NEW MEXICO HIGHLANDS UNIVERSITY

Faculty Senate Meeting Minutes

February 11, 2026
Location: RAB 120
ZOOM https://nmhu.zoom.us/j/92457318161
Approved February 25, 2026

1. Call meeting to order.

2. Roll Call.

	ATTENDANCE		
	Present	**Absent**	**Excused**
Art & Music; Edward Harrington	x		
Biology; Maureen Romine	x		
Business Administration; Stephen Owusu-Ansah	x		
Chemistry; Steven Karpowicz	x		
Computer and Mathematical Sciences; **Gil Gallegos, At-Large**	x		
Education - Counseling; Diane Lacen	x		
Education - Curriculum & Instruction; Daniel Olufemi	x		
Education - Educational Leadership; **Sheree Jederberg, At-Large**		x	
Education - Special Education; PJ Sedillo	x		
Education - Teacher Education; Angela Redondo	x		
English and Philosophy; Jess Goldberg (they/them) [Spring 2026]			x
Exercise and Sport Sciences; **Kathy Jenkins, Vice-Chair**	x		
Forestry; Michael Remke (he/him/his)	x		
History and Political Science; Bilgesu Sümer	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; VACANT [Rebecca Moore, proxy]	x		
Sociology, Anthropology, and CJ; Gloria Gadsden	x		
President; Neil Woolf	x		
Provost/VPAA; Dann Brown	x		
Staff Senate; Gina Marie Medina	x		
Student Senate; Lydia Okojie		x	

Also present: Daniel Chadborn (Psychology), Lauren Fath (Associate Dean, CAS), Roxanne Gonzales-Walker (Educational Leadership), Elizabeth Holguin (Nursing), Rob Karaba (Interim Dean, Education), Brandon Kempner (Chief of Staff), Nicole Kirby (Library), Todd Lekan (Dean, CAS), Veena Parboteeah (Dean, Business & Media Arts), Michael Petronis (Natural Resources Management), Megan Shudde (Instructional Design), John Tourangeau (Interim Dean, Social Work), Clint Weckerly (Center for

Teaching Excellence), Barbara Wharton (Institutional Research /Interim Registrar), Ian Williamson (AVPAA), Donna Woodford-Gormley (English)

3. Approval of Agenda.

MOTION to approve agenda. Seconded. 18 ayes, 0 nays, 0 abstentions. Motion carried.

4. Approval of Minutes from January 28, 2026 (attachment).

MOTION to approve minutes. Seconded. 19 ayes, 0 nays, 0 abstentions. Motion carried.

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

- Legislative session: HU was recognized on House and Senate side. Dr. Woolf thanked all involved.
- Dr. Woolf reported that funding for the New Mexico Forest and Watershed Restoration Instituted was restored by the Federal government.
- Dr. Woolf reported on the Veterans Resource Center, that they are posting a position to lead the center in next few weeks.
- Dr. Woolf reported that he hosted Senate leadership at his home.
- Dr. Woolf reported that 2 new Regents have been approved: Elaine Luna was reappointed and Grace Herrera will be the Student Regent.

6. Communication from the Vice President of Academic Affairs (D. Brown).
D. Brown reported the following:

- Dr. Brown reported that HU exceeded the number of representatives at the legislative day.
- Dr. Brown followed up on the discussion of Melody Hall and stated that housing does not report to him, so he would defer to K. Blea. Dr. Brown stated that he found some information from 2017 and can share with Senators if wanted.
- Dr. Brown followed up on the discussion of SWAT analysis concerning Indigenous Student services and stated that he got a copy and will incorporate information with strategic planning process in Academic Affairs and will share with other VPs for integration into their work. Dr. Brown stated that there is a need for continuing discussions about how to serve the Indigenous students and looking for ways to increase recruitment and retention.
- Dr. Brown followed up on the discussion of H1B visas and stated that the university lacks a formal policy regarding H1B visas. Dr. Brown only knows 2 current ones in faculty and does not know about staff. Dr. Brown stated that there are concerns about the extent to which the current administration is not supporting visas and that he wants to create a formal policy to create equitable service for faculty and staff.
- Dr. Brown reported on the Registrar search and screen that Dan Maguire will begin May 4. Dr. Brown stated that he would like to have a way for Mr. Maguire to start developing searches before he gets here and that he will be a solid

partner with skills in technology and avoiding paper processes. Dr. Brown reported that he is looking for housing opportunities.

- Dr. Brown stated that tenure and promotion guidelines will be given to Chair and that the goal is to have tenure and promotion decisions approved at the Spring Board of Regents meetings. Dr. Brown stated that he would like to get contracts out earlier and that 4/24 is the last meeting this year.
- Dr. Brown stated that the Indigenous services strategic plan needs to be revisited.
- Dr. Brown mentioned that Spring Break is coming up.

Comment from a Senator that they are confused about tenure and promotion timelines, as they are in the CBA and have nothing to do with the Board of Regents. Senator stated that the President is to make decisions by the Tuesday after the end of the semester.

Dr. Brown stated that he typically immediately gets to work on tenure and promotion and that if he can get them early, he can get them to the President. Dr. Brown stated that he is not trying to subvert the process.

Chair noted that at the previous meeting, the question was about the fact that typically the committee would get a call.

Dr. Brown stated that he is not aware of that process.

Senator stated that T. Gonzales told them last week that he was working on it and that it has to be done before decisions are made.

Question from a Senator about when the Provost plans to start the applications for H1B visas since there is no policy. Senator noted that there is a committee, but they have not met and that it takes 6-9 months to get it done under normal circumstances. Senator noted that when faculty are traveling within the U.S. with H1B visas, they need to be carrying it with them, but sometimes they are also asked for an ID from their institutions. Senator noted that HU only issues IDs saying ‘staff,’ which does not match the passport. Senator stated that they have asked about that but it has not gone anywhere.

Dr. Brown stated that he was unaware and that the university needs to approach that immediately and that that must be fixable.

R. Moore noted that since Dr. Brown stated he was going to be revisiting the SWAT analysis and Melody Hall program, she was the author of both of those documents and is willing to give additional context.

Dr. Brown stated that he is not going to revisit the SWAT but will share it and that he believes in the community model in housing. Dr. Brown stated that he wants to link curricular and co-curricular and would like to talk about it.

Comment from a Senator that they heard through sources that employees from Facilities department will be losing their benefits and that staff are quite distressed.

Dr. Brown stated that he does not have direct knowledge of that but will express to Finance that there are continuing concerns.

Comment from a Senator that student advisement for summer and fall are coming up and asking about where the university is with course transfers.

Dr. Brown stated that Ms. Trujillo is back in the office but that he does not think that is enough and that there are duties that could be reassigned.

Question from a Senator about who Julio Romero is, who is doing transfer checks.

Dr. Brown stated that Mr. Romero is a business analyst in the Registrar's office and that he might be doing transfers because of reassignment of duties.

Dr. Brown also stated that individuals should not be receiving generic responses from offices.

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

Chair reported the following:

- There will be a General Faculty meeting after the next Senate meeting on 2/25.
- Faculty replacement hires are moving along.
- In the last couple of meetings, governance issues have been raised pertaining to communication and transparency. The Executive Committee has invited Provost Brown to its next meeting to communicate these issues directly.
- E. Rolstad and J. Lindline will represent faculty at the HLC conference.
- Chair selection process is very complicated. Chair notified departments, Deans, and Provost about Faculty Senate overseeing elections. Please remind faculty to read the page in the Faculty Handbooks about elections.
- There have been questions about a Search and Screen for an Associate Dean and Director of nursing and Dean Lekan asked Nursing to communicate with the Executive Committee.
- Executive Committee is inviting committees to give reports to the Senate.
- Evaluation of administrators is upcoming and questionnaires will remain relatively unchanged.

Secretary shared the following proposed language with Senate concerning management styles:

Management Style	
Current Language	**Proposed Language**
Leadership Style: • Autocratic:	Leadership Style:

• Lassiez Faire: • Democratic:	• **Authoritative/Autocratic**: holds total decision-making power, offering little to no opportunity for team input. Dictates all methods, processes, and goals. • **Delegative**: hands-off; delegates decision-making to others, giving them high autonomy and minimal supervision. Focuses on big-picture goals rather than micromanaging. • **Lassiez Faire**: passive, non-interfering; avoids decisions, abdicates responsibility, and delays action. • **Bureaucratic**: strictly adheres to formal rules, procedures, and a rigid, hierarchical chain of command. • **Democratic**: fosters open communication, transparency, collaboration, and shared decision-making

MOTION to approve language defining management styles. Seconded. 19 ayes, 0 nays, 0 abstentions. Motion carried.

Chair also reported:
- Legislative day was great but was very crowded.
- Chair stated that they are still getting concerns about what happened in December and that there was a pledge from Dr. Woolf to have listening sessions after Legislative Day and that the Senate advocates for faculty to be involved.

Question from a Senator about changing syllabus statement language since L. Bustos left the university. Chair commented that this language was changed previously.

8. Communication from Academic Affairs Committee (R. Gonzales-Walker).
See attached from R. Gonzales-Walker.

Chair stated that NMHU does not have a policy about limiting MS to STEM fields and that many times faculty know how things are done, but cannot find it written anywhere, for example: contact hours.

G. Gadsden stated that their understanding that there is a clear policy about BA/BS, but not MA/MS and that the Academic Affairs Committee (AAC) will look at comparable schools.

9. Communication from the Student Senate (L. Okojie).
Not present.

10. Communication from the Staff Senate (G. Medina).

G. Medina reported the following:

- Staff Senate is plugging along with more members.
- Staff Senate has heard the same concerns about people still discussing the December issue and the Facilities issue.
- Staff Senate hopes to have staff members present at next meeting who will share concerns.

11. Old Business

a. Faculty Senate Committee Nominations/Elections.

i. Athletic Committee

a. Angela Redondo

MOTION to approve the nomination of Angela Redondo to the Athletic Committee. Seconded. 19 ayes, 0 nays, 0 abstentions. Motion carried.

International Education Committee

b. Jodi Burshia

MOTION to approve the nomination of Jodi Burshia to the International Education Committee. Seconded. 19 ayes, 0 nays, 0 abstentions. Motion carried.

ii. Faculty Grievance and Conciliation Committee

a. Dawn Berry

Senator noted that Dawn Berry is not tenured and therefore not eligible for the Faculty Grievance and Conciliation Committee.

b. Academic Affairs Committee Program Addition/Deletion/Modification Proposals.

i. MA/MS of Computer Science Program Revision (G. Gallegos and M. Langer) (attachments).

Comment from a Senator that the Senate considered this proposal and sent it back to AAC, who determined that it has nothing to do with Sandbox.

MOTION to approve the proposal. Seconded.

G. Gallegos stated that the department talked to external companies and that for the MS they would prefer to see a split between computer science and computer innovation.

Question from a Senator about whether the department is withdrawing the proposal.

Chair asked Dr. Gallegos if the department still supports these changes and then wants to update after a year.

Dr. Gallegos stated that he would be open to that.

Dr. Gadsden noted that that would have to be a future change or withdraw and update.

Dr. Gallegos stated that the department would reconsider it at a later date.

Comment from a Senator that one of the points from AAC was that they voted on the proposal, but they never addressed the concerns from Faculty Senate.

Comment from a Senator that Senate has heard information about discrepancies about what the paperwork said and that there is a lack of support for Sandbox. Senator noted that now Sandbox courses are being created. Senator suggests that there might be additional concerns and that the split of the departments seems to be okay but that they do not know how the Sandbox comes into this.

Chair stated that she has the same questions and that Sandbox is external experience.

Comment from a Senator that the Senate heard from AAC that there was a conversation about separating the two issues. Senator stated that this proposal came to AAC in a messy way but that the proposal actually just separates out Media Arts. Senator stated that the Sandbox will probably come to Senate in the next year or two, and that at that point the AAC and Senate will talk about how to integrate that into a program.

Comment from a Senator that the way their colleague explained it is why they voted to support it and that this proposal is just to separate these departments.

Chair noted that there is a name change to four courses and a future about teaching special topics.

D. Chadborn stated, as Secretary of the AAC, that they separated these two issues, because a lot of the discussion about creating courses came after this proposal.

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

c. **Issues with Human Resources, ITS, and Facilities Ticketing.**
Chair reported that Dr. Woolf was going to circle back to this issue.

Comment from a Senator that things should stay on agenda until Administration addresses it.

Comment from a Senator that a Facilities director was supposed to be hired and that they understood that A. Flure would no longer be director. Senator also mentioned that there is a shortage of staffing across campus and that the bathrooms in Lora Shields have not been cleaned in weeks. Senator stated that, if an opportunity comes about, faculty should be included in these conversations.

12. New Business

a. **Graduate Handbook Changes; Graduate Committee Chair Eligibility Language (Pan) (attachment).**
D. Pan provided an overview of the proposal.
MOTION to approve. Seconded.

Comment from a Senator that it has been 15-20 years since departments had to vote on who's graduate faculty and asked if this proposal will bring that back.

Dr. Pan noted stated that this is the process faculty are supposed to follow but they do not always because department faculty usually just agrees to that.

G. Gadsden noted that this was a 3-part proposal and that the earlier part clarified that we no longer do that.

Dr. Pan stated that the Graduate Council is bringing stuff to Senate to fix the handbook and that they sent that through before.

Question from a Senator about the process for choosing Graduate faculty, where the policing is being done, and how they know who teaches graduate classes.

Dr. Pan stated that Dr. Gadsden is correct that there are 3 parts: 1st: changes to Faculty Handbook about whether faculty are eligible to be Graduate Faculty, 2nd: changes to Graduate Handbook about how to define Graduate Faculty, 3rd the current proposal.

Question from a Senator about who is monitoring that.

Dr. Pan stated that faculty do not need to vote anymore, and if they need to police it, they can check the schedule.

Dr. Gadsden stated that what the Graduate Council decided is that they will not actively police it, but if an issue arises, it will go to the Graduate Dean and then to the Graduate Council.

Question from the Chair about whether "status" should be "rank."

Dr. Pan stated that the Council was thinking about special circumstances like PINO endowed scholars.

Dr. Gadsden stated that what the Council mean is employment status.

I. Williamson stated they are not employed here but they also could not be employed as staff without academic status, like the head of ITS.

Senator called the question.

18 ayes, 0 nays, 1 abstention. Motion carried.

b. Ellucian Experience Updates.

Chair stated that faculty are asking for more training and more updates. Chair requested that faculty pay attention to global emails.

Comment from a Senator that the class roster had disappeared.

Comment from a Senator that faculty were promised a quick guide or cheat sheet and that they hope Administration is not waiting for a new Registrar. Senator would like the new Registrar to prioritize integration of early alert.

Chair stated that they would like to filter by semesters.

Question from a Senator that in addition to early alert is there any way to have an alert system throughout the semester, as some students struggle later in the semester.

Dr. Brown stated that advanced search will allow you to narrow by semester.

Comment from a Senator that it should not be only the Registrar addressing early alert and that faculty should be involved in these discussions.

c. Reorganization of Student Support Services Workforce at the NMHU Centers.

Chair stated that the Senate has talked about this issue before and that Dr. Woolf pledged listening sessions.

Comment from a Senator concerning space in Rio Rancho, that the Albuquerque Center is moving to CNM and that some offices outside are moving to Rio Rancho campus. Senator asked if academics are being prioritized and whether there is space.

Dr. Brown stated that there is sufficient space at Rio Rancho.

Comment from a Senator that there is very limited space at Rio Rancho and that the few classrooms they use for Zoom meetings. Senator noted that two professors are sharing an office.

Comment from a Senator that it is the understanding of the Social Work faculty that two Centers are being moved to Rio Rancho and that Social Work faculty should remain intact. Senator stated that this needs to be part of the larger conversation about the availability of space.

Chair stated that there are questions about dedicated student support services.

Comment from a Senator that they have talked to the President and Dr. Brown and have asked for a meeting and have not received any information. Senator commented that they were told this would occur after the legislative session. Senator stated that Administration made decisions without seeing what the needs of the Rio Rancho folks and that they would like Administration to visit Rio Rancho. Senator reported that the President asked them to sit on a committee.

d. New Mexico Highlands University Focused Visit Action Letter (attachment).
Chair opened floor for comments. No comments.

e. Academic Integrity Policy versus Syllabus Statement (attachment).
Chair provided an overview of the situation and stated that the catalog language is long, and the syllabus statement is short.

Comment from a Senator that they never really looked at the full policy.

MOTION to charge the Student Affairs Committee to compare the Academic Integrity Policy in the required syllabus statement versus the catalog language. Check for consistencies and/or discrepancies. Seconded.

Comment from a Senator that they have never seen policies that you have to report academic integrity to the Registrar.

Chair noted that the policy also states that an "F" grade stands under the policy.

Comment from a Senator that reporting to the Registrar is common at some universities.

Request from a Senator to modify motion to include language about plagiarism and Artificial Intelligence (AI).

Motioning member agreed to the amendment only if they include language that AI classroom policies are up to the instructor. Seconding member agreed.

Comment from a Senator that the School of Social Work has had lengthy conversations about the use of AI, especially having to do with integrity and that they developed guidelines for the school.

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

Question from a Senator about how this information is conveyed to students and whether there is anyone on Student Affairs Committee dealing directly with students.

Comment from a Senator that it seems a lot of students are not the best at understanding the student handbooks.

Secretary clarified that the Student Affairs Committee has the following ex-officio members: The Vice-President and Dean of Students, Director of Financial Assistance, Director of Admissions, and Director of Registration.

f. Issue from International Education Committee (Derkas) (attachments).
D. Woodford-Gormley provided an overview and stated that last summer, there was a sudden shift that students could not work 40 hours over the break. Dr. Woodford Gormley stated that this is not a Federal policy, it is an HU policy due to a lack of funds. Dr. Woodford-Gormley noted that students can work 40 hours over the break, but only if the department has the funds to cover it and that one way around this is CPT [Curricular Practical Training].

MOTION to approve the International Education Committee's dissemination of the memo to department chairs about Curricular Practical Training (CPT) opportunities for international students. Seconded. 18 ayes, 0 nays, 0 abstentions. Motion carried.

g. Report from Financial Planning Committee (Karpowicz) (attachment).
MOTION to table remaining agenda. Seconded. 18 ayes, 0 nays, 0 abstentions. Motion carried.

13. Executive Session

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

15. Adjournment.
Meeting adjourned at 4:48.

The New Mexico Highlands University faculty recognizes collegiality as a cornerstone of our academic community, characterized by a commitment to work together to support the academic enterprise. We value the diversity of people and perspectives; support open communication and constructive disagreement; and uphold the principles of academic freedom and shared governance. We expect all faculty members to maintain the highest standards of professional conduct, including mutual regard, collaborative engagement, and respectful debate.

Attachment:

Academic Affairs Committee
AAC Meeting Date: February 4, 2026
Subject: Academic Affairs Committee (AAC) Summary Report
To: Faculty Senate
Submitted by: Dr. Roxanne M. Gonzales, AAC Liaison to the Faculty Senate

1. Program Review updates, 13, were provided by the chairs:
    a. Computer Science requested an extension, AAC voted to approve the extension
2. Dr. Wharton provided updates that generated questions and discussion. Topics:
    a. Registrar staffing is low, working as best they can – patience
    b. Fee system was down
    c. Degree audit is taking about 2 weeks to update
    d. Graduation committee is being formed
    e. Articulation agreements: need updating, discussion on approach and lack of response by other schools
3. Dr. Williamson reported out from the Graduate Council
    a. 7000 course level was approved and has been sent to the Faculty Seante
    b. Discussion about exit projects and establishing an Exit Project of Distinction
    c. Time limitations, a policy proposal will be coming forward
    d. Maximum course enrollment
        i. Concurrent vs semester
        ii. IR has a formula we might consider
4. Old business
    a. MSW program revisions to Advanced Standing
        i. Passed approval
5. New Business
    a. MS Supply Chain Management
        i. Lively discussion that included:
            1. No NMHU policy limiting MS offering by any department
            2. NM institutions offering MS outside of STEM fields
            3. National benchmark of other Supply Chain Management offerings
            4. Job market needs
            5. Fiscal resources
6. Senate charges
    a. Voted to send the charges to the Policy sub-committee of the AAC

7. Adjourned