



Faculty Senate Meeting Minutes

January 22, 2025

Location: SUB 321 or Zoom

3:00 to 5:00 p.m.

Approved February 12, 2025

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; Jess Goldberg (they/them/theirs)	X		
Exercise and Sport Sciences; Kathy Jenkins			X
Forestry; Michael Remke (he/him/his)	X		
History and Political Science; Elaine Rodriguez	X		
Languages and Culture; Norma Valenzuela	X		
Library; Katie Gray, Secretary (she/her)	X		
Media Arts and Technology; Miriam Langer	X		
Natural Resources Management; Jennifer Lindline, Chair (she/her)	X		
Nursing; Siri Khalsa (she/her)	X		
Psychology; David Pan	X		
Social Work; Rebecca Moore	X		
Sociology, Anthropology, and CJ; Gloria Gadsden, Vice Chair	X		
President; Neil Woolf	X		
Provost/VPAA; Roxanne Gonzales	X		
Staff Senate; R. Anaya or delegate		X	
Student Senate; Kayl Rainer or delegate	X		

Also Present: Ben Bencomo (Social Work), Daniel Chadborn (Psychology), Mary Earick (Dean, Education), Juan Gallegos (English), Todd Lekan (Dean, CAS), Adele Ludi (ITS), Amanda May (English), Veena Parboteeah (Dean, Business), Henrietta Romero (Registrar), Barbara Warden (OIER), Ian Williamson (AVPAA), Patrick Wilson (Director, Online and Extended Learning)

3. Approval of Agenda.

MOTION to approve the agenda. Seconded. 14 ayes, 0 nays, 2 abstentions.
Motion passed.

4. Approval of Minutes from November 13, 2024 (attachment).

MOTION to approve minutes. Seconded.

Senator provided clarification on comments in discussion of Research Day.
Amendment made.

16 ayes, 0 nays, 1 abstention. Motion passed.

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

President N. Woolf reported the following:

- There is an HR task force which meets once a week; J. Lindline and K. Jenkins are members.
- The NM Legislative session has started, and the President will be in Santa Fe quite often. Pres. Woolf asked faculty to be at the ready to answer any questions by phone if the President has questions from a legislator. The President would like to hear from those working on initiatives.
- There will be 3 new regents appointed this session; Danelle Smith resigned, and the governor will appoint a replacement for the remaining year. A new student regent is needed, and the current Chair is cycling off.
- Pres. Woolf reported on the Legislative Fellows program. Student Senate representative K. Riner is the senior fellow. Dr. Woolf stated that the university decided to align the Fellows with the university's priorities. The President put the program under the University Relations office. Dr. Woolf reported on the practicum experience being taught by Randall Gann. Fellows are working on sustainability efforts this semester; the aim is to be zero net carbon emissions on campus to include: additional charging stations, xeriscaping, solar panels increased capacity.
- The expanded cabinet is working on a cultural statement which will be coming out to the campus.
- The President noted that there are questions about non-faculty teaching and how the oversight and evaluations happen.
- The President would like to coordinate goals given to the President by the Board with goals that faculty have in order to find areas to work together.
- The President has started a discussion about a bias outreach team and wants experts from across campus with the aim to reduce bias on campus.
- Updates on the Albuquerque Center: Analysis was done on center profitability and presented at the last BOR meeting. Each center is profitable, with a return of \$3 for every \$1 spent. The Albuquerque Center is at capacity, the lease is expiring, and there are safety concerns. The University is not renewing the lease; the Provost, faculty, union, and staff need to work together to create a transition plan. This will save about \$250,000 a year in lease payments.

Request from a Senator that the President send the Executive Committee an update on the committees that were created last semester, including how many faculty are serving on committees. Senator also noted that there is some concern among Business and Education faculty that they will be pushed out at the Rio Rancho location. Dr. Woolf stated that administration will work through the process to get the best possible solution and that the Schools of Business and Education will have input. Senator requested an update on the Provost search. Dr. Woolf reported that the university had to do an RFP for the search firm and opted to write the RFP to include multiple future searches. RH Perry will be used, who ran the President Search; Dean Parboteeah is Chair of the search committee which includes representatives from the faculty and staff unions and the community.

Dr. Woolf reported that the current tally for the Ivan Hilton cleanup is currently around \$500,000.

Comment from a Senator that the campus community has heard multiple times that there are no more hazardous chemicals in the Hilton building, but that there are many hazards still in place. Senator stated that administration is not acknowledging the work faculty is doing. Dr. Woolf stated that there is not enough opportunity to recognize the many people helping and that the university is getting better but isn't perfect.

6. Communication from the Vice President of Academic Affairs (R. Gonzales).

R. Gonzales reported the following:

- Dr. Gonzales introduced the new OIER head Barbara Warden who provided a few words of welcome and invited faculty to ask her any questions. Dr. Gonzales noted that Dr. Warden brings a wealth of experience, including technology areas and HLC components and that she is currently in the Rodgers Building.
- Dr. Gonzales reported on ongoing searches:
 - Library Director: All faculty are invited to attend a gathering in appreciation of R. Aragon and his 40 years of service on Friday [1/24] 40 years. The job description has been revised and administration is putting together a search committee. Dr. Gonzales is asking for a volunteer from each school and department and the student body.
 - Dean of Social Work: Social Work faculty have voted for representations and would like a non-Social Work faculty member to serve on search committee, as well as a student. The search will use the same search firm used previously.
 - CTE Program Coordinator: V. Black resigned, and Dr. Gonzales would like input on moving forward with this position.
- Dr. Gonzales stated that many faculty at Rio Rancho don't go there on a regular basis, so there will probably be plenty of space.
- Dr. Gonzales reported that she will be out next month but will be checking emails.

7. Communication from the Faculty Senate Chair (J. Lindline).

Chair reported the following:

- The Faculty Senate administrative assistant resigned. The Executive Committee reviewed and approved the job description and will be posting it.
- HR task force: Students, staff, and faculty are involved on one of the President's new teams which had an introductory meeting last week. The task force is working on onboarding and offboarding process and developing SOP for both. The task force met today, Human Resources shared a flow chart. The Faculty Contract Cancellation form is on the agenda for later in this meeting. The task force will also address formal work and retirement recognitions.
- The Executive Committee has established a timeline for planning for and populating committees and electing Department Chairs.
- Outstanding items: Executive Committee met with Human Resources regarding questions from the General Faculty. HR has just as many issues as we do, including PeopleAdmin software issues. Some faculty searches go smoothly, and some don't. There is a need for guidelines and guidance. The Executive Committee is waiting for Human Resources to share their organizational chart and the document outlining the hiring process and procedures.
- Chair provided an overview of the meeting between the Executive Committee and Dr. Woolf to discuss the following topics: Legislative Fellows program, safety concerns, and RAVE system. Dr. Woolf responded that K. Blea will be doing an information blast for employees and students, that messaging is now coordinated through the President, and that an emergency communications policy is still pending. Chair noted that a RAVE message didn't go out this week with snow delay.

8. Communication from Academic Affairs Committee (M. Remke).

M. Remke reported the following from the AAC:

- The AAC has outstanding vacancies in Special Education and Political Science.
- There are 4 program reviews currently in process: Native American/Hispano Studies, Software Systems, Biology, Public Affairs.
- There are other programs up for review that are being delayed by extraneous circumstances.
- Fall 2024: approved new courses and some non-substantive changes.
- The AAC is currently reviewing a Biology program revision, which was submitted as a name change, which brought up a variety of conversations with I. Willaimson and H. Romero about whether the state will view this as a name change or a new program.

Question from a Senator concerning the Spanish program review. Dr. Remke noted that it is being worked on and moving forward.

Question from a Senator about when program documents will reach the Senate, re: Biology program revision. Dr. Remke stated that there are some conversations that

need to happen among the departments before AAC has enough information to vote on the revisions.

M. Earick noted that the School of Education is in the process of hiring 2 new tenure-track Special Education faculty and that they have numerous applicants.

Chair asked when program reviews are due. Dr. Remke stated that many were up for review last year and that several are already near the finish line, hopefully to be completed by the end of the semester.

Dr. Gonzales noted that the HLC dinged the university for not being on schedule for program reviews. Dr. Remke stated that that is heard and that there has been turnover on subcommittees from unexpected resignations.

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

K. Rainer reported the following:

- The Student Senate is meeting at 4:00 this Friday in the governance room.
- Mr. Rainer extended a welcome to faculty to speak at future meetings.
- Student Senate is voting on a semester schedule.
- Goals and initiatives: Cap and gown initiative to pay for graduates' regalia; Starting an HU monument; Room 316 in SUB to be used for new student center; Hoping to start a council of student government university presidents across NM, based off CUP, which is in the works with Secretary of HED.
- Legislative Fellows are working on solar panels, EV charges, and xeriscaping.
- Student Senate will be having student representatives at the legislature for Highlands Day and will be having meetings with legislators.
- There are open positions on the Student Senate.
- Student Senate can fund student research and conferences and can grant club funding.

Chair asked how often Fellows attend during the legislature. Mr. Rainer stated it was at least twice a week last year.

Chair asked for clarification about the proposed monument. Mr. Rainer noted that UNM has a beautiful monument where students like to take their photos in graduation garb, and they would like to see something similar at Highlands.

10. Communication from the Staff Senate (R. Anaya or delegate).

No representative to provide report.

11. Old Business.

a. Mediation and Grievance Training (J. Gallegos).

J. Gallegos, Chair of Faculty Grievance and Conciliation Committee, reported that there is not much to report from the committee and that there hasn't been any determination regarding training. Dr. Gallegos noted that the last specific information he received was regarding the 40-hour training. Dr. Gallegos reported that the committee was asking for a combination of asynchronous and in-person training, but it doesn't seem like that's a possibility. Dr. Gallegos spoke with V. Lovato from Human Resources, who will investigate finding more training opportunities.

Chair asked if we know how other campuses handle it. Dr. Gallegos stated that the committee can put that on the agenda for the next meeting.

b. Follow-up on GF charge concerning Legislative Fellows (J. Lindline).

Chair noted that the President discussed this item during his report, regarding the change in leadership and putting it under University Relations.

Question from a Senator about whether a faculty member will be involved with the program. Mr. Rainer noted that they are working with Dr. Gann. Dr. Gonzales noted that Dr. Gann was vetted through the Business Department and was brought on as a per-course instructor and that the course is being offered as a special topic. Dr. Gonzales noted that Dr. Gann is contingent faculty but is not tenure/tenure-track faculty. Chair asked if there was an effort to include other faculty from the Political Science department, and Dr. Gonzales noted there was not.

Faculty member noted that B. Sumer is a political scientist who could assist students. Question from a Senator about whether Dr. Sumer will be included in any discussion. Dr. Woolf stated that there is not a plan for that, and that the administration will see how this goes and revisit after the session and the evaluation.

Chair asked how long this program has been at Highlands. Dr. Gonzales stated it started under Dr. Montoya, so this would be the fifth year. I. Willaimson noted that it started using repurposed funding from the Ben Ray Lujan Institute.

Senator noted that there was some concern expressed that tenure/tenure-track faculty are not involved and that it was "taken away" from them. Senator would like to see those faculty more involved. Senator noted that faculty members who were involved feel like they were disenfranchised.

An agreement from another Senator that they have heard feedback asking why and how tenure/tenure-track faculty were no longer involved. Senator noted that adjustments were made during the pandemic and some faculty were invited to participate and that there were social work students that moved through the

cohort each time. Senator expressed concern that there was no hard, factual structure in place and stated that tenure/tenure-track faculty should help develop the program and mentor students.

Chair noted that she appreciates the information but that the faculty don't appreciate the process and want faculty involvement in this kind of decision making.

Question from a Senator about how this program would be measured for success, given output from students. Dr. Woolf stated that, generally speaking, the goals are multifaceted: to provide the students an avenue to interface with legislators which has resulted in some appropriations; to provide experience for students in leadership and advocacy; and to share the goals that have been expressed. Dr. Woolf stated that how we get there is where the rub is and that he would love to get more feedback from students and more involvement from faculty.

Comment from a Senator that they don't want faculty participation to be limited to the fields of political science and that the program needs collaboration with other faculty across the campus.

12. New Business

a. Faculty Cancellation Contract (R. Gonzales) (attachment).

Dr. Gonzales provided an overview of the issue of the faculty cancellation contract form. Dr. Gonzales stated that she has never seen this form before being presented with it.

Senator noted that there are a number of signatures required on the form that are not necessary. Senator also noted that some of the terminology is strange and that they don't know what a Paycom ID is. Dr. Gonzales agreed that the form should use language that is familiar to the users.

Question from a Senator about at what point either before or at beginning of semester is the decision to cancel a course made. Dr. Gonzales noted that that is done department by department and course by course, but that it happens well before the Add/drop deadline and that maybe the university needs to put some parameters around this.

Suggestion from a Senator that adding a line asking for the communication to faculty be attached to show that it has happened already would be useful. Dr. Gonzales agreed.

Questions from Dr. Warden about what triggers the start of the form. Dr. Gonzales noted that it could be an inability to teach, could be the class was cancelled, or it could be that the faculty was not a good fit for the students.

Question about whether Dr. Gonzales should stay as a signatory on the form. Chair noted that the Provost should stay on with signature since she is the hiring authority. Comment from a Senator that automating the process would help and agreeing with Chair that Provost's signature should remain on form. Comment from another Senator that there may be discrepancies on the form, so it would be good to have the Provost do oversight.

b. Center for Teaching Excellence Update (CTE Advisory Committee) (attachments).

R. Moore provided an overview of the status of the CTE, including information from the distributed documents. Dr. Moore thanked Ms. Black for her work with the CTE.

Question from a Senator about whether the search for a new CTE director has been approved. Dr. Moore stated that it has not and that the CTE needs a full-time director and a coordinator. Senator noted that they think the CTE is amazing.

Comment from a Senator that they appreciate the CTE and have relied on them quite heavily. Senator asked if there are term limits for the CTE advisory board and noted that the current Chair has been in place for a while. Dr. Moore stated that she is not clear on that, and that it probably needs to be updated.

Comment from a Senator that the Arts and Sciences is not only large, but incredibly diverse, so it might be good to have both STEM and Arts represented on the board.

Dr. Gonzales noted that the CTE used to have a full time director but no longer does. Dr. Gonzales stated that she needs to know if faculty are in favor of a coordinator so that she can get it going again. Dr. Gonzales noted that the CTE is currently not heavily utilized and asked if the instructional designers should be put there. Dr. Gonzales asked faculty what else can be done to make the CTE bigger and to get more involvement.

Dr. Gonzales noted that the CTE reports to the Provost's office but wondered if it should be a Senate operation. Dr. Moore stated that the CTE also serves the Staff Senate. Dr. Moore suggested that we need to look at the structure of the CTE and where it can be housed as a direct report if it serves the whole campus.

Comment from a Senator that a document from 2014 states that the advisory board has 1-year terms and that they are supposed to be elected by the Senate.

Chair noted that the CTE is a safe, judgement-free place to discuss courses and ideas and noted that it was controversial where it would be placed when it was created, as some individuals wanted it placed in ARMAS building.

Comment from a Senator that funding is always a challenge, but that there are so many grants that overlap with the mission of the CTE and there could be ways to make sure that grants focused on teaching support the CTE, as well.

MOTION for the Faculty Senate to review and consider the CTE proposal to include: the budget, board membership, location, and where it's housed within the university. Seconded.

Dr. Moore stated that the CTE advisory board will meet and discuss this and bring forth recommendations to the Senate.

15 ayes, 0 nays, 1 abstention. Motion passed.

c. Report from Athletics Committee (B. Bencomo) (attachment).

B. Bencomo provided an overview of the AY 2023-24 report from the Athletics Committee. Dr. Bencomo reported that the committee had the first of what will hopefully be a yearly event to host an academic night which highlighted academic success of student athletes.

Dr. Bencomo stated, in regard to Title IX, that no violations were reported to the Athletic Committee. Dr. Bencomo reported that the committee did review materials in regard to gender and that there is interest in starting a women's wrestling team to help with Title IX.

Dr. Bencomo asked if Title IX issues with student athletes should be directed through the committee. Question from a Senator about whether the committee reached out to R. Mariampolski with their questions. Dr. Bencomo asked about what the process should be if there is a Title IX violation with a student athlete. Senator stated that any such discussion should involved Ms. Mariampolski.

Question from a Senator regarding the reinstatement of the mariachi band. Dr. Bencomo noted that that would be a club, so it wouldn't be under the jurisdiction of the committee.

Dr. Woolf clarified that Title IX issues would not go through any faculty committee.

Comment from a Senator that the Music Department is in the second semester of an academic course for mariachi and that they expect the recessional at commencement this year to involve mariachi.

13. Executive Session.

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

15. Adjournment.

MOTION To adjourn. Seconded. Meeting adjourned at 4:50.