



## Faculty Senate Meeting Minutes

February 26, 2025

Location: SUB 321 or Zoom

3:00-4:00 p.m.

Approved March 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	
Acting Provost/VPAA; Brandon Kempner	X		
Staff Senate; R. Anaya or delegate		X	
Student Senate; Kayl Rainer or delegate	X		

**Also Present:** Juan Gallegos (English), Todd Lekan (Dean, CAS), Amanda May (English), Anna Nelson (Interim Dean, Social Work), Veena Parboteeah (Dean, Business), Stephen Owusu-Ansah (Business Administration), Erik Rolstad (Social Work), Henrietta Romero (Registrar), Megan Shudde (Instructional Design), Sarah Tracy (Psychology), Barbara Wharton (Institutional Research and Data Management)

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

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

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

MOTION to approve minutes. Seconded. 16 ayes, 0 nays, 0 abstentions. Motion passed.

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

No report given.

### **6. Communication from the Vice President of Academic Affairs (B. Kempner).**

B. Kempner stated that he will be the Acting VPAA for the next 4 months. Dr. Kempner reported the following:

- The DNP has been approved by HLC, which is the first professional doctoral degree at Highlands and the first at the comprehensives in New Mexico. It is projected to begin in Fall 2025.
- The HR task force agreed as a group to send out a global email to help restore access to Paycom for individuals that supervise work-study or grant-funded employees.
- Dr. Kempner stated that he has instituted a rule that 3 emails trigger a meeting.
- A new employee orientation was held yesterday.
- Dr. Kempner reported that administration had a sobering conversation with the New Mexico Forest and Watershed Restoration Institute about the federal funding freeze, as it is the most impacted group at the institution.

Question from a Senator concerning faculty supervising graduate students, who are all currently under the Graduate Dean. Dr. Kempner stated that that issue was not discussed but could be in the future.

Questions from a Senator regarding whether classrooms in Slinger will be available for Fall 2025. Dr. Kempner stated that they would be. V. Parboteeah stated that they will be moving business classes to Slinger for the 2<sup>nd</sup> 8-week session.

Comment from a Senator that they assume business will get first pick at rooms. Dr. Kempner stated that they'll work through that as they do with any rooms.

Question from a Senator about whether cutbacks will affect the DEI Council. Dr. Kempner noted that administration has not drilled down into it but is taking a wait-and-see strategy about when the letter from the Department of Education has any legal bearing.

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

The Chair reported the following:

- The Executive Committee approved Gerardo Moreira to serve a dual role on search committee for the Social Work Dean, serving as both the Business representative and the Faculty Senate representative.
- The Executive Committee oversaw 10 department chair elections, 8 of which are complete and 2 working for resolution.
- The EC has only received 1 nomination for commencement marshals.
- The HR task force is moving along with action items.
- The 2025 commencement committee is reinstating the employee recognition committee.
- EC and committee elections are upcoming.
- Chair reported that she had heard that there was a proposal before the HLC for consideration of a 90-credit Bachelor's degree.
- Chair reported on a proposal from the Research Committee in which I. Williamson is allocating \$10,000 to support student/faculty research.

Comment from a Senator that they are in favor of the research proposal but would have preferred the proposal come to the Senate first.

Question from a Senator about whether they should take the proposal back to their faculty. Chair stated that they should.

Comment from a Senator that they are in favor but are troubled about the way that this is being done and that it should come to the Senate first and then the Senate would charge the committee.

Comment from a Senator that federal grants issues are impacting GAs and could impact recruitment for fall. Senator asked whether this money should be better spent on new TA lines.

Chair stated that she would share the input with the Research committee and that the proposal specifically states that it is for spring 2025, which probably means it must be spent before the end of the fiscal year.

Comment from N. Valenzuela, as member of the Research Committee that, per the description of the Research Committee, the committee understood that since Dr. Williamson is an *ex-officio* member of the committee, they could start talking about it in the committee and then could send on the request.

Question from a Senator about whether this is one-time money. Dr. Valenzuela stated that this is what is currently budgeted. Dr. Pan noted that this has been in the conversation for a while and was brought up in previous committee reports to the Faculty Senate.

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

M. Remke reported the following:

- Program reviews are continuing on schedule.

- Dr. Remke reported that concerning the Nursing program revision and the confusion on votes, he is working with the department chair to work out in-department voting. Dr. Remke stated that all staff and contingent in the Nursing program have voted to have voting rights, so there should be 10. Dr. Remke noted that A. Davis is the program coordinator which is why she was listed as the contact person. Dr. Remke stated that this item will come back to AAC.

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

K. Rainer reported the following:

- Midterms are coming, so please take mercy on students.
- Mr. Rainer reported on the recent water issues, Viles and Crimmins and Connor had no water pressure and that J. Dominguez came in with the facilities needed. Water pressure is back.
- Mr. Rainer reported that the cap and gown initiative is moving forward but that they might not have one for everyone.
- Mr. Rainer reported on a potential partnership with the Center for Career Readiness.
- Mr. Rainer reported on student workshops on knowing your rights and safe space.
- Mr. Rainer reported that the Student Senate took a trip to UNM to meet with their student government, concerning boosting the Council of University Presidents' initiative.
- Mr. Rainer reported that Higher Education Day at the legislature was yesterday.
- Mr. Rainer stated that the Student Senate can financially support students in research and presentations.

Question from a Senator about whether there is a way for the Student Senate to work with the Foundation to allow faculty to donate to the cap and gown initiative. Comment from a Senator that the Registrar has also been working on some of this. Comment from a Senator that the program the Registrar is working on is a gown loaner program.

K. Jenkins noted that Exercise and Sport Sciences faculty member Bill Hayward passed away and that the department is shocked. Faculty, staff, and student athletes are sad. Dr. Jenkins reported that there will be a memorial on campus for everyone on Wednesday [2/5] at 2:00 in Stu Clark and that snacks will be provided by the President's Office.

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

No report given.

## **11. Old Business.**

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

Committee Chair reported the following:

- The Committee had some concerns about liability. They want to look at flexibility in modality and are concerned about the total time required for training.

- Chair reported the following courses of action:
  - Committee requested more information from Human Resources about the 40-hour training.
  - Committee reached out to other programs on campus for recommendation, and HU Cares has offered some input.
  - Committee found a website with some modules.
  - Many faculty remember training by Linda LaGrange.
  - Concerning what other universities are doing, the committee couldn't find anything specific online or in their handbooks; larger universities have offices dedicated to it, like Ombudsman or training offered by the Provost.
- There are two openings on the committee which they would like to see filled.

Comment from a Senator that they are troubled by this and that there has been a grievance for a year and a half that has not gotten to the first step. Senator stated that faculty cannot wait for more weeks. Senator recommended that we ask HR to hire a mediator to see if it is agreeable to the parties.

Comment from a Senator that there was a previous motion to that effect. Chair stated that she did email HR and has not yet received a response. Concerning funding, the Chair noted that that is covered in the handbook.

Committee Chair stated that he had only recently been informed about the outstanding grievance.

## **12. New Business**

### **a. Faculty Senate Executive Committee elections (J. Lindline).**

#### **1) Chair**

J. Lindline nominated for Chair. Seconded. 19 ayes, 0 nays, 0 abstentions. Vote passed.

#### **2) Vice Chair**

G. Gadsden nominated for Vice Chair. Dr. Gadsden withdrew from consideration.

M. Remke nominated for Vice Chair. Seconded.

Question from a Senator about whether Dr. Remke can serve as both AAC Chair and Senate Vice Chair. Dr. Remke noted that he will be stepping down from the AAC at the end of this semester.

18 ayes, 0 nays, 1 abstention. Vote passed.

#### **3) Secretary**

K. Gray nominated for Secretary. Seconded. 16 ayes, 0 nays, 1 abstention. Voted passed.

**4) At-Large 1**

**5) At-Large 2**

G. Moreira nominated for at-large member. Seconded.

G. Gallegos nominated for at-large member. Seconded.

B. Sumer nominated for at-large member.

Question from a Senator about whether Dr. Sumer can be elected to a position when he is currently serving as a proxy for E. Rodriguez. Chair stated that Dr. Sumer can run for the election of the empty seat should he return next year.

R. Moore nominated for at-large member. Dr. Moore withdrew from consideration.

Vote on Dr. Moreira as at-large member. 20 ayes, 0 nays, 0 abstentions. Vote passed.

Vote on Dr. Gallegos as at-large member. 18 ayes, 0 nays, 0 abstentions. Vote passed.

**b. CTE Program Coordinator Search & Screen Committee Volunteers (J. Lindline).**

Chair stated that Provost Gonzales had suggested representatives from the college and 3 schools for the search committee.

J. Goldberg volunteered to serve.

M. Remke volunteered to serve.

Comment from a Senator that having more than one representative from CAS is important, as they need input some from both sides of the disciplines.

R. Moore stated that advisory board was asking for a director and that she felt pressured to move forward with coordinator role and didn't get assurance that there will be a director. Dr. Moore stated that she wants to make sure the Director role is a priority and that there is a big concern that someone was pre-selected to fill the coordinator role before it was posted.

Comment from a Senator that they appreciate Dr. Moore's concerns but that we have to decide whether we want to keep the CTE or not. Senator stated that they felt strongly about it when it started, and that faculty needs to take it back. Senator feels that the first step is the coordinator.

Comment from a Senator agreeing that faculty need to take back the CTE. Dr. Kempner noted that there is no description in PeopleAdmin, so they may be starting from scratch and that they are committed to not using budget lines from year to year.

Dr. Moore stated that she is willing to serve on the committee but not as a Senator. Dr. Moore stated that the membership has always been questionable and that the board membership needs to be looked at.

Dr. Goldberg noted that their current program with CTE has not been followed through on after the coordinator left and that a coordinator is needed now. Dr. Goldberg also stated that the CTE needs a director with appropriate pay and power.

MOTION to table all remaining items and adjourn. Seconded. 16 ayes, 0 nay, 0 abstentions.

- c. University Safety Committee (attachment) (J. Lindline).**
- d. Statement on Congeniality (attachment) (J. Lindline).**
- e. Outcomes Assessment update (attachments) (E. Rolstad).**
- f. Draft syllabus statement on responding to immigration enforcement on campus (attachment) (J. Goldberg).**

**13. Executive Session.**

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

**15. Adjournment.**

Meeting adjourned at 4:00.