

Faculty Senate Meeting Minutes
November 08, 2023
Approved November 29, 2023

Student Union Building 321 and ZOOM: <https://nmhu.zoom.us/j/3145944449>

3:00 to 5:00 p.m.

- 1. Called meeting to order.**
- 2. Called roll.**

	ATTENDANCE		
	Present	Absent	Excused
Art & Music; Edward Harrington	X		
Biology; VACANT		X	
Business Administration; Gerardo Moreira	X		
Chemistry; VACANT		X	
Computer and Mathematical Sciences; Gil Gallegos	X		
Education - Counseling; Sulema Perales	X		
Education - Curriculum & Instruction; KwangJong Park	X		
Education - Educational Leadership; Sheree Jederberg	X		
Education - Special Education; Mariana Ulibarri-Horan, At-Large	X		
Education - Teacher Education; Angela Redondo	X		
English and Philosophy; Lauren Fath, Chair	X		
Exercise and Sport Sciences; Kathy Jenkins, At-Large	X		
Forestry; Blanca Cespedes	X		
History and Political Science; Steven Williams	X		
Languages and Culture; Norma Valenzuela	X		
Library; Katie Gray	X		
Media Arts and Technology; Mariah Fox Hausman	X		
Natural Resources Management; Jennifer Lindline, Secretary	X		
Nursing; Siri Khalsa	X		
Psychology; Thomas Brooks	X		
Social Work; Rebecca Moore, At-Large	X		
Sociology, Anthropology, and CJ; Rebecca Alvarez, Vice Chair	X		
President; Sam Minner		X	
Provost/VPAA; Roxanne Gonzales	X		
Staff Senate; Cathryn Brooks	X		
Student Senate; Kayl Rainer		X	

- 3. Approval of Agenda.** Motion made and seconded to approve the agenda with modifications. Motion passed unanimously with 18 votes counted.

4. **Approval of Minutes from October 25, 2023 (attachment).** Motion made and seconded to approve the meeting minutes. Motion passed unanimously with 19 votes counted.
5. **Communication from the President (S. Minner).** None given.
6. **Communication from the Administration (R. Gonzales).**
 - Announced that her office will be starting S&S for CAS Dean. R. Moore is outside-CAS FS EC representative. Meeting tomorrow a.m.
 - Talked with Course Evaluation Committee members K. Jenkins and P. Wilson. Will soon be exploring a new software package for course feedback. Will possibly be asking for volunteers to pilot process with standardized questions. K. Jenkins brought up the importance of training for all. Also reminded about the agreement for 5 across-discipline standardized questions, with units able to add questions as they prefer.
 - Mentioned issues with NMHU pool. B. Kempner and J. Dominguez will speak to that later in the meeting.
 - Stood for questions.
 - K. Jenkins asked why was CAS faculty only given one day notice for CAS S&S scoping meeting. RG responded taking R. Moore's schedule, as well as narrowing calendar into consideration, was driving factor.
 - JL asked when the Academic Affairs Office will share its budget requests priority lists? RG responded that she will put everyone's requests in as-is, as well as those that we came up with together at the end of 10/30 listening session.
7. **Communication from the Chair (L. Fath).**
 - Shared that there will be a CAS Dean S&S initial meeting tomorrow (11/09) @ 8:15-8:45 scoping meeting. Encouraged attendance.
 - Said that would like to discuss (preferably in Executive Session) the development of a question to ask all of the President S&S candidates.
 - Reported on meeting with BOR. Said we (faculty) still have not been given the HLC report. Told by BOR that cannot hand over given pending litigation. Can keeps being kicked on this one.
 - Shared that VP Finance S. Gonzales offered to meet regularly with faculty re issues (payroll and HR).
 - Reminded that everyone received the global email re pause on Paycom.
 - S. Jederberg asked question about getting HLC report. LF said that Faculty Senate requested the report from HLC, but was told that we have to go through official grievance reconciliation process before they could respond to our complains. Unfortunately, failure to share the HLC report is not a grievable action, so we are in an odd place. LF made another appeal to please release that report. S. Jederberg said how can we ever get the report? All unsure.
 - JL asked about status of General Faculty IPRA requests. LF responded that President Minner asked what is it we are missing and he'll personally give us the information. LF said General Faculty wants the information released through proper channels. Still not getting it.
8. **Communication from Academic Affairs (M. Fox Hausman).**

▲ Report of AAC meeting date November 1, 2023

1. Subcommittee Reports
 - a. Ballen Committee. The Subcommittee met. Call for Proposals will be distributed this week.
 - b. Undergraduate Appeals. Nothing to report.
 - c. Graduate Appeals. Nothing to report.
 - d. Policy Subcommittee Nothing to report.
 2. Program Review Subcommittee Reports
 - a. Native American Hispano Cultural Studies. No updates.
 - b. Biology. Awaiting decision in Faculty Senate.
 - c. Conservation Management. The subcommittee finished their final report; arranging to meet with the Dean and Chair of the department.
 - d. Political Science BA, Minor. History BA, Minor. Granted delay for the Program Review in Political Science and History (BA) until Fall 2024 approved
 - e. Sociology/Anthropology BA, BS, Minor (Soc and Anth) [Criminal Justice Studies BA, Minor] [Social Behavioral Sciences AA. Met with Dean. The subcommittee will edit and submit a final report to the AAC for review by the next meeting.
 3. SACJ Dept-Course Revision - Terrorism. Course revision approved.
 4. SENATE CHARGE - Academic Calendar
The AAC received Senate charge to consider the creation of the Academic Calendar. A motion was approved to send the issue to the policy subcommittee.
 5. Communication from the Chair. Thursday, November 9, 2023 is the final deadline this semester for submitting new materials to the AAC.
 6. Communication from the Registrar. The spring schedule is now available and registration begins November 6, 2023.
9. **Communication from the Student Senate (K. Rainer).** No report provided.
10. **Communication from the Staff Senate (C. Brooks).**
- Brooks shared that the Staff Senate has nothing to report at this time.
11. **Communication from Presidential Search Committee (B. Kempner)**
- Shared that process is very work intensive. Conversations have been robust; activity has been blusterous.
 - BOR meeting on Friday. Found out that there is a conflict for some of the Regents on the planned interview dates. Now moving to back-to-back forum during finals week. Planning on having multiple forums, including Student, Staff, and Faculty. Encouraged everyone to come to as many meetings as possible.
 - Shared that a visit at the HEC in Santa Fe is planned for the candidates.
 - Encouraged thinking of questions to ask to each candidate.
 - Shared that hopes for uniformity in questions asked to the candidate pool.
 - Shared still in confidential part of search; can only share schedule, not finalist details.
12. **Old Business.**
- a. **Prospective Endowed Speaker Series for NMHU faculty (L. Fath).**

- Reminded that we have \$100k to spend in some fashion to implement a speaker series. Asked Senators to share their department feedback.
- Senators shared their unit's excitement of the prospect, their support of it being under the Faculty Senate's purview. KG shared that Librarian's wanted it to be all faculty (not just tenure-track) as well as Library Staff.
- Many in agreement that there should be an ad hoc committee under Faculty Senate that develops guidelines and selects speakers. Should rotate rather frequently so that all have a chance to apply. Should have production value (like a Ted Talk) to support marketing, recruitment, and university happenings. Concerns about how set apart from other volunteer talks by faculty during the regular school year.
- One Senator mentioned idea of equally dividing the \$ between departments. Letting departments decide how to determine speaker and award the money.
- MFH shared Media Arts Department's in support of having all faculty, not just tenure/tenure-track, be eligible. Asked about having all faculty, not just tenure/tenure-track eligible to participate on ad hoc committee?
- K. Jenkins brought up the idea of full-time contingents, many of whom have been at NMHU for some time.
- LF said yes, can have contingent faculty serve on FS committees. So yes, can have contingent be on part of this ad hoc committee. Supported better representation.
- LF asked if anyone interested in serving on this ad hoc committee? "It's gonna be fun! You'll have \$100k to develop this initiative!" Volunteers included G. Gallegos, G. Moreira and E. Harrington.

b. Governance Issue/Program Review (Biology Program).

- LF reminded that a motion was passed at last meeting to charge the FS Executive Committee with developing a proposal for action to take on the above matter to send to Senators at least a week in advance. Language sent to Senators last week. Today seeking feedback. Discussion ensued.
- **Motion made and seconded to approve the actions that were developed by the Executive Committee (circulated to Senators on 11/02).**
- SW asked clarification. LF clarified; read statement.
- Discussion ensued about the Program Review Process. Questions raised about how did this happen, length of review process. Stated that Program Reviews are policy; they are necessary. Cannot be circumvented by administration.
- G. Gadsden (AAC Chair) spoke; appreciated feedback.
- **Motion passed with 16 in favor; 0 to oppose; 1 to abstain.**

13. New Business.

a. Words of regards for deceased former NMHU faculty members (J. Lindline).

- Several faculty shared their words, remembrances, emotions at the news of Dr. McCaffery's and Dr. McDonough's passing.

During this colorful fall season, the New Mexico Highlands University family lost two of its former faculty who brought much light, love, and color to the campus and classroom.

Joseph William McCaffrey, NMHU alumnus, passed away peacefully on September 28, 2023. Joe received a Bachelors and Masters degree in physics and mathematics from New Mexico Highlands University and his doctorate in physics from Colorado State University. Joe had an accomplished career at the Naval Research Laboratory and Stennis Space Center. He published groundbreaking research on topics such as El Niño, tide and storm surge, ocean currents, and arctic sea ice. He earned the Navy Meritorious Civilian Service Award for his leadership in GPS research. His work was integral in expanding GPS technology from its original military applications to wide spread use, including applications in cell phones and automobiles. His career and accomplishments were extensive, but we remember him fondly for his return to Las Vegas in retirement and his service as a physics professor, New Mexico Highlands Foundation Board member, and supporter of the Media Arts Program and its students.

Katherine (Katie) Ann Maus McDonough, School of Social Work, passed away quietly on September 15, 2023. Katie worked in her early years as an OB-GYN nurse in some of the poorest counties in Appalachia before returning to school and earning a Ph.D. in Social Work. She took a teaching position at New Mexico Highlands University in 1991 and taught Social Work courses in Research, Policy, and Administration for over 15 years. She was a dedicated professor, beloved teacher, and accomplished researcher. Katie retired from NMHU in 2006. Her legacy of love and service continued in retirement, where she tirelessly helped the impoverished, hungry, and unrepresented through Samaritan House, Inc. and advocated for neglected and abused children/youth through CASA (Court Appointed Special Advocates).

Joe and Katie were friends, colleagues and mentors to many of NMHU faculty and will be dearly missed.

- Request made to share the written statement with University Relations. All in agreement.
 - M. Hausman shared that Media Arts Department will be hosting its annual Media Arts & Technology Fall Showcase and dedicating it to Joe McCaffrey. She invited everyone to come see that.
- b. Policy Changes for Adding, Dropping, and Withdrawing from Courses by Session Length (attachments) (R. Gonzales; M. Montoya).**
- M. Montoya shared that impetus for these changes was to have alignment of process with academic calendar. The language changes are mostly minor with attention to alignment.
 - K. Jenkins shared concerns – isn't Academic Affairs currently reviewing the calendar? EH questioned if AA has seen this proposal.
 - **Motion made and seconded to send these documents to AAC to ensure that they are in alignment with the Academic Calendar currently being considered. Motion passed with 16 in favor; 0 to oppose; and 0 to abstain.**
- c. Returning NMHU Students Policy (attachment) (G. Gadsden; M. Montoya).**
- Shared that putting into verbiage for those students who were called to serve their nation so there are no hiccups in continuing their education.
 - K. Jenkins asked – *why coming from Graduate Council? Shouldn't this be coming from AAC to include all students?*
 - G. Gadsden shared they were trying to get this out ASAP to address audit finding.
 - LF shared that there seemed to be confusion between undergraduate and graduate catalogs.

- **K. Jenkins offered motion to charge AA with coming up with language for undergraduate. EH seconded.**
- G. Gadsden acknowledged that language changes only came to Graduate Council (so for graduate students), but did think should be for both undergraduate and graduate student groups.
- K. Gray reminded that a 2019 policy already covers active duty military both graduate and undergraduate. RG offered that the 2019 policy is for active duty students whereas the proposed language is for veterans. KG read portions of an Active Duty Military Policy Graduate and Undergraduate that was approved by the Faculty Senate in 2019 (March 27, 2019 Faculty Senate meeting minutes at [006195-2019-03-27F-51201993448.pdf \(nmhu.edu\)](https://www.nmhu.edu/files/006195-2019-03-27F-51201993448.pdf)).
- G. Gadsden said the changes do describe active service people as well. Would like clarification and consistency.
- **Vote: Motion passed with 16 in favor; 0 to oppose; 0 to abstain.**

d. **Student Affairs Committee Report (attachment) (E. Harrington).**

- Read lines from Faculty Handbook of Student Affairs Committee responsibilities.
- Shared the going through minutes, remembered COVID years and its challenges.
- Shared that currently, only 6 out of 12 faculty seats are filled on SAC this year.
- Shared that the committee meets 2-3 times / semester as required.
- This semester, requested to hold a hearing re charges. SAC successfully conducted that hearing.
- Shared that sending the SAC minutes to FS Secretary and FS Chairs. Said missing a student representative. Need to reach out for student representation.
- Updated on charges over past couple of years, including reviewing Advising Manual and Online Code of Conduct.
- Updated from 2021 (seems like 3 months ago!) committee outcomes, determined that advising needs to include student success coaches.
- Senators acknowledged that SAC needs more membership, faculty involvement.
- **Motion made and seconded for JL to review and identify FS-elected committee vacancies and send out a call. Motion passed with 16 in favor; 0 to oppose; 0 in abstention.**
- EH raised question about a report from the Executive Committee. Threw it out for a discussion.

LF shared that EC does not make unilateral decision. The agenda is basically the results of discussions that it had and actions that they took over the previous week.

Noted that the FS takes motions and the EC acts on them. EC members offered pieces of the committee's week-to-week activities and general operations. Faculty Senators acknowledged the information sharing.

e. **Appointment of NMHU Government Relations Liaison.**

- LF reminded that faculty received notification of on 11/01 in Global email that President Minner "named Vice President David Lepre NMHU's Government Relations Liaison, effective immediately. Lepre succeeds former Vice President Max Baca in this role and will continue as Vice President for Marketing and Communications." Noted

- that this is on top of Lepre's VP University Relations contractual responsibilities. Many have voiced for months that Mr. Lepre has been derelict of his duties. This position important b/c helps us get \$ for academic programming. Significant consequences.
- K. Jenkins shared that Lepre was specifically responsible for IPRA requests and has not done his job. Has twice come to FS and acknowledged that he has not been doing his job and we turn around and he has an additional appointment. Most importantly, lack of governance in this decision. Not a fruitful, open, honest, transparent decision. Instead we get an email – “Look, this is what I have done.”
 - One Senator acknowledged that Mr. Lepre has been assisting her unit this term. Other Senators shared concerns that Mr. Lepre has not fulfilled the responsibilities of his main job. Do not have faith in his ability to fulfill an additional assignment.
 - Discussion tabled until next week.

f. Swimming Pool Issues (J. Dominguez; B. Kempner).

- Shared power point presentation. Gave history of problems with swimming pool. Leaking water, cracked subfloor. Draining in short-term not a bad idea. Need to do it to repair the subfloor anyway. But cannot sustain an empty pool in long-term (will collapse). Shared possible solutions, including: 1) Keeping open and maintaining water loss while securing funding. 2) Closing, draining, while securing funding. 3) Identifying alternative use for facility and secure funding. 4) 4. Mothballing the building. Each of these has different time projections, funding issues, and academic impacts to university's ability to offer courses and serve community.
- EH mentioned that facility proposals usually come from Sylvia Baca. Why not this one? JD shared Natatorium under Dean Blea's responsibility. BK said we would have to tell Sylvia we want this on her priority list (if that's what we want).
- RA asked if natatorium subflooring on master plan? JD said yes.
- JD shared that seeking input, gathering feedback to submit to Dr. Minner asap.
- **Motion made and seconded to keep this item on the agenda. Motion passed with 16 in favor; 0 to oppose; 0 to abstain.**

13. Executive Session.

14. Adjournment. Motion made and seconded to adjourn at 5:00 on the dot. Motion passed unanimously.