

Faculty Senate Meeting Minutes
January 27, 2021
Approved February 10, 2021

ZOOM - <https://nmhu.zoom.us/j/91283810526>; **3:00 to 4:00 p.m.**

1. Called meeting to order.

2. Roll call.

Arshad, Ali (Business Administration); Buchanan-Farmer, Melanie (Education-Teacher Education); Chadborn, Daniel (Psychology); Fox-Hausman, Mariah (Media Arts and Technology); Garcia, Justine (Biology); Garcia-Nuthmann, André (Visual & Performing Arts); Gardner, Sandra (Nursing); Hayward, William (Exercise & Sport Sciences); Jeffries, John (Computer & Mathematical Sciences); Karaba, Robert (Education-Education Leadership); Kent, April (Library); Koch, A. (Education-Counseling & Guidance); Lindline, Jennifer (Natural Resources Management); Massaro, Beth (Social Work); Sammeth, David (Chemistry); Tamir, Orit (Sociology, Anthropology & Criminal Justice); Sedillo, P.J. (Education-Special Education); Valenzuela, Norma (Languages and Culture); Villarreal, Ben (English & Philosophy); Williams, Steven (History & Political Science)

Absent: Education-Curriculum & Instruction Representative; Forestry Representative

Also in Attendance: S. Baca, K. Bogda, C. Duran, G. Gadsden, D. Gallegos, K. Jenkins, B. Kempner, A. Messex, V. Parboteeah, M. Sena, J. Rivas, R. Walker-Gonzales, C. Ulibarri, A.J. Warwell, P. Wilson

3. Approval of Agenda. Motion made and seconded to approve the agenda. Motion passed unanimously; 17 votes recorded.

4. Approval of Minutes from December 09, 2020 (attachment). Motion made and seconded to approve the minutes from December 09. Motion passed unanimously; 19 votes recorded.

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

- Shared that NMHU submitted COVID reopening plan. Accepted and received favorably.
- Shared that NMHU receiving questions about whether it is requiring employees to receive vaccination. The Administration's position is to keep vaccination as volunteer.
- Reported that spring enrollment slightly up 1%. Increase is nothing to write home about but good for us!
- Reported that the Foundation performance continues to do well and working towards its intended goals.
- Reported that investment corpus is going great guns! We are also growing our reserves. There are no issues with Maqua, golf course, and Stable Isotopes (pew!).
- Shared that recognizes that all compensation needs to be improved; pleased with recent strides and working to continue to improve wages.
- Informed that the NM Legislation session has started. Looking for increases in scholarship opportunities for colleges. Keeping eye on 1.5% compensation increases.

- Described certain House Bills of note, in particular a bill is on table to establish Higher Education Coordinating Council.
- Shared that there is a green light to replace Lee Allard, Director of the Office of Institutional Effectiveness and Research and that there are other executive positions in motion.
- Shared that the President Virtual Office Hours began today (01/27) and will take place every Wednesday in addition to Senate biweekly updates and regular community updates.
- Shared that the City of Las Vegas has announced its first Poet Laureate.
- Informed that NMHU will be installing multiple mini-libraries. There will be a process for stocking books and supporting this outreach.
- Noted that the administration is aiming to address improvements to Facilities Building. A number of infrastructure projects (Wilson, Music Building, others) are priority, as well.
- Shared the status of the campus radio station. NMHU did an RFP to see if anyone was interested in acquiring this. An NPR entity in Albuquerque will be acquiring our equipment (pretty old) and will broadcast basic NPR programming here using our tower/signal/license as well as some local programming and NMHU advertising. They will offer broadcasting class to NMHU students.
- Shared happenings in the Academic Affairs Office; the Hemp Program received HLC approval and the Forestry Program is working on a graduate degree.
- Confirmed that there will be a virtual graduation in May 2021; hopefully it will be the last virtual one (!). Dolores Huerta will be the virtual guest speaker and will be awarded an honorary degree.
- Reminded that there is an upcoming (Thursday, 01/28) Board of Regents meeting.
- Opened for questions. JG asked for more information about why not requiring vaccination for the NMHU community. SM said if institutions of higher ed like us have latitude to require vaccination, he would not make the decision on his own or lightly.

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

- Reminded folks about the Spring MOA distributed earlier via email. Encouraged everyone to read it carefully.
- Reported that there a Unit Strategic Improvement Committee has been established to work with departments to ensure that their goals and activities are submitted timely. Will have some new templates for developing unit planning, reporting, etc. that are aligned with the budget templates.
- Shared that her office still needs volunteers to look **CAEL Adult 360** results. Did well with student responses. Need assistance with reviewing the data.
- Shared that she sits on New Mexico academic advising committee. Working to reinvigorate processes with common numbering to improve the acceptance of transfer and dual credit students.
- Master's degrees in Criminal Justice and Cultural Resources Management heading to HLC for final approval.

7. Communication from the Chair (O. Tamir).

- Shared that today is Holocaust Remembrance Day, honoring those perished in European genocide. Choice of January 27 is the date of the liberation of the Auschwitz concentration camp.
- Shared that Dr. Massaro, a Faculty Senate Executive Committee member, will join her on the Virtual Commencement Committee. More faculty; more voice.
- Reported that she received multiple complaints that she has already shared with President Minner about the Campus Climate Survey emailed by Dr. Moore earlier this week. Issues with questions remove anonymity. Many faculty felt that if they responded, there could be retribution and if they didn't respond, their voices would be excluded from the conversation. Some faculty are considering taking issues to external body (viability, reliability, and other issues).

8. Communication from Academic Affairs (A. Kent).

AK shared the following report:

1) Subcommittee Reports

- Undergraduate Appeals** – received three student appeals over winter break. 1 was approved and 2 are under review.
- Graduate Appeals** – no appeals.
- Ballen** – no updates

2) Program Reviews

- Continued from fall: Southwest Studies, Native American Hispano Cultural Studies, Education – Counseling and Guidance.
- Educational Leadership is moving to the next step of submitting the report to program and the provost.
- Beginning this spring: Health, Human Performance and Sports, BA, Minor, Human Performance and Sport, MA, University Studies, Education – Special Education.

3) Marketing Needs and Proposal

- Edward Harrington and Angela Meron presented their proposal.
 - Problem:** Concern that some programs were not getting equal equitable advertising and that there is not a global plan form marketing all programs. Existing programs do not have allocated marketing budgets.
 - Solutions**
 - Find way to identify funds from programs and to group similar programs.
 - Tap the skills of current university personnel to help with marketing. Compensate these personnel.
 - Continue to work on branding.
 - Identify media markets for different target audiences. Include social media platforms, radio, and other.
 - Resubscribe to services that generate graduate student leads.
 - Conduct a SWOT analysis of marketing efforts.
 - Analysis key time frames for advertising push
 - Comments and discussion from committee

1. Need for more up to date marketing and recruitment material.
2. Marketing plans could be part of the program review process.
3. Proposal from committee should be aspirational and include recommendations like a fulltime marketing position.
4. Proposal should include action steps and a description of a working group that would include faculty member and other key personnel.
5. Need input from the admissions office.
6. Need to review Wiley's role in marketing.

iv. Next steps: Harrington and Meron will revise and send to Gloria Gadsden. Plan will be sent to Faculty Senate for its input.

4) Academic Petitions – Grade Appeals

- a. Reviewed current policy for handing grade appeals. Consensus that grades belong to the faculty member and that students have the right to ask for a hearing. The current policy language will need to be clarified in places especially about the role of the dean and the option for a hearing.
- b. The policy subcommittee was reactivated to work on this matter and other polices as charged such as auditing, incompletes, and reactivation of course.

5) Communication from Chair

- a. AAC is using Brightspace to share meeting documents this spring and it is going well so far.

6) Communication from Registrar

- a. Fall degrees have been awarded.
- b. Spring enrollment is up 1% from last spring, 2% decrease in undergraduates. 7% increase in graduates. Registration continues through January 29, 2021.
- c. March 15 is the deadline for submission to the next catalog.
- d. There are options to which semester, spring or summer, that intersession classes are attached to. The registrar will send information about this to deans and chairs.
- e. The call for fall 2021 schedules will be sent soon.
- f. Communication about the virtual commencement will be out soon.

7) Communication from the Administration

- a. Buyout form for independent studies will be sent soon. Review CBA for details.
- b. Ad Astra training information will be sent to chairs. Deans have already completed this training.
- c. Spring 2021 MOU was sent out as a global email.
- d. Dr. Gonzales is now serving on the HED common course numbering committee.

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

- Shared that Student Senate held its inaugural meeting for Spring 2021. Christopher is now the new NMSU President. There will be biweekly meetings on Fridays at 6:30. Next meeting is Friday, 02/05. Asked faculty to encourage students to participate in meetings.
- Reported that the Student Senate is working on webpage updates and constitution review.

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

- Reported that the Staff Senate has 2 vacancies. Staff senate is working with Office of Strategic Enrollment Management to assist with enrollment initiatives.
- Shared that, in collaboration with Employee Recognition Committee, Staff Senate will host a virtual Employee Recognition ceremony in April.
- Shared that the Staff Senate is looking into governance training for Staff Senate members to better participate in roles across campus. Also, going to work with Staff Union and President's Office to address concerns from the NMHU staff about working conditions. Going to explore option for sabbatical for employees who participate in committees and university initiatives on top of their regular responsibilities.
- Ended with Staff Senate looking at more Employee Recognition events.

11. Old Business.

a. Implementation of Quality Matters as the NMHU Standard Quality LMS Rubric (Gonzales).

- RG shared that as NMHU moves into online, it's using LMS more and more. There are standards and rubrics regarding what course shells should look like. "Quality Matters" has become the standard. The shell refers to what the course looks like, not its content. It would be helpful for us to have a small group to look at it, look at the available training, and consider using this as our academic standard for how we develop the course shell.
- OT to Faculty Senate: *What do you want to do with this?*
- RK: *Is this only for ASY courses?* No, for all courses so that the "home exterior" is the same university wide, although faculty can "furnish" their courses as they please.
- OT mentioned confusion; thought NMHU courses already had similar faces in Brightspace. RG responded, correct, Brightspace has similarized NMHU course faces because the instructional designers used Quality Matters. Asking for Faculty Senate to consider validating Quality Matters.
- OT asked Faculty Senate for response. Crickets.
- AK asked if there is still a standing Technology Committee. Perhaps we would like to charge them.
- DS made a motion to table the discussion until more content is brought forth. Motion seconded and approved (20 supported; 0 opposed; 1 abstained).
- MBF mentioned that students often confused from semester to semester and class to class about where to find content or where to submit materials. She like the organization of the shells, but thought it would be nice to have some continuity of course frameworks with freedom for content.

b. Prior Learning Assessment for Evaluation of Sponsored Training Programs Policy (Gonzales).

- RG shared that as NMHU moves forward with working with adult learners, there are a number of organizations that offer evaluation of sponsored training. There are standards among the American Council on Education members that require certain number of hours of seat time and other parameters for prior learning. Can offer training to faculty so that they can evaluate prior learning and know if and how much credits

can be given to NMHU course requirements. In our CAEL Adult 360, we did not do well in recognizing training that occurs outside of the classroom.

- DS asked for FS to take a step back and consider the difference between workforce training and liberal arts education. When do we stop accepting training for learning?
- RG responded that it is first and foremost part of our mission. We are open enrollment. Learning does not always happen in the classroom. Much of on the job learning has value. Steve Jobs does not have a college degree but has college level learning. RG not talking about giving credit for sitting at a desk for a number of years; however, is looking at experience that has content level equivalency. Wants to acknowledge what adult students have learned outside of the classroom to fill course requirement gaps. Let's assess what they know and then we fill the gaps to allow the student to attain job promotion, salary increases, or other career objectives. Again, our mission is to help educate our population in northern New Mexico.
- DS mentioned issue with using examples like Jobs and Zuckerberg, for college-level learners. Doesn't equate making money with having knowledge. Acknowledged that we have a mission to help adult learners have access to education and that NMHU does that through weekend, evening courses and open enrollment. Questioned, *Why not tell the high school graduate to go to work for 2 years and make money, then come back and ask for equivalency towards their degree?*
- OT recommended having a concrete proposal that has more specifics about what we want to accept and how we will assess such. RK agreed. Doesn't seem that the current proposal is coming from an accredited body. RG confirmed. RK made a motion for Academic Affairs Office to prepare an informative proposal about intended outcomes of prior learning assessment. Motion made and seconded; passed unanimously with 20 votes recorded.

12. New Business.

a. Five Year Capital Plan (S. Baca).

- SB gave presentation on Capital Outlay Funding. Copy of presentation was distributed to Faculty Senate on Tuesday, 01/26. Presentation included images of the Rogers Administration Building renovations that benefited from Capital Outlay Funds.

b. New Faculty Position (K. Jenkins). Shared that salary negotiations were difficult last year. Administrative team proposed a "Regent's Position." Faculty team agreed to accept the new position as long as it went through Faculty Senate review. Important to initiate the discussion around a new position/rank. It must be vetted and created through the Faculty Senate.

- DS thanked KJ for bringing this to the Faculty Senate.
- DC shared the need for more data, more research about titling at other institutions for what is not a typical faculty position.
- OT mentioned Research Faculty, Clinical Faculty, and other titles are used at other universities. At these institutions, there is a limit to the number of employees within the faculty body that can have these non-traditional titles and non-traditional responsibilities.

- KJ shared that we have had individuals who were actually clinical like professionals but, without the rank-title, were hired with the standard title and job description and required to meet the teaching-research-service responsibilities.
- DS asked about specifics about the position. *Is it a promotion? Is it a life-time position?*
- OT responded good questions. Reiterated need to charge a subcommittee to do research to see the what's, why's and how's of alternative titling at other institutions, share the information, and make recommendations for what is best at NMHU.
- KJ offered that this is a conversation that will need to be had with both arms of the faculty (Faculty Senate and Faculty Association).
- DS made a motion to send the language in CBA to Faculty Affairs for guidance and advice. Motion passed unanimously; 19 votes recorded.

c. Honors List for Undergraduates Shift from Provost/VPAA to Deans.

- DS made a motion to shift the Honors List responsibility and designation from the Provost Office to the Dean's Offices. Motion passed unanimously; 20 votes recorded.

d. Deceased Student Policy-Draft (attachment) (H. Romero).

- HR shared that there are times when we sadly lose a student who is close to degree completion. We do not have guidelines for departments to offer a degree posthumously if the student hadn't been previously cleared for graduation or has outstanding requirements.
- RK offered some grammatical improvements. Made a motion to accept the policy with the corrections. Motion seconded.

e. Transfer Credit Grading Protocol Change (attachment). Item postponed.

f. Posthumous Degree Policy Draft (attachment). Item postponed.

g. Minimum math credit requirement for Bachelor of Science degree (attachment). Item postponed.

h. Student Course Evaluations. Item postponed.

12. Executive Session.

13. Public Action as Necessary on Other Closed Session Discussions.

14. Adjournment. Motion made and seconded to adjourn the meeting at 4:59. Motion passed unanimously (or thereabouts 😊!).