

General Faculty Meeting Minutes

April 24, 2024

Approved August 8, 2024

SUB 321 and ZOOM: <https://nmhu.zoom.us/j/3145944449>

4:00-5:00 p.m.

1. **Call to Order. Meeting with 30+ faculty in room.**
2. **Approval of Agenda. Motion made and seconded to approve the meeting agenda. Motion passed unanimously with more than 30 hands raised.**
3. **Approval of Minutes from March 27, 2024. Motion made and seconded to approve the meeting minutes. Motion passed unanimously with more than 30 hands raised.**
4. **Chair Report (L. Fath).**
 - a. **NMHU Faculty Concerns (AVPAA-Forestry, HLC Report, Government Liaison, bookstore).** Reported faculty concerns to Board of Regents at their 03/21 meeting, including:
 - **HLC Report of spring 2022 received via an IPRA request in February 2024.** The HLC report was released via IPRA request on February 12, 2024 nearly two years after it was received by the administration. NMHU had 2 core competency areas that were not met and 5 others that were “met with concern.” Faculty were dismayed at the lateness in the report’s release. Had the faculty known of these concerns earlier, efforts to address these areas could long ago have been under way with our consultation and expertise. The concerns of the HLC are also the concerns of the faculty.
 - **Appointment of NMHU Government Relations Liaison.** Faculty has repeatedly expressed concerns about the individual, including: Inability of the VP Communications to fulfill IPRA requests; lack of communication with departments regarding marketing and recruitment needs; lack of press releases and other publicity of faculty and student accomplishments; and extremely outdated university website with broken links, incorrect information, and outdated materials. The faculty remains concerned about the individual being granted the additional role of Government Relations Liaison when there has

been such poor performance under his existing role of VP for Marketing and Communications.

- **AVPAA–Forestry Report in Nov. 2023.** Per a vote of the Faculty Senate, my last report to the regents raised concerns regarding misrepresentations in the Academic Affairs report given by AVPAA–Forestry Josh Sloan on November 3, 2023. In response, the regents asked for further information. Faculty affected by AVPAA-Forestry’s statements reviewed the minutes and recording from that November meeting and provided detailed information for Fath to report the factual inaccuracies and misrepresentations within AVPAA-Forestry’s report.
- **Bookstore.** Fath met with Bookstore Manager Damian Aguirre on 04/08 to communicate concerns about the bookstore's inclusive access program. While the “opt-out” program remains in place, the Bookstore Manager is happy to assist with communicating the “opt-out” parameters for those who use it and acquire physical text books for those who prefer that option. He also shared that for certain publishers, students have unlimited access to the e-textbook, a questions raised by faculty.

b. Cyberattack and Related Communication from Administration.

- SK commented on lack of communication with faculty. Chemistry on-ground faculty angered that their classes were canceled. Reported that students angry, too. Others expressed lack of access to on-ground physical classrooms.
- KJ replied that it is false to say there was no communication with faculty. Faculty Association and Faculty Senate leadership met with administration and communicated issues. Canceling classes was not simply about the use of classroom technology. It was also about equity. The loss of network occurred for some immediately, others later in the crisis. To cancel some and not others had the potential to create chaos. Acknowledged that important that we need to have a conversation about best way to communicate.
- EH said music students do not need internet, but need time to learn and practice. Wished that LF would reflect on saying what people can/can’t say. LF responded that not trying to be offensive, but trying to keep on task.
- Issue with locked doors. Both sides had problems.
- GG offered that when phone and internet lines down, also a liability issue. Impossible to contact in case of an emergency.
- GM said perhaps we can establish a protocol for emergency. This is what needs to be followed in the event of this happening again in the future.

- GG offered, too, that faculty need to take some responsibility. There is language in CBA requiring that all faculty provide updated contact information annually to department administrative assistants, yet for some units, information is out of date. Get on top of it!

5. **Nomination and Election of Event Planning Committee Members (2) for Incoming President.** If you like parties, this is the committee for you! Looking for members of an ad hoc Welcoming Committee for the new president. Will plan events. David Sammeth volunteered. Nomination seconded. Sammeth approved unanimously with 20 hands counted.

6. **Review of Annual Evaluation of Administrators.**

- LF apologized for format of Dean results - unreadable. Export was difficult. Welcomed discussion on how to present data to admin and BOR.
- DC offered to share a template that they used in the past - included contextual information that explained the scores and average meaning.
- KJ mentioned scale. Admins and BOR are looking for the easy way to consume information. The percentage of employees that are satisfied and dissatisfied should be reported.
- DS more concerned how the data is going to be used. No one is surprised by results, how are we going to implement changes? Would like the new President to receive the information presented in the Administration results.
- LF: President Wolf will visit FS meeting 5/8/2024. We can revisit data during that meeting.
- NV – Asked for a reminder why Victoria (HR Director) and VPSEM don't get evaluated? LF - Directors don't get evaluated. VPSEM is combined into Terri Law's position.
- KJ - Agreed with DS. Faculty should highlight that most faculty do not want administrators retained during the FS meeting on 5/8/2024.
- DC - sent document. Thinks there is a good display of information and it is easy to see where the results are clustered.
- RM – suggested that we add Evaluations to the agenda for the beginning of the semester so that we have more control over the design of the survey. There should be two committees.
- KJ - Good number of people participated. We need to review questions on surveys, likes the idea of adding it to agenda sooner. Senate executive meeting should compile information. **Motion made and seconded to charge FS Executive Committee with reviewing the data. Motion passed with a majority.**
- DS - Request that FS develops their own plan for future cyberattacks in the Fall.

7. Other.

8. Adjournment. Motion made and seconded to adjourn. Motion passed unanimously. Meeting adjourned at 5:00 p.m.