



Faculty Senate Meeting Minutes

September 25, 2024

Location: SUB 321 or Zoom

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

Approved October 9, 2024

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			
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 Rodriquez	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: Marco Aragon (University Relations), Mary Earick (Dean, Education), Gloria Gadsden (SACJ), Peter Linder (Interim Dean, CAS), Michael Montoya (Registrar's Office), Cin Ulibarri (ICLRLT), AJ Warwell (FS Assistant), Ian Williamson (AVPAA), Patrick Wilson (Director, Online and Extended Learning)

3. Approval of Agenda.

MOTION to approve agenda with amendment to Michael Montoya to present in place of Henrietta Romero. Seconded. 16 ayes, 0 nays, 0 abstentions. Motion carried.

4. Approval of Minutes from September 11, 2024 (attachment).

MOTION to approve the minutes. Seconded. 15 ayes, 0 nays, 1 abstention. Motion carried.

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

Dr. Woolf presented an update on Ivan Hilton via email to campus earlier this week and stated that he is appreciative of those working on it and those working on existing protocols. Brandon Kempner is leading the team working on protocols. Dr. Woolf stated that appreciates that everyone is not looking for individuals to blame and that this is a long-term opportunity to make it right. The protocol group is looking for gaps to fix. Dr. Woolf stated that they are going to be careful with communications and that there are rumors are going around.

Dr. Woolf stated that OSHA and the fire department will need to provide approval before the building is reopened. AES is compiling a list of chemicals which will be shared when it is available.

Dr. Woolf extended gratitude to Dr. Jenkins for the communication they have built.

Dr. Woolf and Patrick Wilson will be traveling to Farmington to start building relationships. Robert Anaya will also be there.

On Friday, Dr. Woolf will attend the Board of Regents meeting in Rio Rancho.

Dr. Woolf stated that what's possible at the golf course is growing. The Board will review the homes proposal. Las Vegas is short on hotel beds which means the city cannot host conventions. There is a land development committee that the university will need to work with.

Dr. Woolf provided a budget update. The budget committee which includes faculty will be working on a budget audit, investigating what's in FOAPs. The Board passed a budget with ending fund balance of around \$1M. The university is on expanded fiscal probation with higher ed. There was actually \$4M. Dr. Woolf stated that the university needs a systematic way of looking at tuition, scholarships, etc. Best practice is to have one term of fund balance in the bank. Some of the things being explored are providing budget authorities with autonomy over their budget and better and easier to read reports.

Dr. Woolf stated that he is interested in knowing what he can do to support the Faculty Senate. What are you doing to move the institution forward? What are your goals? Dr. Woolf expressed a desire for better student outcomes, recruitment, retention, and graduation. Dr. Woolf asked how we can work on this together. Dr. Woolf mentioned the Complete College America \$100M accelerator project and that Dr. Blea could report progress on that to the Senate. Other topics Dr. Woolf mentioned include National postsecondary data program, working with the Gates Foundation on time to degree, artificial intelligence, and the state of the university's Gen Ed.

Senate Chair noted that the Senate did have several discussion last year on artificial intelligence, so it has been on their radar.

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

Dr. Gonzales was absent and did not indicate a proxy beforehand. No report given.

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

Chair noted that Ian Williamson is looking for faculty members to be part of a group to examine the university's strategic planning and that interested faculty should reach out to him.

Chair noted that she went to the memorial for Marty Lujan on Monday. Chair thanked Kathy Jenkins and Andrea Crespín for putting together the candlelight vigil.

Chair noted that she has been getting letters of concern about various issues from faculty. As she receives them, she takes them to the Executive Committee to decide how to deal with them and to determine if the concerns should go to the Association or the Senate.

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

K. Rainer is in class. No report given.

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

R. Anaya is absent. No report given.

10. Old Business.

a. Faculty Senate Committees nominations.

i. Athletic committee

Senate Chair reported that the new Chair of the Athletic Committee stated that there are now 3 women on the committee, and that is the maximum.

Dr. Jenkins (committee Chair) noted that they need 2 non-women on the committee and also that there can't be more than 1 from the same college or school.

Senate Chair noted that many people in the meeting are also maxed out on committees.

ii. Grievance and Conciliation Committee update

Senate Chair reported that the roster is full for this committee, that Juan Gallegos will Chair, and Judy Barnstone will serve as Secretary. Dr. Gallegos and Dr. Fath followed up with Human Resources, because the handbook states committee members will receive training provided or funded by the university. The members gave input about how they would like to receive training. Chair submitted the request to HR and waited 14 days for response. After which she was told that the best option was 40-hour training. Senate Chair is concerned that it will be difficult to convince people to serve in that situation.

Dr. Jenkins noted that many faculty have had that 40-hour training in the past and that the university needs to hold trainings more often on campus. Dr. Jenkins stated that in the past, when the training wasn't possible, the Executive Committee was able to meet with Administration to find a solution, which included hiring an outside mediator instead of providing training.

G. Gadsden noted that this a really important committee on which she previously served and received no training. Dr. Gadsden stated that, given the problems that have occurred in the past, she would argue that the training is important.

Senate Chair noted that this isn't just a one-off thing. Faculty need to be trained for other reasons as well.

b. Communication and plan for dangerous campus circumstances.

Chair stated that this item was left on the agenda because concerns have been raised about the ways in which dangerous circumstances have been communicated.

Dr. Jenkins noted that this an issue from last spring. Every time there's an emergency, it's under different circumstances. She stated that if going to the website is where we should be going, we ask for open and honest communication on the website. Dr. Jenkins sated that it doesn't seem honest even given the restrictions and that there are a lot of rumors on campus coming from social media.

M. Remke noted that maybe this is something the policies committee can work on. He stated that he is glad that the university is not sharing unverified info but that there should be daily updates. Dr. Remke noted that students constantly ask for updates, but there are sometimes 5 days between updates.

Dr. Woolf stated that this is one of the areas the policy group will tackle. Dr. Woolf noted that at other universities there is multi-channel communication with a lot of updates. Dr. Woolf stated that right now the university is working with the best means that we have. Dr. Woolf noted that the university doesn't have the means to chase every rumor on Facebook, but there is something to be done there.

Dr. Jenkins stated that she doesn't know that social media is the best way to communicate. Dr. Jenkins noted that some info is aimed specifically at students. Dr. Jenkins suggested that there could be something in the portal so that it's shared with the campus community but not necessarily out in the world. Dr. Jenkins reported that some students are concerned about whether their classes will be complete.

c. Administration response to action items and workflow issues.

Chair reported that there are issues with responses from administrators at the Dean and VP levels to action items and things that need to get through a pipeline, including searches and travel requests. Chair noted that the problems seem particularly acute in CAS but may be seen elsewhere. Chair asked the Senate how they would like to see this be addressed.

Dr. Jenkins noted that there is no way to change the structure of searches in People Admin without doing it one by one. HR just says to contact them, and they'll fix it, but it's emblematic of the fact that the system itself just isn't working. There is a disconnect between what HR is doing and what we're doing. Dr. Jenkins noted that notifications don't go out, and it leaves people hanging in search.

Chair noted that the hierarchy of approvals is sometimes all wrong.

N. Valenzuela mentioned the budget control that President Woolf discussed. Dr. Valenzuela stated that there are an enormous amount of pre-approvals and that it takes an enormous amount of time. Dr. Valenzuela also mentioned that for recent business cards, University Relations sent the department a company in Albuquerque, but that the department would like to keep business local and that the company in question also underestimates the estimate, which is a problem for their budget.

E. Rodriguez stated that one of the major problems with PeopleAdmin and Chrome River is that there is not a person who maintains them. Dr. Rodriguez also noted that a lot of our preapprovals have to go through Dean, but his

name isn't on them. Dr. Rodriguez stated that PeopleAdmin is a mess and wondered why we accept mediocrity.

Dr. Remke noted that the faculty handbook is outdated in regards to procedures for these systems.

Chair noted that some of these issues are due to lack of updated procedures in handbook, but that the risk of putting in too much detail into the handbook is if the university changes systems, then the handbook will be outdated again.

Dr. Remke suggested that the faculty could make the handbook language vague and then update procedures separately.

Chair noted that the time for the General Faculty meeting was approaching.

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

11. New Business.

- a. Graduate Council proposals**
 - i. Policy to allow retaking of undergraduate courses at the graduate level**
 - ii. Graduate Clearance Form**
- b. Marco Aragon, University Relations, concerning communication needs for faculty.**
- c. Report from the Registrar concerning student regalia (H. Romero)**

12. Executive Session.

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

14. Adjournment.

Meeting adjourned at 4:00.