



Faculty Senate Meeting Minutes

DRAFT

September 11, 2024

Location: SUB 321 or Zoom

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

3:00 to 5:00 p.m.

1. Call meeting to order.

2. Roll Call.

	ATTENDANCE		
	Present	Absent	Excused
Art & Music; Edward Harrington	X		
Biology; Maureen Romine	X		
Business Administration; Gerardo Moreira, At-Large	X		
Chemistry; Steven Karpowicz	X		
Computer and Mathematical Sciences; Gil Gallegos, At-Large	X		
Education - Counseling; Sulema Perales	X		
Education - Curriculum & Instruction; Daniel Olufemi	X		
Education - Educational Leadership; Sheree Jederberg	X		
Education - Special Education; VACANT	X		
Education - Teacher Education; Angela Redondo	X		
English and Philosophy; Lauren Fath, Chair	X		
Exercise and Sport Sciences; Kathy Jenkins	X		
Forestry; Michael Remke	X		
History and Political Science; Elaine Rodriguez	X		
Languages and Culture; Norma Valenzuela	X		
Library; Katie Gray, Secretary	X		
Media Arts and Technology; Miriam Langer	X		
Natural Resources Management; Jennifer Lindline, Vice Chair	X		
Nursing; Siri Khalsa	X		
Psychology; David Pan	X		
Social Work; Rebecca Moore	X		
Sociology, Anthropology, and CJ; Rebecca Alvarez	X		
President; Neil Woolf	X		
Provost/VPAA; Roxanne Gonzales	X		
Staff Senate; Robert Anaya	X		
Student Senate; Kayl Rainer or delegate	X		

Also Present: Lauren Bansbach (Biology), Sarah Corey-Rivas (Biology), Daniel Chadborn (Psychology), Mary Earick (Dean, Education), Gloria Gadsden (AS&CJ), Jessica Johnson, Peter Linder (Interim Dean, CAS), Adele Ludi (ITS), Ruth Mariampolski (Title IX Office), Michael Montoya (Registrar's Office), Veena Parboteeah

(Dean, Business), Michael Petronis (NRM), Ben Villarreal (English) AJ Warwell (FS Assistant), Ian Williamson (AVPAA), Patrick Wilson (Director, Online and Extended Learning)

3. Approval of Agenda.

Motion to approve agenda. Seconded. 17 ayes, 0 nays, 0 abstentions. Motion carried.

4. Approval of Minutes from August 28, 2024 (attachment).

K. Jenkins recommended adding language to make it apparent that no action was taken during the Executive Session.

Motion to approve with amendment. Seconded. 16 ayes, 0 nays, 1 abstention. Motion carried.

5. Communication from the President (N. Woolf).

N. Woolf addressed the issue with the closure of Ivan Hilton building and surrounding areas. He stated that the abatement company is identifying and removing materials from the building. The company was unsure about the identity of some materials that were being used, and so decided to expand the cordon to be cautious. Dr. Woolf reported that the company was finishing their work and that the building would reopen when clearance was given by outside agencies, such as the Fire Department and the New Mexico Environment Department. Dr. Woolf stated that the university would be strengthening the protocols for handling materials on campus and that input is being sought from institutions and people with experience in this process, like S. Karpowicz. Dr. Woolf stressed that this has been a systems failure, not a personal failure and that he is not looking to blame any person or department.

S. Khalsa asked if the development of protocols would involve labeling. Dr. Woolf said that it would and that he will share all the information with faculty about what was in the building, providing there is nothing confidential.

Dr. Jenkins noted her appreciation that the university is working with state and working campus agencies. She also noted that Highlands has a horrible history of repeating itself. Dr. Jenkins expressed the hope that they are examining what went wrong so that there are safe protocols. Dr. Woolf stated that part of the review of the situation will incorporate a review of what got us there and not just pertaining to the building but also the structure (of who does what).

N. Valenzuela stated that part of this is communication to campus and the greater community. She stated that she heard information not from who's responsible for what's happening, but from others. Students coming to faculty are afraid, and faculty don't have answers. We need to utilize the system. Dr. Woolf stated that communication went out within 45 minutes and that we want to make sure it's accurate.

Dr. Jenkins clarified that faculty were told to evacuate 2 hours before the message came out and stated that decreasing the amount of panic time is the important thing.

Dr. Woolf stated that he is excited about the ramp up to the legislative session. Friday is the deadline for the wish list of things the university be working with the legislative for. There is an additional \$700 million dollars available for projects throughout the state. Dr. Woolf is putting together priorities and projects for getting legislative support and will provide regular reports on that. Dr. Woolf reminded faculty about the General Obligation bond which includes \$4.5 million for the science building

K. Gray noted that there is also a GO that will provide funding to the library.

S. Jederberg stated that it would also be encouraging for something to come out of the president's office pertaining to the bonds and that they haven't heard of anything in the School of Ed about it. Dr. Woolf stated that he hoped that in sharing with Chairs they would share with faculty, and he will improve communication.

E. Rodriguez questioned why departments can't propose their own capital outlay ideas and that her concern is that departments have different concerns, and their funds are being cut back She stated a concern that departments don't get funds because we're looking at the university holistically. Dr. Woolf stated that the legislature and Higher Ed Department want institutions to coordinate their asks; that's why he asked everyone to send in their requests. Dr. Woolf stated that what we want to do is improve our system, so that department needs are sent forward to be advocated for.

Dr. Jenkins noted that in light of what's happening in Ivan Hilton, pressing forward with better technology on campus would be helpful for us all. For any faculty who can't get into their offices, they don't have access to technology, so that needs to be part of the plan for any future emergencies. Dr. Woolf stated that protocols should include how to support faculty who must adjust teaching in the case of emergencies.

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

Dr. Gonzales presented updates on campus searches. For the IR and data management position, the search firm is getting candidates. The position was not listed on Inside Higher Ed or the Chronicle, so they will post there.

The search for CAS Dean was suspended by not cancelled. The search team contacted the top 10 candidates and found that 5 are still interested. They will conduct zoom calls with those 5 in the next week or two. P. Wilson noted that the CAS Dean search was opened up to the next 5 candidates on the list, because several of the top 10 dropped out. They will be interviewing 8 of the top 15 (out of a total pool of 55) via zoom next week. Dr. Gonzales asked for a timeline of on-campus interviews. Dr. Wilson stated that realistically it would be the end of October and that they hope to have someone in place by the beginning of next year.

Dr. Rodriguez asked for a status report on the Academic Affairs Committee. Senate Chair noted that this was a discussion item later on the agenda.

Dr. Jenkins requested that people wait for recognition from Chair to speak.

7. Communication from the Faculty Senate Chair (L. Fath).

Chair expressed her appreciation to Dr. Woolf for keeping her and Dr. Jenkins looped in on issues.

Chair noted that the faculty received an email about upcoming training for website development. The goal of this is to give faculty more control over the website. Chair had several questions about this issue including: Who from each department will do this? Who has time? What if no one wants to do it? Can we still request that someone else make updates?

Dr. Rodriguez stated that about 2 years ago University Relations said that departments would designate a person and get training. However, it was still very restrictive; faculty weren't able to do a lot of uploading and getting hold of anyone took months.

Dr. Jenkins noted that it was closer to 5 or 6 years ago. She stated that the Association gets a lot of complaints from department chairs and faculty and whenever they complain that something's not going right, the faculty are told to just do it themselves. Dr. Jenkins stated that faculty should be providing information for someone else to do this.

J. Lindline noted that it's better to give materials to someone who is an expert in delivery. She also noted that not all faculty are members of large departments, so many are stretched to the max and don't have a lot of time to be webmasters.

Dr. Rodriguez asked why the university can't pay the media arts students to work with the departments. M. Langer noted that there was a time when the Media Arts department had students who worked for University Relations, but that has not been the case since Sean Weaver left. The department has not been contacted about this since. Dr. Langer noted that faculty asked for access and authority and were told that University Relations wanted a consistent voice and wondered if that was still a concern. Chair noted that she is meeting with the President tomorrow and will discuss this further with him.

8. Communication from the Student Senate (K. Rainer or delegate).

Chair noted that K. Rainer was at the meeting earlier but had to leave to go to class.

Motion to strike this item from the agenda. Seconded.

Faculty member noted that it was not necessary to strike.

Motion retracted by motioning member.

Dr. Khalsa asked if the Student Senate's report could be moved to earlier in the agenda. Chair noted that she will take this up with the Executive Committee.

9. Communication from the Staff Senate (R. Anaya).

R. Anaya echoed the sentiment that communication lines with the administration have been great. Mr. Anaya issued an invitation to faculty to come to the Staff Senate meeting next Thursday at 2:00. The Senate is putting appointments together for Dr. Woolf's committees. Mr. Anaya noted that being at the table as part of the process is great.

10. Old Business.

a. Faculty Senate Committees nominations.

Dr. Khalsa asked what the protocol is if a faculty member expressed an interest in Senate-nominated committees. Chair noted that as the representative for their department, faculty can bring the nomination forward.

Dr. Jenkins noted that she hasn't had any communication from her Dean regarding committee nominations and asked if the Executive Committee had reached out to Deans. Chair noted that the Secretary has been reaching out to all Deans and letting them know about committee vacancies and that the EC has heard back from all but one but still has not gotten any results.

b. Communication and plan for dangerous campus circumstances.

Chair noted that this item was on the last agenda but was tabled. Faculty members came to Executive Committee and the Association reporting dangerous conditions in Ivan Hilton. What Dr. Valenzuela said previously resonated with the Chair that we're not always getting information through official channels. Different means of communication are used for different circumstances, and faculty aren't sure where to look first and sometimes get contradictory information. Chair asked what faculty can suggest to administration.

Dr. Jenkins suggested that what is needed is a procedure that is available to all. Dr. Jenkins asked about the university's social media accounts. She stated that there is a disconnect of procedures. Dr. Jenkins also stated that we have to look at the kinds of emergencies we have. She noted that sometimes the faculty don't have technology available. Dr. Jenkins suggested that faculty need to provide insights into what their students need. Chair added that faculty need to let students know what's happening.

Dr. Woolf stated that the university needs a plan and needs to practice. Dr. Woolf noted that the university needs to educate people about what is in place currently and that there is room for improvement in the current systems.

D. Chadborn noted that lately the communication problem goes beyond emergency events. Dr. Chadborn reported that faculty often send multiple emails and don't get responses. Additionally, Dr. Chadborn noted that last semester, there was a call-in threat to the library and there was no information sent out regarding it and that some faculty heard about it through the rumor mill. If the library info had gotten out quickly, it would have been a great way to show how things worked, but the only message received was "the library is temporarily closed."

Dr. Woolf stated that sometimes in situations the university needs to get approval from command authorities before sending out information.

c. Administration response to action items and workflow issues.

Chair reported that the Executive Committee received a letter of concern from a faculty member about not getting responses to items that need to work through the chain of command, including items pertaining to faculty searches and travel issues.

Dr. Valenzuela noted that most recently, faculty received a global from someone about a new email address to send contracts to, but it was unclear who makes sure that all the signatures are on there.

Chair noted that she wasn't sure what office the email originated from because there wasn't information in the signature line. Chair agreed that the process is not entirely clear and asked for ideas to make sure communication is achieved.

Dr. Jenkins noted that it is a great idea to have one location for contracts but questioned what that means and what the process is. She also noted that faculty already have a workflow for signatures.

S. Karpowicz noted that it can take too long to get things approved in Chrome River. The request to buy food for the STEM program last week had been submitted in July and still hadn't been approved. Dr. Karpowicz also noted that it is taking too much time to get grant expenditures approved.

Chair stated that the President has talked about de-centralizing the funding model (food is a good example). She also stated that the need for higher level approvals for miniscule things is clogging up the process.

Dr. Valenzuela noted that we have a lot of new faculty who are trying to utilize faculty development money who don't realize that travel has to be pre-approved.

Dr. Khalsa noted it's not only a budget problem but a policy problem. and asked who needs to come to the table to solve the issue.

Chair noted that the President does have a policy committee, and that faculty want to make the President aware of the issues to help streamline the process.

Dr. Rodriguez noted that faculty supply a lot of comments but wondered where they go and if they are getting a response about resolutions.

d. Oversight for administrators and part-time administrators with teaching duties in contracts.

Chair reported that this item was discussed in Executive Session at the last meeting. The item stemmed from a letter of concern from a faculty member pertaining to administrative positions with academic responsibilities. Chair reported that she filed 9 IPRA requests for information about these positions. She received all of them yesterday and is still taking inventory. Chair noted that she was happy to report that the university complied within the prescribed window of response time and that she will bring the items to the Senate once they have been cataloged. Dr. Lindline thanked the Chair for the update.

11. New Business.

a. AAC Chair slate of nominations and elections.

Chair reported that G. Gadsden called the first meeting of the AAC for elections, but no one stepped into the vacant positions. E. Harrington was going to try to switch committees, but it was not viable for his schedule. Chair noted that per the handbook, the Executive Committee can draft a slate of nominees, and that they have done so. Chair noted that it is dismaying that no one is stepping up and that this puts her in an uncomfortable position. Chair noted that the Executive Committee decided to put people in their second term on the AAC on the slate of nominees for Chair. Secretary reported that there are four full-time faculty in their second term on the AAC: B. Bencomo, M. Petronis, R. Sanchez, and B. Villarreal.

Dr. Jederberg stated that there are people who are in their first year on the committee that have been in AAC before, so they could be considered as well.

Dr. Lindline noted that the Executive Committee did not have access to the past terms.

Secretary noted that the EC looked at it as a matter of seniority.

Dr. Khalsa asked if the Senate nominates someone from the slate; does that person have the option to say yay or nay? Chair stated that they must accept. Dr. Khalsa asked if they would have to do that job under duress, and Chair concurred.

Dr. Karpowicz asked who is senior amongst the four nominees.

Dr. Valenzuela suggested moving this forward, trusting the EC.

Faculty members suggested R. Karaba. Dr. Lindline noted that the EC wanted to go with senior members. She also noted that Dr. Karaba had expressed an interest in being chair and then he said he wouldn't.

Dr. Gadsden noted that the Senate cannot force a faculty member to serve as chair; they can say no.

Dr. Harrington noted that if the Senate selects a chair that doesn't want to do it, they will be terrible.

Faculty member asked if anyone has spoken to the AAC representatives, and Chair noted that everyone has said no.

Dr. Moreira stated that he spoke with Dr. Sanchez, and that he is going up for tenure and doesn't want to do it.

Dr. Gadsden stated that she spoke with Dr. Bencomo, and that he is going up for assistant professor and doesn't want to do it.

Dr. Harrington noted that ideally this person should be selected in the spring semester.

Chair reiterated that the Senate can vote for someone, and they have the right to say no.

Dr. Jederberg suggested that speaking to the four candidates may prompt someone to volunteer. Chair noted that she cannot go speak to the AAC because the Executive Committee meets at the same time.

Dr. Gadsden asked about an alternate proposal, which the Chair stated she could not share without Executive Committee approval.

Dr. Lindline noted the faculty handbook does talk about term limits; but we are at week 6 and still don't have a viable AAC.

Dr. Jederberg asked what kind of emergency contingency there is in the handbook for this situation and if there is precedence. Chair noted that term limits have been exceeded accidentally in the past but that the handbook has limits and there is no procedure in the handbook for this situation.

Dr. Karpowicz noted that he feels the frustration expressed by other faculty members and that a senior faculty member should have stepped forward. Dr. Karpowicz asked if every member of the AAC had been approached. Chair noted that Dr. Gadsden asked the entire committee.

Dr. Chadborn stated that it was not fair to state that it is a failing of senior faculty and that many faculty have other responsibilities, such as grants.

Ms. Gray noted that Dr. Gadsden has set this committee up for success, and that Dr. Gadsden has asked for leadership volunteers multiple times over the years.

M. Remke noted that he has not yet attended any meetings of the AAC but that he is willing to take on the position of Chair.

Dr. Remke volunteered to serve as Chair of AAC. Seconded.

Ms. Gray asked if a member must have served at least a year before becoming Chair. Senate Chair said that is not a requirement. Dr. Gadsden noted it would be best if the Chair was familiar with the committee's workings.

Further discussion ensued. Dr. Harrington called the question.

12 ayes, 2 nays, 3 abstentions. Motion carried.

Dr. Khalsa asked if Dr. Gadsden could mentor Dr. Remke.

b. Ruth Mariampolski to address Title IX questions. (4:15)

[Note: This item was addressed at 4:15 and therefore preceded the previous three items, per prior agreement with Ms. Mariampolski.]

Ms. Mariampolski addressed questions that faculty members submitted ahead of the meeting.

In response to Media Arts asking about the lack of a response to a report that was filed, Ms. Mariampolski noted that she had dropped the ball. She spoke to the affected student, but did not follow up with faculty, which she apologized for. Ms. Mariampolski noted that faculty can expect acknowledgement of a report within a few days.

In response to a question about procedures in the faculty handbook, Ms. Mariampolski noted that any proposed policy will go through shared governance before implementation so there shouldn't be any conflicts. She stated that no policy can violate the law, so anything that is contrary to the law cannot be enforced. Ms. Mariampolski noted that there was a public comment period last time and that worked quite well, so she will put any policy out to the campus community with a month-long period for comments.

In response to a concern about mandatory reporting, Ms. Mariampolski noted that it is quite complicated.

Dr. Harrington asked about potentially conflicting ideas and that it was said that Federal law can't be circumvented but it will be brought before the community for discussion. Dr. Harrington wondered if that means that there are there two avenues for procedures.

Ms. Mariampolski stated that if existing procedure is in violation of Federal law, it will be required to be changed and that current regulations give the university more flexibility for how to create procedures.

Dr. Karpowicz noted that sometimes regulations from the Federal government are not well worded and interpretation changes and asked how we can have clearly defined faculty procedures when there are constantly shifting interpretations.

Ms. Mariampolski noted that it is a struggle particularly with shifting political landscapes and that there is also variation from one institution to another even in our state. Ms. Mariampolski stated that the university will not spring any changes on anyone without going through the faculty and campus. She also stated that her office may need to speak with different departments, because each has different rules for absences (regarding pregnancy policies when what is "reasonable" is not defined). She stated she will use informal and formal processes.

Dr. Harrington expressed concern for members of the Student Affairs Committee and whether they would be targets for liability.

Ms. Mariampolski stated that every person who interacts with a student can be targeted for liability. She stated that in the case of the 2020 regulations, it took until October 2021 to get final procedures. She anticipates Title IX procedures to be more in line with student conduct codes. Ms. Mariampolski also stated that anyone who takes part in hearings is required to take part in training.

Dr. Khalsa stated that the university has liability insurance for its employees, and that for nursing students, some outside medical facilities asked for additional liability insurance. Ms. Mariampolski replied that she is not sure about the liability insurance and that defense counsel handles it separately from regular counsel.

Dr. Harrington noted that the 2020 regulations that Ms. Mariampolski referred to have a hearing process wherein the accused and the respondent are both heard (especially in regard to sexual misconduct), but that the new regulations would not hear from both sides. Ms. Mariampolski stated that that is not correct and that the 2020 regulations had a very structured system for hearing from both sides. She stated that those procedures are not formalized and that they will be very similar to existing conduct standards; both sides would be heard from either in writing or in person. Ms. Mariampolski stated that there has to be an appeals process, that the Student Affairs Committee is the avenue of appeal and will probably continue to be so. She also noted that the required elements of due process are notice of the allegations and the right to be heard, but that support services are offered without notice.

Motion to table remaining items and adjourn meeting. Seconded. Motion carried.

c. Graduate Council proposal.

d. Marco Aragon, University Relations, concerning communication needs for faculty.

12. Executive Session.

13. Action and Statements as Necessary on Executive Session Discussion.

14. Adjournment.

Meeting adjourned at 5:24.