

Faculty Senate Meeting Minutes
August 26, 2020
Approved September 09, 2020

ZOOM - <https://nmhu.zoom.us/j/91283810526>; **3:00 to 5:00 p.m.**

1. Call to Order.

2. Roll Call.

Arshad, Ali (Business Administration); Cespedes, Blanca (Forestry); Chadborn, Daniel (Psychology); Fox-Hausman, Mariah (Media Arts and Technology); Garcia, Justine (Biology); Garcia-Nuthmann, André (Visual & Performing Arts); Gardner, Sandra (Nursing); Jeffries, John (Computer & Mathematical Sciences); Hayward, William (Exercise & Sport Sciences); Karaba, Robert (Education-Education Leadership); Kent, April (Library); Lindline, Jennifer (Natural Resources Management); Sammeth, David (Chemistry); Tamir, Orit (Sociology, Anthropology & Criminal Justice); Valenzuela, Norma (Languages and Culture); Villarreal, Ben (English & Philosophy); Williams, Steven (History & Political Science);

Absent: Buchanan-Farmer, Melanie (Education-Teacher Education; Coggins, Kip (School of Social Work); Ensor, Kevin (Education-Counseling & Guidance); Wolf, Ann (Education-Curriculum & Instruction)

3. Approval of Agenda.

- Motion made and seconded to approve the agenda with the modification to add New Business item **c. Grievance Committee**. 11 supported; 0 opposed; 2 abstained.

4. Approval of Minutes from April 29, 2020. (attachment)

- Motion made and seconded to approve the minutes from April 29, 2020. Motion passed. 9 favored; 0 opposed; 4 abstained.
- RK mentioned that April 22, 2020 meeting minutes were not approved. Noted for next meeting.

5. Communication from the President (S. Minner).

- Thanked Rob Karaba for his service to the Faculty Senate during Orit Tamir's sabbatical.
- Gave COVID-19 updates regarding number of tests, number of positives, etc.
- Gave enrollment updates. Expected enrollment declines, yet summer was up 3% and fall wavers around +/-3%.
- Talked about graduation rates. 6-year graduation rates at an all-time high (29%). 4-year rate was essentially flat; graduate students: 73% undergraduates; transfer students without an AA fell to 16%. Residential halls have ~ 300 in residence with few vacant rooms.
- Reminded Faculty Senate of accreditation focused visit October 5-6. Brandon Kempner, Keith Tucker, and April Kent leading the charge.

- Mentioned good news from academic programs (positive visit from Counseling Accrediting Body, Academic Affairs Office moving forward with Native American programs in Social Work, Alternative Teacher's Licensing program doing well).
- *"Athletics will be the bane of me, I swear!"* RMAC cancelled all fall sports.
- Shared that Rogers Hall recently won a couple of awards for design and architecture.
- Shared that grant acquisition on positive trend.
- Shared good news on recent faculty successes.
- Thanked faculty for their resilience.

6. Communication from the Administration (R. Gonzales).

- Welcomed everyone.
- Shared that it's National Dog Day! Be extra special to your puppy!
- Informed that enrollments even to last year's numbers; the Alternative Licensure Program, among others, are boosting our numbers.
- Shared that anticipates putting a few programs forward this year. CRM and Criminology will be new graduate programs to be put through and some undergraduate programs are in the works.
- Shared that new face masks are soon to be distributed.
- Encouraged everyone to read emails from her office, including information about deadlines and COVID 19 Safety Guidelines.

7. Communication from the Chair (Tamir).

- Announced Faculty Senate Executive Committee:
 - Daniel Chadborn, Vice Chair
 - Jennifer Lindline, Secretary
 - William Hayward, At-Large Member
 - Kipling Coggins, At-Large Member
- Invited faculty to email anytime with questions or concerns.
- Thanked Robert Karaba for his service during a hectic time Spring 2020.
- Thanked Maurine Romine for her service and counsel.
- Gave preview of some upcoming agenda items.
- Talked about process for developing COVID 19 Safety Guidelines and Fall 2020 MOA between the University and the Faculty Association Fall Semester 2020. Mentioned that Justine Garcia and Daniel Chadron are serving on COVID 19 safety teams.
- Shared concerns about discrepancies in reported COVID 19 numbers at NMHU and Las Vegas.

8. Communication from Academic Affairs (A. Wolf). None provided.

9. Communication from the Student Senate (C. Ulibarri).

- Shared that the 2020-2021 Student Senate not yet in place. All leaders serving in the interim.

10. Communication from the Staff Senate (D. Gallegos).

- Gave no report at this time, but shared that Staff Senate will resume in September.

11. Old Business.

- a. Undergraduate Advising Manual was not approved 2019-20 AY. Need to charge Student Affairs Committee to rework the language and make a clear distinction between student success coach duties and academic advising – **action item**.

Motion made (DS) and seconded to charge Student Affairs Committee to rework the language and make a clear distinction between student success coach duties and academic advising. **Motion passed. 13 in favor; 0 in opposition; 0 in absentia.**

12. New Business.

- a. **Change to Contingent Faculty Handbook – discussion item. (attachment)**

- RG offered that language is already in the CFH; wanting to put it into the Contingent Faculty contracts.
- RK *Is it the Faculty Senate's purview to determine contract language?*
- RG Important to have a statement in the contract “based on enrollment” to be clear and up front.
- NA Asked for discussion. Said everything in CFH is informational while contract is legal.
- DC Said this is formality rather than requirement. Contracts can always be modified by Administration without FS input.
- OT Said it is a matter of support.
- OT Asked for a motion. No motion made to support this language.

- b. Change to Faculty Handbook (linked to change to Article 28 of the CBA) – **discussion item. (attachment)**

- MR gave history of these article changes. In 2014, she and Ian Williamson initiated this language to reduce number of FS Committees. Motivation to move grievance process to Faculty Affairs and eliminate Grievance Committee. Gave lots of thought and time to this effort. Problem at that time was that CBA language needed to be changed before there could be FH changes. It has taken a long time for this to happen. Acknowledged that there may be new items or issues that are not addressed about the process. But, if new FH language approved, grievances can now move to FA Committee and then it can consider changes in the process.
- DS Asked if we are considering procedural changes. Answered, no, just considering under what committee grievances would lie and elimination of the Grievance Committee.

- DC FA Committee predominantly only deals with Sabbatical. B/c everyone on that committee already needs to have tenure, it was a good placement for grievances in terms of workload and responsibilities.
 - MR offered that FS identified a number of issues in procedures. If this move is approved, that committee is going to have to IMMEDIATELY get on making procedural changes.
 - DS offered that he would make a motion for this change.
 - IW said that part of the issue was that the GC wasn't really constituted correctly. By moving it, you move or correct some of these issues.
 - BC asked to have time to take language back to Forestry Department for discussion.
 - AK said that there is a reason to move forward. A long-standing and weighty issue that needs to be voted on and brought to the General Faculty at its next meeting.
 - JL mentioned that there is another Faculty Senate meeting (09/09) before the next Faculty Senate/General Faculty meeting (09/23).
 - AK made a motion to make this item an Action Item on the next Faculty Senate agenda and encouraged Faculty Senators to talk to their department members and move forward at the next meeting. Motion passed. 11 supported; 0 opposed; 2 abstained.
 - DS said that according to Robert's Rules, Committee can discuss or act on any item at any time.
- c. **Grievance Committee.**
- OT shared that there are 3 outstanding grievances, one as old as a year. Would be nice to have a motion to have new members to serve on the Grievance Committee so that our colleagues can have due process. Individuals on list include: Edward Harrington, Lori Rudolph, Tatiatna Timofeeva, Gil Gallegos, Miriam Langer, Emmanuel Nikente, Sensook Park, Kent Tucker
 - BC Asked *How have these people been decided? Is this an idea of Robert's? Very controversial and want an idea of how these people were decided. Is it an application?*
 - OT Shared GC people have to be tenured. RK sent out emails soliciting volunteers.
 - BC Would like to discuss this list with my department.
 - DS this would be a perfect time to table a discussion.
 - BC Made a motion to table this item to next Faculty Senate meeting. 6 supported; 0 opposed; 7 abstained. Motion passed.
 - DC offered that Senators are absolutely welcome to go back to their department and seek volunteers/nominees for the Grievance Committee.
- d. Wiley-NMHU agreement draft – **discussion item. (attachment)**
- RG shared some of the background. Been looked at NMHU's legal counsel, Business Office, and others. Mentioned possibility of doing piece-meal.
 - DS asked several questions about costs, cost-share, and content ownership.

- RG reminded that Wiley experiences all of the costs, which is why they want a long-term contract.
 - RK asked to clarify the admissions process. RG said admission decisions are ours; Wiley helps in collecting but not deciding on admits. A big volume program is the RN to BSN program. They will help with Slate, websites, other aspects of the admission process but not acceptance process.
 - RK further asked about orientation and other things mentioned in the contract. RG again said ran through impacted offices for feedback. None of them had any concerns. We do not have the ability to handle the potential volume of incoming applications. RG said that you will still review applications and make admission decisions. PW input that Wiley is just helping with the application process.
 - DC clarified that this is only for programs that ask for this service.
 - OT clarified that this is only for asynchronous classes and that the CBA provides intellectual property protections.
 - DC asked if they are handling all of the information, are all confidentiality protocols in place? RG said yes, there is language in there that we thought that we needed.
 - WH asked question about exclusivity. RG said that this is a division of Wiley; faculty make the determination of what they want to teach and use (Wiley, Pearson, others) in the classroom.
 - AA asked about their success rate. RG shared that they did ask for references and that they did demonstrate a success rate. There are provisions in contract for us to evaluate as they go along. We have to provide them with viable programs and they have to provide us with the services to succeed.
 - SG said she really enjoys working for a large company. Wanted to know if they could help in additional support services.
 - BV asked about our giving them administrative access to social media accounts. What can they do with the data that they collect? RG Responded that they cannot use data indiscriminately. They can use it for marketing after branding and approval by University Relations.
 - BV asked what commitment is the university making in terms of hiring. If we do hit prospective numbers, will there be new tenure/tenure-track hires? RG acknowledges that Contingent Faculty handles overflow.
 - OT and RG discussed need for more t/t-t as student numbers grow.
- e. Black Lives Matter – **discussion item. (attachment)**
- DC talked about working on our handbooks and with our related bodies (Staff, Students) to examine any issues on diversity, equity, and inclusion that need to be addressed.
- f. Program revisions in Educational Leadership – **discussion item. (attachment)**
- RK offered that state has pushed for math teacher-leader programs. They won't be able to get an administrative license but will have curriculum and leadership credentials.

- Motion made (AK) to approve the Educational Leadership Program changes. 12 supported; 0 opposed; 1 abstained.

g. Petition from Chemistry re Program revisions in Biology – **discussion item (attachment)**

- DS wanted to lay out questions and concerns. Gave power point presentation synopsis (circulated post-meeting).
- OT asked DS to recap at next meeting (at the 5:00 hour).

h. Program revisions in Biology – **discussion item. (attachment). Postponed.**

13. Executive Session. None.

14. Public Action as Necessary on Other Closed Session Discussions. None.

15. Adjournment.

- Motion made, seconded and approved unanimously to adjourn the meeting.