



## Faculty Senate Meeting Minutes

April 9, 2025

Location: SUB 320 (Governance Room) or  
ZOOM <https://nmhu.zoom.us/j/92104586512>

Approved 4/26/2025

### 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 Rodriquez (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:** Jacob Avery (Sociology), Mary Earick (Dean, Education), Justine Garcia (Biology), Roxanne Gonzales (Education), Todd Lekan (Dean, CAS), Melissa Morrow (Library/Education), Lydia Okojie (Student Senate), Mike Petronis (Natural Resources Management), Henrietta Romero (Registrar), Megan Shudde (Instructional Design), Barbara Wharton (Institutional Research and Data Management), Ian Williamson

(AVPAA/Graduate Dean) Patrick Wilson (Director, Online and Extended Learning),  
Melanie Zollner (Business)

**3. Approval of Agenda.**

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

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

MOTION to approve. Seconded. 17 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 reported the following:

- Dr. Kempner reported on the recent Board of Regents meeting. There are currently only 4 regents, as a student regent has not been appointed. The Board voted to raise student fees by 8%, because of inflation. There will be a special board meeting before May 1 for budget concerns.
- Dr. Kempner reported on the HLC conference that was attended by N. Woolf, A. Kent, B. Wharton, and himself. Dr. Kempner noted that there is still much that the HLC doesn't know about upcoming changes and that there will be more messages in the President's bi-weekly email. Dr. Kempner stated that there will likely be an EO about accreditation in next few weeks, which probably will not affect HU in the short term. The EO is expected to ask accreditors to strip out references to DEI, but that is largely already the case. Dr. Kempner noted that the university can select its own mission and that the HLC maintains a status of institutional neutrality; the HLC doesn't tell states whether they're right or wrong, and that individual institutions are expected to comply with their states. The government may be opening accreditation space to new accreditors, which could mean state-level accreditors or for-profit accreditors. Dr. Kempner noted that there have been significant cuts to NEH and NEA which has impacted the NM Humanities Council.

M. Langer noted that she is the Board Chair for the NM Humanities Council and that she has written an op-ed about this. Dr. Langer would be happy to answer any questions about how the Humanities Council is winding down.

Comment from a Senator that there is going to be a statewide walkout next week including at UNM which has been well-publicized. Senator noted that UNM is looking to eliminate affirmative action and lessen penalties for sexual misconduct, which they say they're doing in order to keep grants. Dr. Kempner stated that he has not heard any discussions of that nature.

Comment from a Senator that funding has also been cut for the Institute of Museum and Library Services, which provides one third of the funding for the New Mexico State Library, which pays for databases that are available to Highlands students.

Chair asked about legislative updates pertaining to compensation increases, I&G increases, Forestry Center details, and legislative priorities funding. Dr. Kempner stated that he did not have the list available. Chair noted that Dr. Woolf has stated that D. Lepre is providing a report on the matter.

Comment from a Senator in regard to the conversation on the UNM walkout and the benefits of HU being under the radar as a non-R1 institution. Senator stressed the importance of having proactive conversations amongst faculty, staff, and students that doesn't fall back on being under the radar and about what might be coming without catastrophizing. Senator discussed the idea that complying in advance does not protect institutions and cited Cornell as an example of what happens when you comply and still are penalized. Senator suggested that HU balance the benefits of being under the radar with not complying in advance. Chair noted that any conversation should be open and transparent

I. Williamson noted that there are two immediate concerns. 1. The university wasn't sure if current contracts would be honored, but they're not seeing that as an issue. 2. The university has a lot of grants and contracts that are threatened or opportunities that will be shut down, and that they are looking at the HSI Institution grants. Dr. Williamson noted that the university expected extensions on grants and acted as such but that will probably not happen now.

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

Chair reported the following:

- The Executive Committee completed all department Chair elections; all with a single candidate. Chair reported that there was an issue with the Biology election pertaining to nepotism. Chair noted that the Faculty Handbook has a statement on this issue and that New Mexico prohibits nepotism in state and local bodies.
- Chair reported on the email sent out on behalf of the Faculty Affairs Committee and the Chair's response. Chair stated that this proposal contains items that are not in the purview of the Faculty Senate. This proposal was brought up in Fall 2023 and Fall 2024. Additionally, Chair noted that minutes of the Faculty Affairs committee were not shared until the morning that the proposal was emailed out. Chair noted that there is a process in the handbook to challenge Senate decisions and that process was not followed.
- Chair reported that S. Bassett and A. Ludi reached out to her concerning the Senate's concern about technology issues and ticketed the issue. ITS reported to Chair that the issues have been addressed in SUB 321. Chair noted that ITS provided in-meeting assistance at today's meeting.

Comment from a Senator concerning the issue of the Faculty Affairs Committee that on two occasions, J. Rivas was invited to present his presentation to the Association and did not. Senator also stated that they are concerned with the minutes that are posted online. Senator stated that the Faculty Affairs committee hasn't met yet this year and

are exchanging information about sabbatical via email. Senator noted that there is a lot missing from those minutes. Senator wants to know what the Senate is going to do about it. Chair stated that she concurs with the evaluation of the meeting minutes, particularly with charges given by the Senate and duties and responsibilities of that committee. Chair noted that many of the issues had been tabled.

MOTION for the Senate to go into Executive Session later in the meeting concerning this issue. Seconded. 16 ayes, 0 nays, 1 abstention. Motion passed.

Senator reported that they had met with ITS staff ahead of Research Day and that the technology in SUB 321 is working perfectly fine as of last Tuesday.

Chair stated that the HR Task Force is progressing.

Chair reported that K. Blea has asked for faculty representatives for a retention committee.

Comment from a Senator that the AVPAA of SEM should be in charge of that.

MOTION that the Faculty Senate Chair inquire as to why this initiative is being headed by Dr. Blea. Seconded.

Chair noted that Dr. Blea said the committee will not meet until fall in order to wait for the new Provost to be hired.

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

Chair reported on the Board of Regents meeting from last Thursday. Chair stated that the Board had positive questions and affirmations in regards to the immigration syllabus statement. Chair reported that there will be no tuition increases, but there will be fee increases. Chair reported that in regard to marketing, D. Lepre admitted that he hasn't done well. Chair noted that Senator Campos spoke about funding and potentials, and was encouraging about the strategic plan.

Comment from a Senator that at the Board meeting, retired Library Director Ruben Aragon was granted Emeritus Faculty status in recognition of his forty years of service to the institution and the state.

Comment from a Senator congratulating Mr. Aragon. Senator noted that the Faculty Senate voted that they wanted to keep the swimming pool but haven't heard anything. Chair stated that she recalled it being discussed at a Board meeting last year. Dr. Kempner noted that there will be further discussions, that there is community interest, and that the university will have to work with the City to find funding. Dr. Kempner also noted that the university will put the capital campaign together in the summer months.

Question from a Senator concerning the revised HU Cares syllabus statement, what the correct procedure is, and the correct committee to discuss it. Chair stated that Dr. Blea brought it forward and that the Chair suggested it goes to the Student Affairs Committee.

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

M. Remke reported the following:

- The Policy subcommittee is working on the policy regarding inconsistent adherence to AAC guidelines and noted that some documents use ambiguous terms like “should be” “must not be” and that policies are not clearly written.
- Dr. Remke noted that there was a vote on the on EdD for Curriculum and Instruction in the School of Education.

Statement from a Senator that they were told an election for AAC Chair for the next academic year had been held. Dr. Remke stated that E. Harrington will be moving from the Senate to the AAC and had been elected to serve as Chair. Senator stated that it is their understanding that someone has to officially be on the committee before they can be nominated or elected Chair. Senate Chair asked Dr. Harrington for clarification. Dr. Harrington stated that the department did talk about that but that he didn't know about the election and suggested that they could work it out. Senate Chair stated that the outgoing Chair will need to rescind the Chair election, call the first meeting of the fall, and re-do the election.

Comment from a Senator that they had received emails concerning proposals coming to the AAC to create 7000-level classes, but that the university does not have those, so it would require a larger conversation. Senator thought the Senate should be aware and that this would entail a philosophical discussion. Dr. Remke noted that there was a brief mention of the topic but that AAC committee members are radio silent in engaging on this topic. Senator replied that this conversation has to take place at the Senate, not the AAC.

Comment from a Senator that they also heard about this. Senator noted that every DNP course came across at the 6000-level, but, that the Senate does need to have this conversation.

Dr. Williamson noted that it is typical in the state of New Mexico for doctoral programs to have 7000-level courses and this may be expected.

Comment from a Senator that that's why it's a perfect discussion for the Senate; the university's catalogs don't allow it or define it.

Comment from a Senator that UNM law school doesn't have anything above 6000, so there is not a hard and fast rule about having 7000-level courses.

M. Earick noted that the Curriculum & Instruction faculty looked over each program in the state and that each institution in the state has 6000- and 7000-level courses for Education.

Comment from a Senator that somebody needs to put together a proposal for the Senate to consider.

Comment from a Senator that the proposal should come from the faculty and that they should work with Registrar. Senator noted that the Senate should consider if it is necessary and if it is an accreditation issue, but that the university shouldn't do it just because everyone else is.

Question from the Registrar about whether it is appropriate for her to work with departments on a proposal. Registrar noted that she would love to have this conversation with the faculty and that she is happy to collaborate but wants it to be appropriate.

MOTION for programs interested in developing 7000-level courses (including Nursing, Education, and Social Work) to work with the Registrar to evaluate the need for such courses and put forward a proposal for the Faculty Senate to review. Seconded.

Comment from a Senator that this might not be necessary, as the program did confer with the Registrar and was given the go-ahead.

Comment from a Senator that no one is blaming the program. Senator noted that this would be a policy change, so it has to go all the way up to the Board of Regents and that the Senate needs to start reviewing the issue now so there is time to move programs forward.

Dr. Williamson stated that he would like to be a part of the conversation in his role as the Graduate Dean.

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

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

K. Rainer reported the following:

- The Student Senate is winding down the academic year and meeting every Friday at 4 p.m. The Senate is trying to fund as many students as possible for conferences and research and can fund during the summer.
- Elections were held last week: Welcome to new President Lydia Okojie.
- In regard to the new U.S. administration, students are scared. Mr. Rainer acknowledged that the students are limited in what they can do to fight back but reaffirmed that everyone is in this together, students, faculty, and staff alike.

Question from a Senator concerning participation numbers in the student elections. Mr. Rainer reported that there are 530 students on campus and 2500 total. Mr. Rainer stated that last year they had about 150 students vote and it was about double or triple that this year. Mr. Rainer stated that engagement is going back up. Mr. Rainer noted that the Student Senate Presidential election was contested and that Ms. Okojie won; no other executives ran. Mr. Rainer reported that there are about 5 graduates and 3 undergraduates on the Senate and that he expects a fair number will be appointed in fall.

Comment from a Senator thanking Mr. Rainer for his service.

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

No report given.

#### **11. Old Business.**

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

Chair reported that she reached out to the VPAA and Human Resources to ask for assistance in having a mediator on call in the event that a grievance arises and for identifying training for the Grievance and Conciliation Committee at the start of the new academic year.

Dr. Williamson reported that Dr. Kempner asked him to check in with Dr. Linda Lagrange to see if she could help us with that.

##### **b. Evaluation of Administrators (J. Lindline).**

Chair reported that she does not have the data and charts but that the next Senate meeting will be followed by a General Faculty meeting and that at that time she will have completed analyzing the data for roll-out to faculty. Chair stated that the survey closed at 5:00 on 4/1/25 and that there were good numbers, and that participation was higher than in recent years.

#### **12. New Business**

##### **a. Student/Faculty Research Funding Initiative Proposal (attachment) (J. Avery).**

Chair noted that the Research Committee submitted a proposal per the Senate request.

J. Avery provided an overview of the proposal, which included guidelines for funding and the application process. The Research Committee has proposed shouldering the responsibility for sending out a call and evaluating proposals as they do with other research proposals.

K. Jenkins thanked Dr. Avery and Dr. Valenzuela and noted that the proposal took care of the Association's questions. Dr. Jenkins noted that this is tied to Appendix A in the research handbook, and that the proposal is aligned with it.

MOTION to support the proposal. Seconded.

Question from the Chair concerning whether the student or the mentor submits the application. Dr. Avery stated that the committee consensus was that the faculty mentor would apply.

Question from the Chair concerning whether there is a distinction between tenured, tenure-track, and contingent faculty. Dr. Avery stated that the proposal would follow existing research committee guidelines.

Comment from a Senator that they would like these things to be explicit.

Question from a Senator about whether faculty are competing with students or are there additional funds. Dr. Avery stated that this would be a separate allocation and wouldn't compete with the other research calls.

Statement from a Senator that the order should be tenure/tenure-track, retained term, and then term.

Motioning Senator amended motion to include the fact that faculty members who could apply would be tenure/tenure-track, retained, and term.

Dr. Williamson noted that it would be nice to formalize this proposal and make it so that next year we can allocate \$10k for the next year.

Senator called the question.

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

MOTION to move into Executive Session. Seconded. 15 ayes, 0 nays, 0 abstentions.

**b. Statement on Congeniality (attachment) (J. Lindline).**

**c. Library Committee Report for AY 2023-2024 (attachment) (M. Zollner/J. Garcia).**

**d. 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.**



During Executive Session, it was clarified that faculty eligible to apply for the student/faculty research funding initiative proposal includes librarians.

MOTION to approve the statement on congeniality with the final sentence removed and for the statement to be posted on the Senate agendas and the website. Seconded. 14 ayes, 0 nays, 0 abstentions.

**15. Adjournment.**

MOTION to table remaining items and adjourn. Seconded. Unanimous consent.