to hand over everything 😊. Seconded congratulations to our colleagues who received tenure and / or promotion. What an accomplishment!
- Recognized the challenges that many of our colleagues have undergone with children at home, pets in need, and other responsibilities. It's been challenging, but fun and exciting.
- SW asked, "Will students returning in August be required to provide proof of vaccination?" RG replied that as of now the answer is "No." Most institutions of Higher Learning are waiting for legal guidance on this point.
- Several faculty thanked Orit for her moxie, her stick-to-it-ness, and her stellar Chairship.

8. Communication from Academic Affairs (A. Kent).

AAC Liaison Report to FS on May 12, 2021

May 5, 2021 meeting of the AAC

4. Subcommittee Reports

- Undergraduate Appeals** – No appeals
- Graduate Appeals** – No appeals
- Ballen** – Summary of plan for next year. No visits scheduled for fall 2021; posted Forestry visit scheduled for spring 2022. Endowment has a good amount of funds so more visits will be scheduled.

5. Program Reviews

- Ongoing reviews will continue in the fall: Southwest Studies, Native American Hispano Cultural Studies, Health, Human Performance and Sports, BA, Minor, Human Performance and Sport, MA, University Studies, Education – Special Education, and Social Work, BSW, MSW (CSWE Accredited) and Media Arts, MA, MS, BA, BFA, Minor, Certificate will likely move to fall 2021.

6. Nursing Program – discussion/action item (Gardner)

- New Program, Master of Science in Nursing (MSN) & Doctor of Nursing Practice (DNP)**
- Nursing program sent requested revisions.
- Motion to approve new program passed.

7. Department of Languages and Culture – Proposal to add NAHS 1110 (Introduction to Native American/Hispano Cultural Studies) to NMHU Core – discussion/action item (E. Romero)

- Motion to table so Dr. Eric Romero can further discuss this proposal with related departments passed.

8. School of Business – Program Revision, MBA – discussion/action item (Nkwenti-Zamcho)

- Motion to approved revision passed.
- Discussion about this change included the importance of involving all related programs in discussion about changes. It was agreed that each program should have control over its program requirements but should communicate with all related programs in advance.

9. Graduation List, Class of 2021 - discussion/action item (Romero)

- Motion to approve the list and students who are cleared by the registrar after this meeting approved.

10. Communication from the Chair (Gadsden)

- Three to five members are needed to be available this summer to work on urgent matters such as appeals. The summer team will not take action on program changes.
 - Gloria Gadsden, Katie Gray, Daniel Olufemi, Angela Meron, Sandra Gardner, and Kathy Jenkins volunteered.
 - Thank you to committee members for all of the work this semester.

11. Communication from the Registrar (Romero)

- Enrollment update. Summer enrollment is up 15% compared to last summer with undergraduate enrollment up 5% and graduate enrollment up 24%. Fall enrollment is down 18% compared to fall 2019 with undergraduate enrollment down 22% and graduate enrollment down 12%. OIER compared Fall 2021 to Fall 2019 instead of fall 2020.
- Virtual commencement will be broadcast on Saturday, May 15 at 10:00 am for undergraduate degrees and at 2:00 pm for graduate.

- c. Final grade deadline reminder. This year is a tight turn around so please submit on time.

12. Communication from the Graduate Council (Gadsden)

- a. No report.

13. Communication from the Administration (Gonzales)

- a. Thank you for all the work during this busy productive year.
- b. DNP program has a long way to go before final approval.
- c. There will be a continuing discussion of what terminal degrees mean for NMHU.
- d. Housing room reservations for fall 2021 are up.
- e. The new OIER director, Heather Tilson began on Monday.
- f. Faculty searches have been going well over Zoom.

9. Communication from the Undergraduate Student Senate (C. Ulibarri). No report.

10. Communication from the Staff Senate (Crespin/Gallegos/Black).

- Shared that the SS put forward Employee Recognition Program for 2021. Successful.

11. Old Business.

a. School of Business-B.A. in Org Leadership and Public Safety

- OT reminded Senators of AA's presentation to the body at the April 28th meeting. Asked for motion.
- Motion made and seconded to approve the proposal. Motion passed with 14 in favor, 2 in opposition, and 1 to abstain.

12. New Business.

a. NMHU Assessment Handbook (H. Anderson).

- OT reminded Faculty Senate that the charge from Nov 11 meeting the Senate charged Gen Education component portion of the Handbook. The committee had some questions about a link. OT asked for VPAA Gonzales to meet with OA Committee to clarify the charge. On April 30, FS EC received the draft Handbook. Invited HA to share highlights of updates and changes.
- HA said worked with Lee Allard on handbook updates. As an institution, wants to be on the front side of these assessments. Revisions are relatively minor. For example, older handbook version indicated that we would be conducting assessment yearly but we're actually doing it every 2 years. This is now updated.
- Motion made and seconded to table approval of the Outcomes Assessment Handbook. Motion passed unanimously; 19 votes recorded.

b. Distance Education Manual (H. Anderson).

- HA shared that the Instructional Technology Committee worked hard on reviewing and updating the Distance Education Manual. The manual was very old, outdated. The Committee made significant revisions. Worked to make sure things are in line with Faculty Article 40 of the CBA and HLC standards. Acknowledged that this is a complete overhaul of the manual.
- OT thanked him for chairing 2 committees (!).
- BM made a motion to table until faculty has a time to take to departments for consideration. Motion seconded. Motion passed unanimously with 16 votes recorded.
- DS asked curious if I hired a Chemist who wanted to teach everything on line what are the constraints? RG said Art 12 Workload. Faculty is hire for campus of record.

Embedded campus. If a program is 100% AYS online, a faculty could be anywhere to deliver the online program. DS said we don't obviously specify where people live, do they have any on-campus obligations? OT interjected that this is in the CBA. RG reiterated that yes, this is in the CBA that non-COVID 19 pandemic there are requirements for faculty to be in offices and online.

c. **New Faculty Classification.** FS charged the FA Committee to come up with this particular position.

- Faculty Affairs Committee Chair MG shared that OT participated in a past FAC meeting to give the charge. Opined that it was a bit vague and unclear about what is desired in the position. From incoming information, seems like the position was something coming in from the Administration. We, the Committee, provided input as to what we want in this position. From our perspective, this is what we came up with after looking at other institutions and determining what is comparable to us. Considered whether a) Should the position be open to everyone? b) Should the position be restricted to tenured professors? and c) Should the position be called a Regents Scholar. Committee had a number of discussions about it online and zoom. Came up with the recommendation for a "Distinguished Scholar" that is for faculty who already have tenure and who are ambitious in terms of their research and creative works. Wanted something for older, rather long-time, faculty to recognize them for their research and creative works. This is what we recommend. The eligibility, compensation, and other parts are the purview of the Faculty Association.
- DS said doesn't understand why we cannot talk about the other details and only the title?
- OT responded that, if approved, all of this can be changed. As a Senate, we do not address working conditions. We can add a description of what a Distinguished Scholar is and what is akin to the Associate and Full Professor Rank.
- DS asked, *Is it a permanent or a temporary position? Who decides the award? Who decides the salary and description?*
- JL made a motion to reject the recommendation. DS seconded.
- DC interjected with acknowledgement of the vagaries of everything surrounding this.
- DS asked the more pressing question, *Does the faculty want this?* If we do, we need time to flush out more details.
- SW said he is perplexed by the whole discussion. *Why are there restrictions as to what we can and can't talk about? Why can't we talk about the position in its totality?* Putting limits on the discussion doesn't seem right. Loves the idea to have a Distinguished Professor.
- WH appreciates SW points.
- JL – rejects b/c "Distinguished Scholar" does not recognize what NMHU values in its faculty – excellence in teaching, research, and service triad.
- DS wishes action for this body is to come up with better guidelines to explore this further.
- OT made a conscientious point to not go to last Collective Bargaining meeting so that she could stay out of the discussion entirely. Wants to keep the titling vague on purpose so that faculty has the freedom to come up with a position that fits Highlands.

- AK thinks that the appropriate thing is to table it and take to departments to have more broad discussions. SW seconded the tabling motion. *But asks what is the proposal? Doesn't know what we are talking about?* Lost as to what is being tabled and what is being discussed. OT said received a short proposal from FAC that was mostly working conditions. Said most of what was in it included salary and release time which are part of Collective Bargaining. SW said disagrees. All of this is up for discussion. OT read info from the FACs proposal.

Title: Distinguished Scholar

Eligible: Tenured (Assoc & Full) Faculty member(s).

Salary: 10% increase of base salary if they produce. Then, they go back to base salary completing their term.

Term: 3 year and renewable with annual review.

Each academic unit determines eligibility.

Application should include internal and external reviews.

Time: 50% release time per semester.

In addition, a fixed \$ amount included in support of scholarship, research and/or creative works.

Recommendation: Send description to Faculty Senate now.

- Motion reiterated and seconded to table the discussion. Motion passed unanimously with 17 votes recorded.

d. Exercise & Sports Science-B.S. Health Major Revisions

- BH gave a synopsis of the proposal. Looking to bring tracks together and consolidate.
- OT opened for questions. DS said is there a particular reason that this came to FS rather than move forward to Office of Academic Affairs automatically? OT said because she always brings new programs or major program revisions forward.
- Motion made and seconded to approve the proposal. Motion passed unanimously with 17 votes to approve, 0 to oppose, and 0 to abstain.

e. School of Business-MBA – General Business

- AA gave presentation to describe the proposal. Discussed need for generalists and option for students with limited professional experience who want to become managers, management analysts, or management consultants.
- AA made a motion to approve the proposal. AK seconded. DS concerned that we are obsessed with majors instead of general studies. Too many slices in our majors. Flipping back to universities that we are supposed to provide workforce training and does not seem right. We want students to read, write, think.
- AA responded that this degree does do that. Instead of focusing on a Business track, it is a general degree that stresses logical thinking, strategic thinking. Not a focused but a general degree.
- Motion made and seconded to approve the proposal. Motion carried with 15 in support, 0 to oppose, and 4 to abstain.

f. School of Business-MBA – Core Revisions

- AA gave floor to ENZ who gave a presentation in support of proposal. Mentioned effect on other concentrations. All agree and thoughts should be good idea to have management course in their core.
- WH said that as a department ESS was for it. Pleased with what ENZ brought about were not happy as a department that there wasn't any real discussion before the impact was realized. Disappointed overall as to how was presented after-the-fact. ENZ said the reason did not contact ESS was because didn't even realize servicing this unit. The only person that realized it was KJ. The last time an ESS student was in this program was 1999. But, indeed, it was true and gave a mea culpa. Sorry!
- BM asked how does the proposed program impact other degrees programs. ENZ said took it to the Dean. BH thanked for clear communication.
- AA made a motion made to approve the proposal. Motion seconded and approved unanimously with 19 approvals recorded.

g. Nursing-New Program, MSN/FNP & DNP + New Courses

- SG said been working on this for almost 2 years. Gave introduction and presentation on this.
- NMHU has always had a strong reputation for its strong and various programs. NM lacking health care providers. This proposal will fill that gap.
- Davis gave MS Power Point presentation on behalf of Nursing Program to promote proposal. Distinguished DNP (terminal degree; highest level of nursing practice) – PHD (developers of new knowledge)
- JG asked a question about mode of delivery. *Online? Asynchronous?* SG responded that our classes are 16 weeks long ASY. When it comes time for a practicum, we will be working with students individually to get the program up and running. Will be working with them on clinical hours, clinical sights. You can imagine! We are doing a lot of networking at this time. The degree program is a work in progress. Doing as much outreach to potential instructors and prospective students as possible.
- DC asked about independent formulation of the cognate skills.
- SG said reaching out to NMHU faculty as well as Eastern, Western, and others. Have some MOUs in place.
- DS asked about resources. *Is NMHU Admin offering enough resources for your program to take on such a large undertaking?* SG responded yes, only going to start off with Master's program. Next step is finding Director for Program and other leaders to coordinate/orchestrate everything. Will also be hiring faculty. Slow transition. Don't want all of these people sitting on the side.
- DS asked about the percentage of coursework versus practicum. SG said split.
- JL proposed to table proposal to beginning of next semester. Motion seconded. Motion passed with 10 in favor, 4 in opposition and 1 to abstain.

h. Higher Education formula.

13. Executive Session.

14. Public Action as Necessary on Other Closed Session Discussions.

15. Adjournment. Motion made and seconded to adjourn the meeting. Motion passed unanimously. Meeting ended at 5:05.