



## Faculty Senate Meeting Minutes

February 12, 2025

Location: SUB 321 or Zoom

3:00 to 5:00 p.m.

Approved February 26, 2025

### 1. Call meeting to order.

### 2. Roll Call.

	ATTENDANCE Present Absent Excused
Art & Music; Edward Harrington	X
Biology; Maureen Romine	X
Business Administration; <b>Gerardo Moreira, At-Large</b>	X
Chemistry; Steven Karpowicz	X
Computer and Mathematical Sciences; <b>Gil Gallegos, At-Large</b>	X
Education - Counseling; Sulema Perales	X
Education - Curriculum & Instruction; Daniel Olufemi	X
Education - Educational Leadership; Sheree Jederberg	X
Education - Special Education; <b>VACANT</b>	
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 (B. Sumer proxy)	X
Languages and Culture; Norma Valenzuela	X
Library; <b>Katie Gray, Secretary</b> (she/her)	X
Media Arts and Technology; Miriam Langer	X
Natural Resources Management; <b>Jennifer Lindline, Chair</b> (she/her)	X
Nursing; Siri Khalsa (she/her)	X
Psychology; David Pan	X
Social Work; Rebecca Moore	X
Sociology, Anthropology, and CJ; <b>Gloria Gadsden, Vice Chair</b>	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:** Marco Aragon (University Relations), Kim Blea (VP, Student Affairs), Daniel Chadborn (Psychology), Sarah Corey-Rivas (Biology), Mary Earick (Dean, Education), Todd Lekan (Dean, CAS), Anna Nelson (Interim Dean, Social Work), Veena Parboteeah (Dean, Business), Mike Petronis (Natural Resources Management), Henrietta Romero (Registrar), Megan Shudde (Instructional Designer), Ben Villarreal

(English), Cassie Walizer (Complete College America), Ian Williamson (AVPAA), Patrick Wilson (Director, Online & Extended Learning)

### **3. Approval of Agenda.**

Secretary noted that B. Sumer's name had been omitted from the draft minutes and agenda as serving as proxy for E. Rodriguez and that a correction would be made.

MOTION to approve agenda with correction. Seconded. 16 ayes, 0 nays, 0 abstentions. Motion passed.

### **4. Approval of Minutes from January 29, 2025 (attachment).**

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

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

N. Woolf reported the following:

- Highlands is pursuing a partnership with Santa Fe public schools for data sharing. Dr. Woolf noted that universities purchase student names for recruitment and that this partnership will provide HU with names for free.
- Dr. Woolf will be spending 2-3 days a week in Santa Fe during the legislative session advocating for HU.
- HU is in conversation with local school superintendents. Dr. Woolf reported that housing is an issue. Dr. Woolf stated that they are looking into creating an early college high school, like a college prep academy.
- Dr. Woolf reported on the golf course land development and stated that the county signed an MOU that HU recommended. The next step is to investigate financing. The plan would include 175 single-family homes, 120 apartments, and a hotel/convention center.
- There will be a campus budget forum on 3/27 at 3:00 that will cover the new budget pro forma and how the university is tracking the budget.
- Dr. Woolf expressed gratitude to K. Jenkins and J. Lindline who are working on the HR task force. Dr. Woolf noted that today's meeting was frustrating and that he is becoming impatient. Dr. Woolf stated that they are working to create business process flows for how a contract becomes a contract. Dr. Woolf noted that the new director of ITS is helping.
- Dr. Woolf reported that the Senate Finance Committee is having a conversation about a new entity called the New Mexico Online Center, which aims to have the 7 public universities provide adult learner online education structured programs. The Chair of the committee wants to provide \$40 million to state institutions to create something to compete with Arizona State or Texas Tech. Dr. Woolf noted that there was some money previously to create New Mexico global which this would leverage and build upon. Dr. Woolf stated that this is in the concept stage and that P. Wilson and R. Gonzales are working on it.

Comment from a Senator that over the past two decades there has been a movement to create a universal university structure, and that this new consortium seems along these lines. Senator noted that New Mexico State is a competitor of HU and that this program

may cause HU to lose some enrollment. Senator asked how this would benefit us. Dr. Woolf replied that as we develop these programs there would be a process to differentiate the marketing around different programs at different institutions and that we would revenue share. Dr. Woolf noted that there have been few details shared so far.

Comment from a Senator seconding the concerns about this program. Senator noted that there doesn't seem to be faculty involved and that they hope they will be part of the process.

Senator requested an update on the Provost search and noted that they are concerned there will not be enough time to complete the search. Dr. Woolf responded that they are having listening sessions and that the updated timeline allows for the process to happen this year.

V. Parboteeah [Chair of search committee] reported that they have been in contact with the search firm and that they are still on track to complete the search by end of this semester. Dean Parboteeah stated that they are working on a timeline that will be shared with the search committee and that there is a listening session for faculty on Friday.

Comment from a Senator that there was an email from the Provost last spring about the idea of collapsing online programs in the state into just one. Senator echoed earlier concerns that this is a threat to smaller institutions and that they would be shut down in favor of larger institutions.

Comment from a Senator regarding the golf course project that there are community members such as the Rough Riders and other entities who are concerned about the railroad memorial and that they could be community partners. Dr. Woolf stated that he has a relationship with these groups and hears this suggestion.

Comment from a Senator that there are people outside of academia that think that all the programs are the same, but that Highlands is unique and many feel like this would be lost. Dr. Woolf stated that these concerns have been raised.

Comment from a Senator that having campus visits for the VPAA position is important. Senator further commented that the consortium planning seems to be about marketing but doesn't discuss curriculum. Senator asked to hear more about the early college high school proposal. Dr. Woolf stated that he appreciates the comments and concerns. M. Earick provided further information about the possible partnership with local schools.

Senator reminded speakers to wait until they are recognized by the Chair to speak.

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

R. Gonzales reported the following:

- Dr. Gonzales provided the updates on campus searches.
  - Library Director search committee will include: J. Baca, P. Linder, M. Zollner, and D. Berry
  - The program coordinator position has been posted.

- The Social Work Dean search is pending.
- Dr. Gonzales reported that HU is working towards an MOU with New Mexico Corrections to offer Bachelors and eventually Masters degrees. The Corrections office now works with Adams State. The person who runs the program is an HU graduate. There are restricted programs that HU cannot offer, and the department will provide a list of programs they want. Dr. Gonzales stated that administration will reach out to faculty and that the program will require certain training.
- Dr. Gonzales reported that she is leading the President's Policy Committee, which has been divided into groups focusing on a policy on policies, freedom of speech, and international faculty and staff hires.

Comment from a Senator that they are concerned about the search committees and that all of this is flying in the face of governance. Senator noted that when faculty are on search committees, the Senate chooses who will serve and that it disturbs them that the administration chose them, and it does not represent the voice of the faculty. Senator stated that membership that represents the faculty should be chosen by the faculty.

Comment from a Senator that they were going to volunteer for a committee but now feel that this would be inappropriate.

Comment from a Senator that they spent 3 years teaching in prisons and it is one of the things I care deeply about and that this initiative is great. Dr. Gonzales stated that she is glad that Highlands has been chosen.

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

J. Lindline reported the following:

- Dr. Lindline reported on her meetings with the President that she mentioned issues that came about last semester in Faculty Senate and General Faculty meetings, including faculty contracts. Dr. Lindline reiterated the issues of equity of positions, such as Chairs.
- Dr. Lindline announced that Executive Committee elections are upcoming.
- Dr. Lindline announced that there are also upcoming elections for Senate committees.
- Dr. Lindline reported that the Executive Committee met with representatives from Human Resources in the Fall. V. Lovato recently sent an organizational chart and documents pertaining to the hiring process.
- Dr. Lindline reported that she has attended many meetings on topics such as: commencement; employee recognition; HR task force (including faculty ability to approve punch change requests and timesheet approvals).
- Dr. Lindline addressed the issue of the recent email concerning a coversheet for outcomes assessment. Dr. Lindline emailed the Chair of the Outcomes Assessment Committee that this item has not been up for Faculty Senate review. E. Rolstad, committee Chair, has been discussing the issue with I. Williamson and B. Wharton.

Senator expressed their great concerns about the Outcomes Assessment memo. Senator noted that Outcomes Assessment is a committee of the Faculty Senate, that the only group that can charge that committee is Faculty Senate and that they have not done so. Senator commented that Dr. Williamson stated that he was working with that committee, but faculty have always been outspoken that charges must go through Senate.

MOTION that the Senate issue guidance to faculty that they do not have to move forward with the outcomes assessment cover sheet and will not be found insubordinate for refusing to do so and that the Chair will work with Administration to clarify the issue. Seconded.

Comment from a Senator agreeing with previous comments. Senator noted that there has been so much turnover in that office that documents, reports, and plans have been lost. Senator reported that their department has gotten messages that they have not submitted documents that they did.

Chair stated that she had those concerns, as well and was surprised by the timeline; March 1.

Senator stated that they support the HLC and outcomes assessment work, but that this is out of sequence.

20 ayes, 0 nays, 0 abstentions. Motion passed.

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

M. Remke reported the following:

- The Academic Affairs Committee is working on getting caught up on the program review schedule and are on track to be caught up by Fall.
- Dr. Remke reported that the Combined Sciences degree and Combined Sciences minor were previously orphaned and that they do not have someone to lead the program review. The committee is working with the Dean of CAS and faculty to bring them back to life and make updates to the course catalog.

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

No report given.

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

R. Anaya reported the following:

- Mr. Anaya thanked Dr. Lindline for coming to the Staff Senate.
- Mr. Anaya gave a shoutout to V. Black for her work, diligence, and professionalism.
- Mr. Anaya reported that the Staff Senate is looking to augment and improve the tuition waiver.
- Mr. Anaya stated that the Staff Senate is working on the 2<sup>nd</sup> annual staff development days.
- Mr. Anaya welcomed C. Biegler to the Staff Senate.

- Mr. Anaya noted that staff are happy to participate in the President's committees and is glad that volunteers were requested.

Dr. Jenkins noted that the employee tuition waiver is negotiated, so it would need to go to the bargaining table to be included in the CBA. Mr. Anaya noted that he will pass it along to the union.

## 11. Old Business.

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

Chair reported that J. Gallegos was unable to attend today's meeting and that he had some questions that the Chair can answer. Dr. Gallegos stated that he will do further research and report at next meeting.

Senator commented that they were really concerned as there's one grievance that has been waiting over a year. Senator suggested that in short term the Faculty Senate could ask the administration to bring in the Federal Mediation and Conciliation Service to mediate.

MOTION for the Senate to request that Human Resources bring in the FMCS [Federal Mediation and Conciliation Service] to make an agreement between the Senate and the administration for the purpose of resolving the outstanding grievance. Seconded. 20 ayes, 0 nays, 0 abstentions.

### b. Center for Teaching Excellence (CTE Advisory Committee). Faculty Senate was charged "to review and consider the CTE proposal to include: the budget, board membership, location, and where it's housed within the university." (attachments).

Chair stated that this item is a follow up on the motion from the previous Senate meeting and that the documents were recirculated. Chair opened the floor to comments and discussion.

Comment from a Senator that they are glad to see this is still on the agenda, but that they have not had the time or capacity to review the documents and would like to have more time.

Vice-Chair suggested that the Senate could create an ad hoc committee to address the issue, as the number of materials may be overwhelming, and a smaller group could handle it better.

Senator stated that the CTE is a very important part of what we do, that it was created by the Senate, and its board members are elected by the Senate. Senator stated that the agenda for faculty development days used to come to the Senate and that the Senate used to have a lot more input. Senator noted that there seems to be high turnover in those positions and that the Senate needs to have more insight into what is and isn't working.

MOTION to create an ad hoc committee.

R. Moore [CTE board member] thanked Senators for valuing the CTE, which provides a great service to the entire faculty community. Dr. Moore stated that the priorities for CTE should be a budget that will support a director and coordinator and that they cannot expect a single person to carry it out.

Comment from a Senator agreeing with previous Senator's sentiments. Senator stated that the faculty fought hard for the CTE and that we need to bring it back to what we thought it was.

Comment from a Senator that it was hard to watch what's happened over the last year and that the CTE was almost set up for failure because of the lack of material support.

MOTION seconded.

S. Corey-Rivas [CTE Board member] stated that Dr. Moore has represented the board very well. Dr. Corey-Rivas noted that she chaired the ad hoc committee in 2019 and that they did get faculty surveys done. Faculty at that time voted for a full time director. Dr. Corey-Rivas asked what the deliverables for the committee are and how can we make it stick. Dr. Corey-Rivas noted that, as a long term board member, there has been long-term stability issues. Dr. Corey-Rivas suggested that the CTE could be writing grants and connecting more with the community and that there is more potential outside the scope of what they have been practicing.

Comment from a Senator that everyone should read the materials and that it has been 4-5 years since the last report, so it is good to have another review. Senator noted that they don't know how to get it to stick and that that's a question for the administration.

20 ayes, 0 nays, 0 abstentions. Motion passed.

MOTION that the Chair of the Faculty Senate send out a call to all faculty for volunteers. Seconded.

Question from a Senator about whether the Senate could tap the members of the CTE board for the committee. Comment from another Senator that the ad hoc committee worked with the board last time, so it would be in addition to those individuals.

Request from a committee member that the email include an overview of the tasks for the committee.

19 ayes, 0 nays, 0 abstentions. Motion passed.

## **12. New Business**

### **a. Revision of Majors/Minors & Certificate Programs**

### **1) MS Psychology Program Revisions (attachment)**

MOTION to approve. Seconded.

D. Chadborn provided an overview of the changes. G. Gadsden noted that the flexibility of the changes would allow for dual degrees.

K. Gray asked on behalf of the library whether the changes would impact the number of theses produced. Dr. Chadborn stated that he does not anticipate an increase given the current composition and workload of the faculty.

19 ayes, 0 nays, 0 abstentions. Motion passed.

### **2) MS Nursing Program Revisions (attachment)**

Question from a Senator about the faculty count on the department vote. Dr. Jenkins noted that she received an email from faculty saying they were not allowed to vote and that the proposal was submitted by someone other than the department chair.

MOTION to send the item back to the AAC for clarification. Seconded.

Senator noted that on the first page of the form, there used to be a place for faculty initials. Dr. Gadsden noted that during her time as Chair of the AAC that was not required, but the Senate should ask for it.

Motion amended to include the initials of the voting faculty. Motioning and seconding members agreed.

Dr. Remke [Chair of AAC] asked for clarification on department chairs, as the form is signed by C. Young, who is listed as chair on the website. Dr. Remke also noted that Deans sign off on the documents and have supervisory capacity, so the Dean should be asked to investigate the matter.

Comment from a Senator that the Chair can ask the Faculty Senate to step in if needed but that one of the duties of the AAC Chair is to push back, not in a punitive manner.

Comment from a Senator that the AAC Chair is doing a service for faculty.

19 ayes, 0 nays, 0 abstentions. Motion passed as amended.

### **b. Student Affairs Initiatives (K. Blea).**

#### **• Complete College America Accelerator Project**

K. Blea gave a synopsis of the project and stated that it will help student outcomes. Dr. Blea turned the floor over to Cassie Walizer, who presented a slideshow and video.



C. Walizer noted that they are working with Dr. Blea and President Woolf. C. Walizer stated that faculty are critical in the process and that they are looking to bring faculty into the advising process.

Request from a Senator that the link and passcode for the presentation are sent out. Senator also asked what is meant by “the work has already begun.”

Question from a Senator about how this is being supported financially. C. Walizer replied that it is a grant from the Gates Foundation and does not cost the institution anything.

Question from a Senator that Dr. Blea is leading this project, but what is the Provost’s role? Senator noted that all the success coaches will be moved under the Provost. Dr. Blea stated that she is the institutional lead and that the new Provost will be co-leading.

Comment from a Senator that Dr. Blea is the institutional lead, that it is in the pilot phase, and they are collecting data, so the Senator would like to know how they are considering specific cultural aspects. Dr. Blea stated that they sent information out in the fall and shared information in meetings and that this is the beginning of gathering information.

Request from a Senator that as we develop metrics for success that are holistic and support our faculty and students.

- **Bookstore**

Dr. Blea reported on the current plans for the SUB, that CARES counseling is being housed in the Purple Pub space, the current bookstore space will be turned into a food pantry and wellbeing hub, and the c-store has been moved to where it originally was [first floor]. Dr. Blea stated that the bookstore is overseen by A. Flure [AVP Finance] and that an RFP is going out and that, at that time, the conversation has been that there will be, in partnership with the Provost, a callout for faculty input; the location of the bookstore has not been decided.

Question from a Senator about whether we will be moving to an electronic bookstore. Dr. Blea stated that the idea is centered around what the students need and that what is being discussed is having a pop-up bookstore at the beginning and end of semester.

Senator called for a move to Executive Session. Seconded. Motion passed unanimously.

**c. CTE Program Coordinator Search & Screen Committee Volunteers.**

**d. 365 Questionnaire initiative for University Relations (attachment) (M. Aragon).**

- e. **SSW Dean S & S Committee; G Moriera dual role.**
- f. **University Safety Committee (attachment).**
- g. **2025 Legislative Priorities (attachment).**
- h. **Faculty Concerns.**

**13.Executive Session.**

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

No actions were taken during the Executive Session.

**15.Adjournment.**

MOTION to adjourn. Seconded. Meeting ended 5:10.