NEW MEXICO HIGHLANDS UNIVERSITY

Faculty Senate Meeting Minutes

March 25, 2026

Location: RAB 120

ZOOM https://nmhu.zoom.us/j/92457318161

Approved April 8, 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: Susan Cardenas (Exercise and Sport Sciences), Daniel Chadborn (Psychology), David Donley (Biology), Lauren Fath (Associate Dean, CAS), Roxanne Gonzales-Walker (Educational Leadership), Todd Lekan (Dean, CAS), Joseph Milczewski (Business), Gerardo Moreira (Business), Veena Parboteeah (Dean, Business & Media Arts), Michael Petronis (Natural Resources Management), Erik Rolstad (Social Work), Megan Shudde (Instructional Design), John Tourangeau (Interim

Dean, Social Work), Cin Ulibarri (ICLRLT), Clint Weckerly (CTE), Barbara Wharton (Institutional Research /Interim Registrar), Kelly Young (Nursing)

3. Approval of Agenda.

MOTION to approve the agenda. Seconded. 18 ayes, 0 nays, 1 abstention. Motion carried.

4. Approval of Minutes of February 25, 2026 (attachment).

MOTION to approve minutes. Seconded.

Senator asked to ensure that the minutes recorded President Woolf's confirmation that "physical education" is still in the title of the Wilson Center. Secretary confirmed that this is mentioned under the Chair's report.

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

5. Old Business

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

Chair reported on the letter she sent to the administration per the charge of the Senate with subject "Reduction in Force and Alignment of University Goals." Secretary will share letter with Senators after meeting.

Chair noted that administration has not had the Centers meetings that the Provost promised. Senators confirmed that they have not had any communication about the meetings.

Senator stated that they have been asking about the Centers meetings but that nothing has occurred and that Centers faculty have not been told anything.

Comment from a Senator that there is an upcoming HLC visit in April about the Centers that the Provost told the Association about last week.

Chair stated that she has no further information about the HLC visit.

Comment from a Senator that someone went through an interview process at Rio Rancho with B. Pacheco and that faculty were introduced to them and were told the individual was the new Center Director.

Comment from a Senator concerning the relocation of the Native American Social Work Institute and the Center for Social Work Excellence and that there has been no discussion despite the Provost saying they would be moved to Rio Rancho.

Chair noted that she has mentioned it to the Provost and President and has gotten no response.

6. New Business

a. Report from ad hoc Center for Teaching Excellence Committee (D. Donley).
D. Donley provided an overview of the report.

- Talking to stakeholders over last 9 months.
- Budget, location, structure/leadership charge; programming became a repeated theme.
- CTE has been historically underfunded.
- Underutilization of HIPs endowment.
- Future needs: support for faculty involvement, specific funding for Centers, buy-in from administration.
- Options: leave it where it is; move it; let it be mobile/hybrid.
- Strong support for coordinator/director model.
- Historically has suffered from multiple points of oversight/supervision.
- Must be separate from the instructional design team (Classroom Support and Educational Technology).
- Future needs: consistent and clear leadership with faculty support and involvement.
- Alternative options: fellowship model (faculty with partial appointment to CTE for a given time and specific project) OR “node” model (CTE champion in departments or areas that receive a stipend).
- Programming: faculty want pedagogical focused and community building programming.
- Provide support ASAP to recently hired coordinator.
- Frustrations with communication with administration.

Dr. Donley stated that the final report will be coming soon.

Dr. Donley asked the Senate if the committee should try to reach out to more individuals or move forward with this information.

Comment from a Senator that there are incentives in the CBA for using the CTE and that the university has tried to remove this portion in bargaining. Senator stated that they would like to see something in the report about that, because it could benefit a lot of people and is not being utilized.

Dr. Donley noted that the committee did see the CBA but did not include it but could and that the incentives are not widely known.

Comment from a Senator that it is every faculty member’s responsibility to know what is in the CBA and that it should be part of the mentorship process.

Comment from a Senator that the CTE is now a direct report to the Provost per the university’s organizational chart. Senator asked to what degree does the CTE director have independence? And to what degree are administrators listening to the faculty?

Chair noted that the CTE is a direct report to the Provost but they are supposed to be working at the direction of the Senate.

Comment from a Senator that it took the Senate 10 years to create the CTE and that it was created by the Senate and the faculty. Senator stated that it is about professional development and opportunities that faculty might want to see at Highalnds. Senator noted that the director had an advisory board for the day-to-day work and that professional development days previously was finalized by the Senate.

Chair asked Senators whether the ad hoc committee should continue working or wrap up their report.

Senator noted that they think they should wrap it up and that their main concern is that the advisory board is elected soon so C. Weckerly has support and direction and that it would be great to move forward looking for volunteers.

MOTION for the report to be completed by the ad hoc committee and for the Faculty Senate to move forward with populating the advisory committee. Seconded.

Motion amended to include that a report should be produced annually going forward. Motioning and seconding members agreed to amendment.

Comment from a Senator that they would like to hear from Mr. Weckerly.

Chair noted that he has been interviewed by the committee.

Comment from a Senator that the Senate should be able to provide support and leadership for Mr. Weckerly.

Comment from a Senator that Mr. Weckerly speaking now might not be the best move at this time and that the advisory board should be the priority right now so they can assist Mr. Weckerly.

Chair asked Mr. Weckerly if he was included in the report.

Mr. Weckerly stated that he appreciated this conversation and that he was contacted by Dr. Donnely but has not given feedback yet. Mr. Weckerly expressed his commitment to collaboration.

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

b. Graduate Catalog Policy Change: 7000-Level Graduate Course Numbering for Doctoral Programs (I. Williamson, G. Gadsden) (attachments).

G. Gadsden provided an overview of the proposal.

Senator thanked the task force and the Graduate Council and stated that this is what the Senate needed.

MOTION to approve the Graduate Catalog Policy Change: 7000-Level Graduate Course Numbering for Doctoral Programs. Seconded. 21 ayes, 0 nays, 0 abstentions. Motion carried.

c. Committee elections:

i. Faculty Marshals all elected unanimously 21-0-0
Kathy Jenkins – Las Vegas
Siri Khalsa – Las Vegas
Jodi Burshia – Rio Rancho
Sheree Jederberg – Rio Rancho

All marshals elected unanimously. 21 ayes, 0 nays, 0 abstentions.

ii. Commencement Committee
Steven Williams
19 ayes, 0 nays, 2 abstentions. Nominee elected.

Siri Khalsa
21 ayes, 0 nays, 0 abstentions. Nominee elected.

Jodi Burshia
21 ayes, 0 nays, 0 abstentions. Nominee elected.

Susan Cardenas
21 ayes, 0 nays, 0 abstentions. Nominee elected.

iii. President Committees
<u>Strategic Enrollment Management</u>
Senator:
Gloria Gadsden – Self-nomination withdrawn.

Norma Valenzuela
21 ayes, 0 nays, 0 abstentions. Nominee elected.

General Faculty:
Rebecca Schneider
18 ayes.

Roxanne Gonzales-Walker
3 ayes.

Rebecca Schneider elected.

Website
Senator:
Sheree Jederberg
21 ayes, 0 nays, 0 abstentions. Nominee elected.

General Faculty:
Steven Williams
7 ayes.

Andres Sabogal
9 ayes.

Chia Vang
3 ayes.

Siri Khalsa – Self-nomination withdrawn.

Andres Sabogal elected.

Centers
Senator:
PJ Sedillo
20 ayes, 0 nays, 1 abstention. Nominee elected.

General Faculty:
Rey Martinez
16 ayes.

Roxanne Gonzales-Walker
5 ayes.

Rey Martinez elected.

Policy advisory
Senator:
Jess Goldberg
18 ayes, 0 nays, 1 abstention. Nominee elected.

General Faculty:
Siri Khalsa
19 ayes, 0 nays, 0 abstentions. Nominee elected.

d. **Request for Charge from Outcomes Assessment Committee re General Education Outcomes Assessment (E. Rolstad) (attachment).**
E. Rolstad presented an overview of the Outcomes Assessment Committee's findings:

- Reports are coming in.
- Need to clarify processes.
- Good ideas from HLC.
- Requesting a charge concerning General Education Outcomes Assessment based on HLC's feedback.
- Asking for Senate input on how to tackle the process.

MOTION for Senate to charge the [Outcomes Assessment Committee to develop and propose strategies for comprehensive assessment of the General Education courses. Seconded.

Comment from a Senator that the strategies should be as inclusive and comprehensive as possible.

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

MOTION to amend Faculty Handbook for the Outcomes Assessment Committee's duties to include a review of the Gen Ed regularly. Seconded.

Comment from a Senator that this duty might be listed under the Academic Affairs Committee.

Motion amended to state that if the duty is assigned to the Academic Affairs Committee in the Faculty Handbook that it should be reassigned to the Outcomes Assessment Committee. Motioning and seconding members agreed to the amendment.

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

e. Academic Affairs Committee Items

iv. Major/Minor/Certificate Declaration Form (attachment)

Chair noted that this proposal comes from a discussion about Certificates that originated in the Senate.

MOTION to approve the Major/Minor/Certificate Declaration Form Seconded. 21 ayes, 0 nays, 0 abstentions. Motion carried.

v. Undergraduate Catalog Text for Certificated Declaration Process (attachment)

MOTION to approve the Undergraduate Catalog Text for Certificated Declaration Process. Seconded. 21 ayes, 0 nay, 0 abstentions. Motion carried.

vi. DOBA-M.S. in Supply Chain Management Revised Proposal (attachment)

G. Moreira presented an overview of the proposal. Dr. Moreira noted that this was proposed to the faculty and went through the department unanimously. Dr.

Moreira noted that they consulted the CIP code per the National Center of Education and Department of Homeland Security. Dr. Moreira stated that 67% of the courses are STEM-focused and that there are 3 tracks and 9 courses at core.

Senator stated that they thought there was already cybersecurity through Computer Science and asked if that department supports this program.

G. Gallegos [Computer and Mathematical Sciences] stated that what they have in Computer Science is network programming and network security and that there is nothing specifically about cybersecurity. Dr. Gallegos stated that the proposed program is a good way to work with Business to create a more coherent set of topics.

Comment from a Senator that in the previous Senate conversation, they asked if there were plans to include international law or international relations and that they have not heard from program. Senator asked how the program is educating in this field without this department's support.

Dr. Moreira stated that it is embedded in the curriculum and that it would break tradition in what programs do.

J. Milczewski stated that this is still the first generation and that the department will be looking at bringing in other tracts.

Comment from a Senator inviting the department to talk about how ethics are talked about philosophically rather than in a business context and how questions of ethics (like environmental ethic and international law) are part of the curriculum.

Dr. Moreira stated that ethics is part of the conversation and that they have a course that integrates it. Dr. Moreira stated that the department values things like labor and it could integrate ethics going forward.

MOTION to approve the DOBA-M.S. in Supply Chain Management Revised Proposal. Seconded.

Comment from a Senator regarding the discussion of ethics that a lot of programs have it through all their courses and that they would like to see an option for electives that integrate other departments.

19 ayes, 1 nay, 1 abstention. Motion carried.

M. Remke stated that their department is looking forward to future collaboration.

Dr. Gallegos invited Business to look at a track that is more programming centered.

vii. **Department of Languages and Culture – Language Proficiency Modification Proposal (attachment)**

N. Valenzuela provided an overview of the proposal.

MOTION to approve the Department of Languages and Culture – Language Proficiency Modification Proposal. Seconded. 20 ayes, 0 nays, 0 abstentions. Motion carried.

viii. **Department of Nursing – Reduction of Credit Load for the DNP (attachment)**

C. Young provided an overview of the proposal.

Dr. Gadsden stated that the school spent so much time coming up with the program and that the cognate requirement is a unique requirement. Dr. Gadsden noted that they do not want to create additional barriers.

Comment from a Senator that this will need to be compared to the new 7000-level courses.

Motion to approve the Department of Nursing – Reduction of Credit Load for the DNP. Seconded.

K. Gray noted that there was no library consultation, as is required for program revisions.

Chair noted that if the motion passes, the program should get a library consultation on the record, as has been done in the past.

Chair noted that the numbers for course hours do not add up. Dr. Gadsden noted that you have to add up what is left and not what is taken away.

Dr. Gadsden noted that the AAC gave the school a pass on the library consultation.

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

ix. **Response to Senate Charges from Jan 2026 regarding Credit vs. Non-Credit Bearing Certificates (attachment)**

Chair provided overview and that the charge was sent to the Academic Affairs Committee.

Question from a Senator about whether the Registrar’s Office would be involved.

Dr. Gadsden noted that they ran into some problems with who would enforce these recommendations.

MOTION for Senators to take this recommendation back to their departmental faculty for discussion. Seconded. 21 ayes, 0 nays, 0 abstentions. Motion carried.

Senator noted that some universities have offices that cover these kinds of issues.

R. Moore stated that their school had a similar discussion about co-curricular discussions and that Social Work has a CEU program.

Question from a Senator about whether this could be something that falls under CTE.

7. Communication from the President (N. Woolf).
MOTION that it be recorded in the minutes under agenda items 7 and 8 that the President and the Provost did not attend the meeting and did not send proxies and for the Senate to move on to agenda item 9. Seconded.

Secretary noted that the Provost did join the meeting late and then exited.

Comment from a Senator that the Provost did not provide their report.

21 ayes, 0 nays, 0 abstentions.

8. Communication from the Vice President of Academic Affairs (D. Brown).
See above.

9. Communication from the Faculty Senate Chair (J. Lindline).
Chair reported the following:
- 4/22 is the next General Faculty meeting.
- The Executive Committee is looking for ways to improve communications and it was suggested having brown bag lunches. Asked Senators to keep an eye out for an announcement of open hours.
- Met with ITS to ask to connect Zoom to faculty lounge, who agreed and put in a request to put in a mounted zoom station.
- Chair attended HLC which was a great meeting. Chair noted that the Senate could have moved further ahead if they had been invited last year and that there were a lot of mentions in the presentations about governance.
- The Annual Evaluation of Administrators is available and has an April 1 deadline.
- The Executive Committee invited the Provost to a meeting, and he confirmed but then did not show up and subsequently blamed the Chair for his absence. There has been no follow up.
- Chair stated that traditionally the Provost meets monthly with the Faculty Senate Chair and these meetings only started taking place this semester and included the Association President. At recent meetings, the Provost has brought General Counsel D. Hicks. At the most recent meeting, the General Counsel was there

and the Chair expressed discomfort. After the Association President also expressed concern, the Provost ended the meeting without discussion. Chair followed up with the Provost but received no response.

- Chair reached out to President Woolf about a number of emails she received concerning positions being advertised about expansion of administrative offices. The President could not come to this meeting and said that he would speak 1-on-1 with the Chair about legislative issues.
- Chair reached out to the Provost about Sandbox, advertisement of positions, and expansion of offices and fast pace but received no response.

K. Jenkins stated that she was at the meeting with the Provost in her role as Association President. Dr. Jenkins noted that they asked to have separate meetings and were refused. Dr. Jenkins reported that the Provost stated that he needed Counsel because they were ganging up on him. Dr. Jenkins noted that the Executive Committee was charged to meet with the Provost, but he has not done that.

Comment from a Senator that they like to bring forward an opportunity to bring in C. Mano to give a presentation to the Senate about Sandbox and that there are a lot of things in there that faculty were not aware were going on. Senator noted that there are 57 students on board for summer at the graduate level and that the Computer and Mathematical Sciences faculty has not seen a single application

MOTION to bring Chad Mano to the Faculty Senate explain the Sandbox program. No second. Motion failed.

Comment from a Senator that they appreciate that Dr. Woolf would like to meet with the Chair one-on-one, but that these issues need to be brought forward to the whole Senate. Senator stated they want Dr. Woolf to address communication issues with the Provost because Dr. Woolf is his supervisor. Senator stated that for transparency it should be discussed with the entire Senate.

J. Goldberg stated that as a faculty member, senator, and association member, they are profoundly disappointed in the direction of the administration since the opening of the office of General Counsel. Dr. Goldberg stated that they are disappointed in the way the Counsel is deployed and that it feels like an explicit chilling effect. Dr. Goldberg stated that Counsel is being deployed as a surveilling force and that administration is increasing that capacity by hiring multiple new persons in the Counsel's office. Dr. Goldberg stated that this has a concrete material effect on shared governance and puts faculty behind on conversations that are necessary to our shared governance.

Chair noted that part of her role as Senate Chair is to keep trying to have these discussions. Chair stated that Mr. Mano works for Dr. Brown and that the Senate needs to hear from him.

Comment from a Senator supporting what Dr. Goldberg said. Senator stated that faculty should be concerned about General Counsel and their presence at this time. Senator noted that the way it is being presented is that this is the person who is representing the President and that some individuals feel they cannot say what they wish. Senator stated that this critical position was initiated by the President to be a defense to support their version of personnel issues. Senator noted that they are very concerned.

Comment from a Senator that a lot of people have their back and provided them with a letter that was sent by the Board of Regents stating that the Board was concerned about increasingly adversarial comments and comments to the media. Senator noted that they went to the media to talk about the Centers and that this comment concerns them greatly.

Comment from a Senator that these are valid points and that New Mexico is a one-party consent state for recording meetings.

MOTION to table remaining items and adjourn. Seconded. Motion carried.

10. Communication from Academic Affairs Committee (R. Gonzales-Walker).

11. Communication from the Student Senate (L. Okojie).

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

13. Executive Session

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

15. Adjournment.

Meeting adjourned at 5:08.

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.