



Faculty Senate Meeting Minutes
October 23, 2024
Location: SUB 321 or Zoom
3:00 to 4:00 p.m.
 Approved November 13, 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 Rodriguez		X	
Languages and Culture; Norma Valenzuela	X		
Library; Katie Gray, Secretary	X		
Media Arts and Technology; Miriam Langer (proxy Jack Cronin)	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; Gloria Gadsden	X		
President; Neil Woolf	X		
Provost/VPAA; Roxanne Gonzales	X		
Staff Senate; Robert Anaya		X	
Student Senate; Kayl Rainer or delegate		X	

Also Present: Judy Barnstone (Social Work), Mary Earick (Dean, Education), Peter Linder (Interim Dean, CAS), Veena Parboteeah (Dean, Business), Henrietta Romero (Registrar), Marcy Silva (ITS) AJ Warwell (FS Assistant)

3. Approval of Agenda.

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

4. Approval of Minutes from October 9, 2024 (attachment).

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

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

N. Woolf reported the following:

- The expanded cabinet started a conversation about culture and expectations.
- Consultants are creating report.
- Dr. Woolf will be touring Social Work and the Albuquerque center tomorrow.
- Dr. Woolf will be meeting with the Chemistry department.
- NMHU will be hosting RMAC cross country this Saturday. Dr. Woolf asked others to come and support students at 10 am at the golf course.
- As part of efforts to be a Premier HSI, HU is reengaging with HACU.
- Hilton building update: HU is working with Advanced Environmental Solutions. Dr. Woolf noted that the work on the building was moving a little slowly so the university contracted with a different company who owns the incinerator. The company says they'll be done with the entire building by Friday. Once it's completed, an announcement will be made to campus.
- Dr. Woolf sat in on a meeting of the hazmat protocols working group and was very impressed and appreciative of the work on SOPs and other protocols.

Chair noted that R. Gonzales reported that Dr. Woolf asked for goals from the Faculty Senate and asked for clarity. Dr. Woolf stated that he is not asking for formal goals. Dr. Woolf would like to know if there are any major projects or things that the Senate wants to identify that we can work towards together.

G. Gadsden asked for an update on the President's committees. Dr. Woolf noted that most have met a few times. Dr. Rebecca Moore was asked to be Co-Chair of the NASNTI committee. The HSI committee has met. Dr. Woolf would like to find a way to report on these committees without flooding emails, perhaps on a committee website. The policy committee has worked on a formal charge, and others are more free flowing.

Dr. Gadsden asked about the search for a Provost. Dr. Woolf stated that the plan is to post the position in late November or early December as a national search.

E. Harrington stated that as Chair of the Student Affairs Committee, he is concerned about the health of students and faculty and that he hasn't seen any information from administration about faculty and students who may have been exposed to elements in Ivan Hilton building. Dr. Woolf stated that the university is following the explicit directions of the organization that issued the NM state health advisory and that this has been mentioned in global emails.

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

R. Gonzales reported the following:

- CAS (College of Arts and Sciences) Dean search is ongoing with one on-campus interview today and two next week.
- Institutional Research position search is ongoing with Zoom interviews this week and next week and in-person interviews in November for a hopeful start date in January.
- Dr. Gonzales reported back from the conference she attended about the following trends:
 - Conversations about AI and policies that other institutions are developing.
 - Instructional designers are getting ramped up for workforce development and needs. More institutions are creating interdisciplinary degrees. HU could start with the University Studies degree.
 - More institutions have seen increases in enrollments, ramping up liberal arts to integrate with STEM programs because more employers are wanting the “soft” skills.
 - Institutions are doing more with public/private partnerships, partnering with hospitals and other agencies to offer coursework, blending credit with noncredit in stacking credentials.

S. Karpowicz asked if these themes could be delegated to committees for discussion. Dr. Gonzales noted that it would be great to take the ideas back to departments to find out where faculty would like discussions to occur. Dr. Gonzales noted that Troy University doesn't put AI into their plagiarism guidelines but instead depends on their honor code.

Chair noted that the Faculty Senate has discussed AI in previous meetings and that G. Moreira of the Executive Committee has a lot of experience using AI.

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

Chair reported the following:

- Chair and Vice Chair participated in the executive retreat which included collaborative activities and the promotion of an open dialog.
- There are upcoming campus visits of candidates for the CAS Dean search on 10/28 and 10/29.
- Chair received an invitation for 10/25 for a meeting about the pool. Dr. Woolf noted that the student legislative fellows got funding for exploration with ARC planning, and that this is the first of several opportunities to supply input. Dr. Woolf also noted that they had around 600 survey responses.
- Reminder that there is a faculty lounge and that the HVAC system has been repaired.

M. Remke asked that faculty, particularly those in CAS, attend the Dean candidate forums.

Dr. Gadsden asked if the faculty lounge is Zoom capable. Chair noted that it is not. Dr. Woolf stated that he would get someone to look into it.

Dr. Moreira asked if we could get additional electrical outlets in the lounge. Chair noted that that is a problem.

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

No report given.

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

No report given.

10. Old Business.

a. Administration response to action items and workflow issues.

Chair noted that faculty are still running into issues with job searches getting hung up, either at the department to dean or dean to Provost. In some cases, offers aren't being made. Chair wondered why these problems are happening. Chair asked for faculty experiences.

Dr. Remke noted that he is chairing a search and has found that the faculty handbook is outdated, and that policies and procedures don't match up. Dr. Remke noted that there appears to be no institutional knowledge in HR and that they weren't very helpful. Dr. Remke asked about the process for approving questions and suggested the need to create consistency in workflow. Chair noted that she has had the similar problem of getting questions approved and that no responses are forthcoming.

D. Pan noted that the Psychology Department has been searching for 3 years for a clinical psychology professor and has had only 2 applicants, one of which is a convicted felon. Dr. Pan noted that HU is not competitive because the salary is too low, and that one applicant took a position with CARES because the salary was more. Dr. Pan also noted that they get no support from HR to advertise in places where people could see it. Dr. Pan wondered what to do about an unattractive salary. Dr. Pan noted that this issue will eventually affect the department's accreditation. Chair also noted that departments don't get a diverse group of candidates but don't get support for more advertising.

Dr. Gadsden noted that her department sometimes asks for positions to be advertised in particular places, and then it's not there. Additionally, Dr. Gadsden noted that search committees are no longer given official charges and questions aren't approved. Dr. Gadsden also noted that faculty sometimes have to police colleagues on what they ask in interviews.

Dr. Gonzales noted that there's been a lot of change in HR. Dr. Gonzales noted that HU doesn't have an EOC person. Dr. Gonzales stated that HR is supposed to review the questions. Dr. Gonzales noted that she met a couple of times with HR and will do it again. Dr. Gonzales stated that salaries are a CBA issue, but those are minimums.

N. Valenzuela asked about the role of Victoria Lovato. Dr. Valenzuela stated that her department was hiring a program director, Ms. Lovato did not answer their questions. Dr. Valenzuela also stated that her department has been told they would need to pay for advertising positions out of the department's budget.

Dr. Woolf stated that recruitment has been delegated to Roberta Vigil. Dr. Woolf suggested that if the Senate has questions for Ms. Lovato, they could invite her to a meeting. Dr. Woolf stated that it's typical that departments pay for advertising above the standard places, but that he doesn't know what the standards are at HU. Chair stated that she's not sure if the university has standard advertising.

K. Jenkins stated that faculty should insist that the handbook is followed in terms of searches. Dr. Jenkins stated that the Provost told faculty that she would fight to get positions advertised and is shocked to hear that departments are being asked to pay for it. Dr. Jenkins also noted problems with PeopleAdmin, such as not allowing for higher salary requests, difficulty in updating positions, and extraneous people listed in the workflow.

Dr. Pan noted that he wouldn't feel comfortable just putting in a salary without talking to the administration and asked what to do next to make the case that a salary should be higher than the CBA minimum.

Dr. Gonzales noted that this should occur through collective bargaining. Dr. Gonzales noted that she worries about salary compression and that she doesn't have the ability to adjust the salaries of those already in the department.

Dr. Pan asked for his department to sit down with the VPAA and discuss next steps to which Dr. Gonzales agreed.

Dr. Jenkins stated that she understood Dr. Gonzales' concern and believes that departments need to justify salaries.

MOTION for the Executive Committee to meet with the Human Resources Director to get more information about these issues for the next Faculty Senate meeting.
Seconded.

Dr. Gadsden noted that she would like to see an organizational chart.

Dr. Remke stated that the PeopleAdmin is not in sync with the handbook and suggested that updating that portion of the handbook would be a priority.

Dr. Jenkins noted that some problems might be an issue of HR needing more people and that many faculty are happy with the way searches are described in the handbook.

Chair noted that we need to see what is possible with HR.

J. Lindline noted that the paperwork online is old, and that we need to know the current way searches are conducted.

Dr. Harrington called the vote.

17 ayes, 0 nays, 0 abstentions. Motion carried.

11. New Business.

a. Rescindment of election of Interim Chair of Faculty Senate for Spring 2025 with Apology.

Chair provided a clarification about the previous election for Interim Chair. Chair stated that she miscalculated the span of R. Rock's term, which was actually slated to continue through Spring of 2025. As such, there should not have been an election, because Dr. Lindline (Vice Chair) becomes Chair automatically per the handbook. Chair apologized for the error.

MOTION to rescind the election of Jennifer Lindline as Interim Chair for spring. Seconded. 17 ayes, 0 nays, 0 abstentions. Motion carried.

MOTION to table the remaining items and adjourn the meeting. 16 ayes, 0 nays, 0 abstentions. Motion carried.

b. Mediation and Grievance Training.

c. Research Committee AY 2023-24 report.

d. Program Revision: MSW (Advanced Standing).

12. Executive Session.

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

14. Adjournment.

Meeting adjourned at 4:00.