

**DRAFT**

**General Faculty Meeting Agenda**

**April 24, 2019**

**Approved 12/11/19**

**4:00-5:00 p.m., Sininger Hall 100**

1. **Call to Order.**
2. **Approval of Agenda.** MOTION MADE AND SECONDED TO APPROVE THE AGENDA. Motion passed unanimously.
3. **Approval of Minutes from February 27, 2019.** MOTION MADE AND SECONDED to approve the meeting minutes from February 27, 2019. Motion passed unanimously.
4. **Chair's Announcements (D. Sammeth).**
  - Survey Results (Internal v. External for Dean CAS Search). Received 34 responses; 35% internal and 65% external. Clearly the vote is for external.

**5. New Business.**

**a. Contingent Faculty Handbook –**

*If the parties have not reached agreement on a revised handbook before this handbook terminates, the handbook shall remain in full force and effect until a revised handbook is approved.*

MOTION MADE AND SECONDED to approve the added language.

Discussion – Todd offered that Faculty Affairs working hard on this, needs time. Motion passed unanimously.

**b. Results of Evaluation of Administration.**

DS asked for response about are things going well, not well. Wants to hear from faculty.

DC shared that what he hears is that there are graduate applications with slow delay.

KJ noted that interim position will be extended; questions remain about Graduate Dean's evaluations. He has been evaluated as ineffective in consecutive evaluation cycles.

DC not sure what we as faculty can do ... Concerned about how these positions are impacting students. It should be all about the students. Student senators have mentioned that even with student workers there are problems with communication, guidelines, and how to address behavioral issues.

DS noted that the tallies show that the distribution is bimodal. Some think the administration is doing a great job, other think doing terrible job. *Why are so many of our colleagues happy? Why are so many of our colleagues unhappy?*

KJ, OT noted that Max and Graduate Dean predominantly have poor evaluations. Mary Romero and Cristina Duran have predominantly good evaluations. Other administrators received mixed results.

MP can run the numbers; however, seems that the administration ultimately failed.

JR the fact that some administrators were evaluated highly validates the survey.

RM wants to know about numerical results; wants them reviewed to the room.

DC looking at average scores. There are a lot of average scores (3's). There is a lot of "don't know's."

SW responsibility lies on top.

KJ holds Roxanne responsible for Dean SOE; accreditation coming and she is bailing. We started as a normal school they just don't want to tell us what is going to happen.

DC Maybe a lot of people are giving 3s because they don't know what these administrators are doing, going neutral. Asked maybe we should have standardized, consistent questions to rate across the board effectiveness.

JL explained why the evaluations are person-specific. In past years, Faculty Senate and General Faculty thought that they couldn't evaluate administrators without having goals. They were asked for goals and their evaluation questions tailored toward those goals. The Deans, however, have specific performance expectations outlined in the Faculty Handbook. The Dean sheets were standardized towards those metrics.

CC this is completely under faculty control. I have struggled with these goals, how to evaluate. Shouldn't we develop a standardized form, like the faculty evaluations?

RM How many people are here? Are the results representative of faculty opinions?

MR having a good discussion, but what are we going to do with this information?

CC when we give feedback to students, we try to make it as constructive as possible. There is a message here, but how do we turn this to a formative evaluation? There doesn't seem to be a constructive dialogue about what the administration is doing.

OT send the results along with a letter requesting what are they going to do about their performance.

KJ I think that there needs to be a headline. If it is truly a D, then there needs to be a "This is our response rate and this is the result." Catch 'em, give them the grade that they earned. What are we going to do to make better communication, and other university functions? Should say that hey we're stuck with each other, how can we move

forward? Remember that was a result of the task forces that communication was lacking; would like to see this as a headline.

SW pardon my cynicism, if you think low level communication with the administration is going to make a difference, you are mistaken. A headline and exposure in the Optic is important.

AK we may want certain administrators out the door, but how can we be more productive? Not true that this is the worst administration; no one is currently under indictment (!).

DC returned to the no rating, no opinion responses. Seems that people don't know about what a lot of is going on. That can be a place to start.

KC been here for 5 years but has never heard a single main campus faculty say anything but that this place really sucks. Who would want to come here? Pervasive sense of depression everywhere I walk. Really depressing. (Note: several faculty members questioned and countered this statement.)

SCR agrees with what everyone is saying, but results need to be distilled down. Too much information. Need to put together a few bullet points about where things stand in terms of faculty-admin evaluations.

DC concurred.

KJ agreed that if a few people could get together to collate, cull the data to give to FS before last meeting, all for that.

DS I don't think that Minner knows enough about what his direct reports are doing; he only assumes they are doing a good job. Feels that is a dangerous approach.

TA *What are our expectations? Are they clear?* Based on salaries and student numbers, our president is making 5xs more per student than the UNM president. I want 5xs more work, outcomes, per student!

AK willing to lead a group (if Mike does the math) that puts together the information in a constructive, formative way. (April, Mike, Daniel, David volunteered – yeah!)

ML there is missing a direct response form administrator(s) to the faculty about their results.

SCR how many more faculty meetings, BOR meetings? Wants a summary to be shared with the administration at their retreat.

JR even though we have to sift through some of the data, clear that 2 people aren't doing their job. Can share as early as this Friday what the results are for these 2 people.

Discussion about president-board function.

KJ need to praise Cristina and Mary; need to raise issues about Warren and Virginia.

DC think there are timeline issues (2 days, 2 weeks).

**7. Adjournment.**