



Faculty Senate Meeting Minutes

March 26, 2025

Location: SUB 321 or Zoom

ZOOM <https://nmhu.zoom.us/j/92104586512>

Approved 4/9/2025

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 Rodriquez (B. Sumer, proxy)	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
Acting Provost/VPAA; Brandon Kempner	x
Staff Senate; R. Anaya or delegate	x
Student Senate; Kayl Rainer or delegate	x

Also Present: Nariman Arfai (Psychology), Jacob Avery (Sociology), Daniel Chadborn (Psychology), (Mary Earick (Dean, Education), Todd Lekan (Dean, CAS), Erik Rolstad (Social Work), Henrietta Romero (Registrar), Carmella Scorgia Pacheco (Interdisciplinary Studies), Megan Shudde (Instructional Design), Sarah Tracy (Psychology), Barbara Wharton (Institutional Research and Data Management)

3. Approval of Agenda.

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

4. Approval of Minutes from February 26, 2025 (attachment).

Motion to approve. Seconded.

Senator offered the correction that the DEI is a council and not a committee.
Correction accepted.

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

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

N. Woolf reported the following:

- Dr. Woolf congratulated Dr. Romine on 55 years of service at NMHU.
- NMHU will be bringing back End of Year Employee Recognition.
- There are at least 60 applicants for the Provost search.
- OSHA report was published in the Las Vegas Optic. Dr. Woolf reported that the university is finalizing its corrective action plan. OSHA levied \$43,000 in fines against the university which will be negated if everything is remediated within the stated time frame.
- The Legislative Session has ended, and the governor has until April 11 to sign legislation. Legislation affecting NMHU included (see house bill 2): 2% ING fund increase; 4% compensation increase; doubled amount of capital outlay to 6.4M; continuation of infrastructure improvements; athletic facility improvements; money to finish facilities building; legislative fellows' green initiatives; mariachi equipment; police vehicles; campus master plan; library renovation dollars; new track; RPSP funded; doctorate in social work. Dr. Woolf stated that interim session planning starts now with a goal to get requests in by October.
- Dr. Woolf reported on a partnership with Access U to improve recruitment. This partnership will grow the prospective student pool from about 5000 students to 100,000. This information is tied to ACT/SAT test takers.

Question from a Senator about accessing SAT/ACT data and whether the university is reconsidering the open admissions standards of the university. Dr. Woolf stated that this does not change the university's admission standards.

Question from a Senator about the timeline for the Provost search. B. Kempner stated that campus visits are still planned for the first week of May.

Comment from a Senator that HB157 passed the Legislature. Dr. Woolf thanked Senator for the reminder.

Comment from a Senator thanking Dr. Woolf for supporting the music program. Senator asked about the recent closure of Ilfeld Auditorium. Dr. Woolf stated that there had been a continuation of HVAC issues with the building, as well as an issue with the fire curtain.

Question from a Senator about whether the Auditorium is now open. Dr. Woolf stated that it is.

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

Dr. Kempner reported the following:

- Mary Earick has accepted a position as Dean at Northern Illinois University. Dr. Kempner will reach out to the Department of Education early next week to begin the process of looking for an Interim Dean.
- Dr. Kempner is working with T. Gonzales to post the CTE coordinator position; The hiring committee will include: M. Shudde, A. Kent; J. Goldberg, M. Remke, and R. Moore.
- Dr. Kempner is working on an MOU with the Faculty Association to try and address some of the evaluation problems and to make sure they happen properly going forward. Dr. Kempner will be setting up audit appointments with all tenure-track faculty affected, and the results will be shared with the Association.

Question from a Senator about whether those faculty affected should submit documents to the Acting Provost ahead of the meetings. Dr. Kempner noted that he is not reviewing documents and that this is an examination of what happened.

Comment from a Senator that in light of what the previous Senator said, they want to make sure that faculty who were affected receive feedback on the triad so each knows where they stand and that this will not have been a wasted year for faculty.

Dr. Woolf noted that he, Dr. Kempner, Ms. Kent, and Dr. Wharton will be attending the HLC conference and apologized to Dr. Lindline for the oversight on his part in not inviting her to attend.

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

Dr. Lindline reported the following:

- There are campus-wide celebrations upcoming, and the 22nd annual Research Day is on 4/11.
- Dr. Lindline met with the Board of Regents, including the new Regents.
- Concerning Department Chair elections: Department of Business Administration is concluded; Chemistry Department concluded with a recommendation, but candidate has decided not to serve, so Dean Lekan will make an appointment; Biology Department reelection is still in the works.
- Dr. Lindline received outreach from individuals from Senator Steinburn's office concerning how university regents are selected. This issue is often raised but dies in session, and maybe the Senate should consider the issue for next year.

- Concerning the 90-hour HLC Reduced Credits Policy that Dr. Lindline described earlier this semester, Dr. Kempner confirmed to her that HLC has approved some but says this will not occur at HU while he's Acting Provost.
- The HR task force is making progress except on the issue of international employees. Dr. Lindline noted that K. Jenkins keeps this issue at the forefront.
- The FS administrative assistant position was posted on 3/12 and there is one applicant.
- Concerning the funds to offset graduation costs, S. Khalsa initiated a conversation about the costs, and D. Spicer outlined the process for setting up a program. All Senates have accounts with the Foundation but nothing specifically for this. This initiative would require establishing requirements, an application process, etc.
- Dr. Lindline reported to M. Aragon that the General Faculty had rejected the University Relations questionnaire. Mr. Aragon stated that he wants to increase communication with faculty, that the university runs accounts on Facebook and Instagram, and that University Relations are in the middle of a website overhaul which they hope to launch by summer.

Comment from a Senator that one of the problems with University Relations is communication. As an example, last week Mr. Aragon sent an email to faculty chairs, but there were only 5 listed. Senator also stated that it would be great for them to come to the departments. Dr. Lindline reported that Mr. Aragon acknowledged that error and was apologetic.

Comment from a Senator that there is an issue with the technology in Room 321 and asked to have the camera moved toward the speaker. Comment from another Senator that this is an ITS issue, because the remote camera in this room no longer works and that they reported the issue but were told the ticket was closed because the SUB is not in the faculty's purview.

Comment from a Senator that, speaking as an audio expert, the audio in the main meeting room is horrible. Senator also noted that historically an ITS person would be in the meeting and that they don't know why the Senate doesn't have this service anymore.

Comment from a Senator that they hope this information is recorded in the minutes, as it ties in with the President's report and the budget requests the university got. Senator commented that an improvement in ITS infrastructure was one the faculty was behind most. Senator noted that this is a meeting of Faculty Senate but imagine if it was students unable to hear and participate.

Suggestion from a Senator that given that there is a new building in Sininger with new equipment, maybe the Senate meetings could move there.

Comment from a Senator that they talked with ITS staff who are working hard, but they don't have resources. Senator noted that the new ITS head is one week on campus and

one week remote. Senator reported that Sininger has no podiums and that some things are not coming together.

Comment from a Senator that they do not know who the ITS director is and are concerned that they are only half time on campus. Senator stated that they would hope the director would go to rooms and test equipment.

Dr. Woolf stated that he is comfortable if faculty want to send in a list of issues with ITS, but he is not comfortable with discussing the ITS director's work and employment issues. The director is transitioning to this institution full-time.

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

M. Remke reported the following:

- The AAC is moving through the program reviews.
- The Biology Program Review from 2022 created issues because the department did not adhere to guidelines, and the AAC was charged with moving forward on the issue. Dr. Remke stated that Native American/Hispano Studies (NAHS) program review from 2021 is in the same circumstance. Dr. Remke noted that the AAC does not have good policies for when departments don't follow policies; if people choose not to adhere to guidelines, what are the consequences? Dr. Remke noted that the HLC pays attention to whether the university completes the program reviews. Dr. Remke stated that the AAC will start taking up that conversation.
- The AAC has been having a discussion involving CIP [Classification of Instructional Programs] codes related to a Biology graduate degree revision. Dr. Remke reported that there is one CIP code for Life Sciences that houses Master of Sciences with three concentrations, and the Biology Department wants to change the name of the concentration to make it a stand-alone degree. However, the AAC has determined that this would be a new program and not a revision, so the committee has asked for the proper paperwork.
- The AAC re-elected Kimberly Munro as Secretary but still needs to elect a Chair, as Dr. Remke will not be continuing in that position.

N. Valenzuela asked about the problem with the NAHS program review. Dr. Remke stated that the program review was submitted, and review began in 2021 but that the documents exceeded the length guidelines and that there were other challenges. K. Jenkins stated that she was on that program review subcommittee and clarified that the document that was submitted didn't follow the guidelines and didn't answer the questions asked and that the subcommittee promised it would be resubmitted. The Program Review was written about policies rather than the academic standards and was not revised. Dr. Remke stated that he was asked to just move it forward but that it obviously doesn't do what a program review is supposed to do. Dr. Valenzuela stated that she would follow up with the NAHS program concerning the program review.

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

No report given.

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

No report given.

11. Old Business.

a. Mediation and Grievance Training.

Dr. Lindline reported that she had reached out to HR about mediation and that they are no longer offering grievance mediation. Dr. Lindline reported that she will work with the Acting Provost and HR to find out what is available.

Suggestion from a Senator that someone should reach out to Linda LaGrange.

Comment from a Senator that they are worried that there has been a grievance before the committee that hasn't been dealt with. Dr. Lindline stated that, since the Senate last met, the grievance has been withdrawn.

b. Faculty Senate Executive Committee election.

i. Vice Chair

Dr. Lindline reported that Dr. Remke is no longer able to serve as Vice Chair for next academic year, so another nomination is needed.

G. Gadsden nominated for Vice Chair. Seconded. 15 ayes, 0 nays, 2 abstentions. Vote passed.

12. New Business

a. Faculty Marshal Nominations.

- i. Kathy Jenkins – Las Vegas**
- ii. Siri Khalsa – Rio Rancho**
- iii. Lori Miller – Rio Rancho**
- iv. Gerardo Moreira – Rio Rancho**
- v. Andres Sabogal – Las Vegas**
- vi. Rebecca Moore – Las Vegas**
- vii. Others – No additional nominations made.**

Discussion of nominations ensued. Comment from a Senator that marshals have never been assigned by college or school.

MOTION to approve Faculty Marshal nominations. Seconded. 18 ayes, 0 nays, 0 abstentions. Motion passed.

b. Revision of Majors/Minors & Certificate Programs.

i. MA English (attachments).

J. Goldberg provided an overview of the proposed revision.

MOTION to approve revision. Seconded. 18 ayes, 0 nays, 0 abstentions.
Motion passed.

ii. BA University Studies (attachments).

C. Scorgia Pacheco provided an overview of the proposed revision and stated that it is intended to simplify the language and modify course descriptions.

MOTION to approve revision. Seconded. 18 ayes, 0 nays, 0 abstentions.

c. Evaluation of Administrators.

Chair provided an overview of the evaluation and stated that the Secretary sent out an email to faculty with links to the surveys. Chair stated that they updated the mailing list but if the faculty know of anyone left off, please let the Chair and Secretary know.

Comment from a Senator that they know we rolled over the questions from the previous year and that there was a mistake under K. Blea in that in one instance she was still called Dean.

Vice-Chair thanked D. Chadborn for his assistance in putting the evaluation together.

Comment from a Senator thanking those who worked on the evaluation and noting that in one instance Dr. Kempner was identified as President instead of Chief of Staff.

d. Outcomes Assessment Committee Report (attachments) (E. Rolstad).

E. Rolstad presented an overview of the OAC proposal. Dr. Rolstad stated that the HLC will be coming on 11/3, and one of the criteria they identified was to verify progress in outcomes assessment. Dr. Rolstad noted that the previous OIER director retired, and that B. Wharton is now with us, but no transition plan was put in place. Dr. Rolstad stated that the university had less than half of the reports submitted last January 2024 and that they had to reconfigure how to collect data. Dr. Rolstad reported that over the last 15 months, they've gone to more than 85% reporting. Dr. Rolstad stated that there is a template in the outcomes assessment handbook but that it doesn't help close the gap of reporting the results and that the university is not documenting what changes are being made based on the data. Dr. Rolstad stated that the cover sheet is asking for two pieces of information: what

evidence from assessment was used to inform change? And what changes were actually made? Dr. Rolstad noted that this is a one-time process but that they are proposing integrating the two questions into the regular template in the assessment handbook.

Comment from a Senator that this does create additional work for departments. Senator asked if there is an option that someone could just call the departments and that they'd rather do that than submit a written report. Senator also asked if the university could report to HLC that this is something we're intending to do rather than rushing to complete it. Dr. Rolstad stated that departments could look at report data already submitted and share a couple of sentences about what you've done and that it could be a conversation with the coordinator with Dr. Wharton's assistance. Dr. Rolstad noted that the main reason for doing it now is that the HLC had a finding of a deficit, and they're going to ask how we addressed it. Dr. Rolstad stated that they hope to bake it into the process.

Comment from a Senator that it makes sense to tackle this in two motions. Senator noted that to change the manual we need a side-by-side comparison. Senator also noted that the presentation makes sense that they recommend there be a meeting with department chairs. Senator requested a training session with Dr. Wharton, Dr. Rolstad, and department chairs that would include examples.

MOTION for the Director of the Office of Institutional Research and Data Management, Acting Vice President of Academic Affairs, and Chair of the Outcomes Assessment Committee to coordinate a meeting with department Chairs outlining what is needed and the process to supply information. Seconded.

Request from a Senator that this be a working meeting to take laptops and do the work there.

Request from a Senator that Chairs be allowed to invite members in charge of overseeing outcomes assessment.

Dr. Rolstad noted that if everyone can't be there when they choose a day, they could record it and have Dr. Wharton follow up.

Dr. Kempner noted that HLC has criticized the university for collecting data but not talking about how we implement it and that it's work that the departments have already done. Dr. Kempner stated that a working meeting is a great idea.

16 ayes, 1 nay, 0 abstentions. Motion passed.

MOTION to charge the Outcomes Assessment Committee with updating the outcomes assessment manual to include a side-by-side comparison of the old and new language. Seconded. 17 ayes, 1 nay, 0 abstentions. Motion passed.

e. Student/Faculty Research Funding Initiative (attachment) (J. Avery).

J. Avery provided an overview of the student/faculty research funding initiative. Dr. Avery noted that the committee Co-Chairs (Dr. Avery and Dr. Valenzuela) sent a memo to the Executive Committee on 2/7/25 regarding this initiative. Dr. Avery stated that the Research Committee has been actively discussing this issue, and that I. Williamson proposed \$10,000 for funding this initiative, with the understanding it would have to go before the Senate and the Faculty Association if it affects working conditions. Dr. Avery stated that Dr. Williamson wanted the faculty to know that this is a “strike while the iron is hot” opportunity, because the national forecast does not look promising. Dr. Avery noted that this is a one-time \$10,000 funding allocation for the next academic year.

Comment from a Senator that, since last we spoke, we got a lot of questions answered. Senator noted that they are concerned about how it was brought to the research committee but also understand that things come up in committee discussions.

Comment from a Senator, speaking as a Faculty Association member, that the Association would support any initiative as long as proposals have fairness and equity built in and that it would have to be sent to the Association for approval.

Question from a Senator about whether there is specific grant monies earmarked for research. M. Petronis stated that the way they’re allocated is through indirect costs, which have historically not been allocated to research. Dr. Petronis stated that those monies now go to Dr. Williamson’s office and aren’t separated out between research and teaching. Dr. Petronis also stated that this should be permanent, and that the university should be allocating a certain amount of money to faculty/student research.

Comment from a Senator that research policy was negotiated and ratified by both parties, so if we really want this to be institutionalized it needs to go to the bargaining table.

Chair noted that this Dr. Avery stated this is a “strike while the iron’s hot” situation but the money is for next year and that action was delayed so that faculty could go back to their departments with the idea.

Comment from a Senator that the concept is great but that the email and the context just say the guidelines will be developed.

MOTION that the Research Committee produce a detailed proposal for the student/faculty research funding initiative to include guidelines and the mechanism

for distributing money that ensures equitability and fairness. Second. 17 ayes, 0 nays, 0 abstentions. Motion passed.

Dr. Avery noted that the committee has worked on a draft of this that largely mirrors the current guidelines for faculty research.

f. University Safety Committee (J. Lindline).

Chair provided an overview of the suggestion for a university safety committee.

Comment from a Senator that the university doesn't need another committee; the union created a safety committee that meets monthly and is looking to provide trainings for the campus. Senator reported that yesterday they were able to take a situation in the Art Department and handle it with the administration to get the issue settled.

Comment from a Senator that, as a member of the safety committee, they just want to make sure everyone knows that it is a resource. Senator noted that they are working on anonymous reporting and organizing safety tips.

Comment from a Senator that if there's a space for faculty to participate then that is sufficient and noted that the Senate has trouble filling the committees they already have.

g. Draft Syllabus statement on Responding to Immigration Enforcement on Campus (attachment) (J. Goldberg).

Dr. Goldberg, speaking as a member of the anti-bias task force, presented an overview of the draft syllabus statement. Dr. Goldberg stated that this was developed in response to the current administration and that the language was largely taken from Dr. Woolf's email. Dr. Goldberg stated that the statement is intended to be voluntary, not mandatory, wording. Dr. Goldberg discussed students targeted at universities who have permanent status and the 48 New Mexico residents taken by ICE. Dr. Goldberg stated that this proposal was brought forth by the task force.

Comment from a Senator that, as a member of the anti-bias task force, they feel that this is an important issue and think this should be a required syllabus statement.

Comment from a Senator that they would like for it to not be required for syllabi in order to protect faculty from being targeted.

MOTION to approve the syllabus statement to be used by faculty on a voluntary basis. Seconded. 16 ayes, 0 nays, 0 abstentions. Motion passed.

MOTION to table the remaining items and adjourn the meeting. Seconded. Motion passed by consent.

h. Statement on Congeniality (attachment) (J. Lindline).

i. Faculty Handbook Changes (J. Lindline).

i. Grievance and Conciliation Committee to Faculty Affairs.

ii. Department Chair Internal Selection Process.

13.Executive Session.

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

15.Adjournment.

Meeting adjourned at 5:00.