



## General Faculty Meeting Minutes

August 8 2024

Location: SUB Ballroom and Zoom

Approved September 25, 2024

### 1. Call to Order.

### 2. Approval of Agenda.

Motion to approve the agenda. Seconded. Motion passed.

### 3. Approval of Minutes of April 24, 2024.

Motion to approve the minutes. Seconded. Motion passed.

### 4. Welcome from Faculty Senate Chair (L. Fath).

Chair offered welcome to first general faculty meeting of the semester.

Motion to proceed to Chair's Report until President arrives. Seconded. Motion passed.

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

Dr. Woolf stated that he looks forward to attending meetings and working with faculty on issues. He commented that people are already emailing his office about participating in the committees he is proposing.

Comment from a faculty member that they appreciate he will be working with community and mayor.

Comment from a faculty member that they appreciate the communication from the president's office since he came in.

Dr. Woolf stated that his role is to support faculty and that they are the core of the university.

Comment from a faculty member welcoming the President. We recognize that you may have inherited issues you were not aware of Financially, there is half a million dollars that has to be reconciled. Why were positions elevated before the previous president left with an increase in salary? How did that happen knowing we are in deficit mode?

Dr. Woolf asked for clarification on which positions. Faculty member stated that the Dean of Students became VP and an Assoc VP came with it. Media relations director was elevated to VP role. How many VPs does this small university have?

Dr. Woolf stated that he can't answer how it happened. Going forward, an administrative analysis will be done. Dr. Woolf knows that this an issue. Terry Law, whose position is VP, will be leaving after August 30, so what does that allow us to do moving forward? The

process will involve communication. Dr. Woolf is looking to create a policy on administrative salary benchmarks.

Comment from a faculty member that there are concerns about faculty salaries. NMHU continues to have turnover, and it's hard to recruit with a non-livable salary. There are 2 positions that the faculty member's department needs to hire for, but they're not attracting the faculty they need. Increases that have happened in the state for teachers have outstripped HU faculty salaries. Dr. Woolf stated that he would work toward a better understanding of that issue.

Dr. Woolf stated that he understands that there are issues with Paycom, including people with paychecks that are messed up. He has asked for a process map and will go through that. If the problem is Paycom, we will get a better system. The first order of business is getting people paid. Dr. Woolf thanked faculty who have helped bring these issues to his attention.

## **6. Communication from the Faculty Senate Chair (L. Fath).**

Chair introduced the Executive Committee.

Chair mentioned the following deadline: deadline for Las Vegas community members to submit FEMA claims is 11/14. A new student regent is needed; nominations are due by 10/5. This position has historically been filled by an upperclassman, generally a senior. The Board of Regents can only have a certain number of people from political parties; check with Kim Blea for further information

Chair asked all departments to let the Secretary know if there is a change in their Senator, so she can update the roster, preferably by next Wednesday (next Faculty Senate meeting).

Chair asked all faculty to read the faculty handbook; the senate is the primary enforcer of the handbook in conjunction with the Association. Comment from a faculty member that faculty should also read the research handbook.

## **7. Committee Membership Updates.**

### **a. Review 2022-2023 Faculty Senate Committee memberships.**

<https://www.nmhu.edu/faculty-and-staff/faculty-senate/faculty-senate-committees/>

The Executive Committee worked last year to get the committee list up to date. Some terms have expired. Some individuals are on sabbatical. Make sure your committee membership is correct, as memberships are constantly changing.

### **b. Confirm or correct membership with K. Gray (Faculty Senate Secretary).**

### **c. Consider serving on one of the numerous committee vacancies.**

## **8. Evaluation of Administrators. Creation of ad hoc committee to review questions, format.**

Chair state that we need to start the process early of looking at the evaluation of administrators. Thanks to Dr. Chadborn, we have switched to using Qualtrex, and the Chair has told the President that the university should have a subscription. The Senate did not change the questions last year, due to time, but we want to revisit those questions before the next evaluation. Chair would like to create an ad hoc committee to look at the questions and make recommendations. Chair asked for volunteers (Lori Miller and Siri Khalsa).

Comment from a faculty member that the Senate and General Faculty would benefit from knowing the analysis of the previous results and how it was received by the Board of Regents and the President. Chair stated that she did not receive feedback from either and that she will be happy to share the final analysis with the faculty.

Question from a faculty member; did the administrators receive their evaluations. Chair stated that they did.

## **9. President's Committees Nominations.**

Chair reminded the faculty that the President has stated that he is naming several upcoming campus committees and task forces:

- Policy

- SEM

- Budget

- Premier HSI

- Accreditation

- Task forces: NANTS, Strategic Planning, Sustainability

If you are interested, please let the Executive Committee know. President Woolf is asking for faculty to be able to supply input. If you are on a committee of the Faculty Senate that does one of these tasks, you may want to add your input.

Question from a faculty member, is there a list of these committees and what the vision is for each one is? Dr. Woolf stated that he will send out the slides from his earlier presentation with the list and will add a little bit about the charge.

Comment from a faculty member that when envisioning how these committees might be structured, redundancy with committees should be considered, as well as service load. Dr. Woolf stated that we will figure it out as we go along. The President's office will have to work it out with the Faculty Senate and other bodies. The President wants to make sure that efforts are not duplicated. Suggestion from a faculty member to go through the handbook and see how the Faculty Senate committees may overlap with these committees.

## **10. Emergency Communications Plan.**

Chair noted that we've had so many disasters, and each time something happens, the campus community tries to figure out what to do, re: classes, campus presence, etc. We need to examine the breakdown in communication that occurs whenever something happens. People feel communication is nonexistent. The university did invest in RAVE, but it hasn't been utilized. Users need to opt in. Not everyone had access to their email during the cyberattack, but updates were sent out via email. The communication method

seems to change with each crisis. The Chair is looking for recommendations or ideas to pass along to the President and University relations.

Comment from a faculty member that at some point there was a gun threat at the library. There was no information spread about it; no clear communication. This was a threat to faculty and students.

Question from a faculty member; do we have an emergency response committee? Adequate communication is needed. Something daily would be good. The faculty member noted that they stopped printing things out years ago, but when the system is down, they need a way to be able to contact students.

Comment from a faculty member that we also need an understanding of what the plan is and where the information is located. In the past, faculty were directed to go to Facebook, which was weird. Other times, faculty were told to go the website but couldn't access it. A good plan is needed.

Chair agreed that we need to systematize the way we communicate.

#### **11. Questions and Comments from Faculty.**

Comment from a faculty member concerning the evaluation of administrators. The Senate has had fluctuating counts and need to know what the Ns are. There have been times of low returns. Faculty need to think about how to ensure the administration hears their concerns.

#### **12. Adjournment.**

Motion to adjourn. Seconded.

Adjourned at 3:50.

Minutes submitted by K. Gray.