

General Faculty Meeting Agenda

May 3, 2023

Approved September 27, 2023

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

5:00 p.m.

1. **Call to Order. Quorum met; 62 Faculty Members in attendance.**
2. **Approval of Agenda.** Motion made and seconded to approve the meeting agenda with two modifications. 1. Add a discussion of the email sent by AVPAA-Forestry J. Sloan this afternoon (05/03 @ 4:35 p.m.) re NMH Faculty Concerns. 2. Subtract agenda item (3) Faculty Handbook Updates on Sabbatical (attachments). Motion passed unanimously with 55 hands counted.
3. **05/03 email from J. Sloan with subject line “Regarding Faculty AVPAA Concerns.”**
Heightened discussion ensued.
 - Misused Global email policy. Sent something out as a global. Stated multiple faculty had been charged, grieved. Created hostile working environment. Email send-out should be reported to Sloan’s supervisor and to HR. Given status, offense is a L3 grievance to go directly to the President.
 - Read as defamation of character. “I’ve never had any complaint against him. Now he’s pointing the finger at me!?!”
 - **Motion made and seconded that NMHU General Faculty condemn J. Sloan for his 04/03 email attacking faculty and misusing NMHU email. The General Faculty requests a rescind of the email, apology to those named, and review by administration for discipline. Motion passed unanimously with 62 votes counted in favor; 0 in opposition; 0 to abstain.**
4. **Faculty Handbook Updates on Sabbatical (attachments).** Omitted.
5. **Review of Annual Evaluation of Administrators.** RR shared results on screen and verbally summarized. Reviews overall are negative and highlight ongoing faculty concerns. Member shared there was a broad concern among faculty about lack of anonymity. Requests that FS EC explore a non-NMHU and secure means to collect, tabulate, and share evaluations.

6. Chair Report (R. Rock).

a. NMHU Faculty Concerns (AVPAA-Forestry, HLC Report, others).

- Many frustrated with Administration not following through with policies and procedures. Not responding to issues. Not acting on important items.
- Idea of vote of no confidence in the Board put forward and publicizing results (if pass) to news organizations, governor, education outlets. Shared that Unions (AFT, NEA) could write press releases (with Rod/FS approval) to understand the level of concerns. Full blast of issues at Highands.
- Member asked what is a vote of no confidence? Resign? Means that the people that they serve do not have confidence in the ability of the individual to serve in the position they were hired to support. Not voting for them to be removed or fired. Saying that no confidence in then leading the institution.
- Member shared hesitance to go to press, but at this point, something has to happen. Many supported informing Governor.
- Member asked outcome of FS/FA team meetings. What were suggestions about moving forward. RR shared current discussion (taking a VONC, publicizing results). KJ shared that it was also important to get word out, get as many faculty involved as possible. There is confidence in the knowing that the administration is aware of what's going on, where the faculty is moving is on the radar. 20% of the legislator is in our union. That's powerful. That's important.
- **Motion made and seconded to take a Vote of No Confidence in the NMHU Board of Regents. Motion passed with 57 in favor; 0 in opposition; 1 to abstain.**
- Member asked about number (27 faculty; ~30%) signing "letter of concern." DC noted that the number was more than half of the tenured/tenure-track faculty at NMHU.
- **Vote of No Confidence in Board of Regents results: 57 in favor; 0 in opposition; 1 to abstain.**

7. Other.

- **Motion made and seconded to consider issue with Vote of Removal of Dean School of Business, Media, & Technology. Motion passed with 35 in favor; 0 in opposition; 0 to abstain.**
- Member asked about process and 05/03 from President making out of date statements, recommendations. Have now taken vote of removal, yet he is talking about a vote of no confidence that he rejected. RR summarized the

email in question. Member remarked that is an effort to confuse the process. Mislead, misdirect. As a faculty member, hopes FS stands strong, says he was notified and expects next steps.

- Member of SBMT deeply offended by administration not following procedure in vote. At all steps, faculty, Faculty Senate followed guidelines.
- RR intends to send email stating following process and asking for administration's next steps re removal of Dean SBMT.
- Member shared that there are a lot of faculty doing really good stuff, teaching and taking care of students. We have a lot to celebrate!
- Let's celebrate!

8. Adjournment at 5:01.