

MINUTES OF THE MEETING OF THE NMSU FACULTY SENATE

April 03, 2014

SENATORS PRESENT: Chair Dennis Clason, Vice-Chair Munson-McGee, Abbot, Acharya, Andersen, Baker, Barney, Bawazir, Berning, Bock, Bronstein, Bugbee, Christensen, Chung, Corran, Creamer, Dean, DeMers, Goehring, Hawkes, Hitter, Huang, Jimenez, Kratzke, Mandabach, Maratea, Miller, Mora, Morgan, Oesterreich, Pontelli, Ramos, Reinhart, Rhein, Rice, Roark-Diehl, Sassenfeld, Schirmer, Simon, Smith, Sohn, Stair, Turner, Vasiliev, Zhang (45)

SENATORS ABSENT: Bishop, Blank, Butler, Cowley, Drummond, Fisher, Gutierrez, Huhmann, Lakey, Rodriguez, Sankaran, Sevostianov, Walker (13)

EX-OFFICIO: Provost Dan Howard, Karen M. Reid, Liaison Employee Council; Nancy Flores. Graduate Council Chair

GUESTS: Peter Martin, Department Head Civil Engineering; Victor S. Mendoza, ASNMSU Senator

1. Call to Order

This meeting was called to order at 4:04 p.m.

Chair Clason opened the meeting by informing the Senate that, because of the nature of today's discussions, we will strictly follow Roberts Rules of Order. The Senate Leadership Committee voted to modify Robert's Rules to allow each Senator one speech on the issue not to exceed two (2) minutes. We will vote on Proposition 11 at 4:50 PM if the issue is still before the Senate at that time.

2. Recognition of Guests

Jacobo Varela addressed the senate regarding potential training opportunities for faculty and staff that would help better serve military and veteran students. These non-traditional students often have additional obligations that need additional consideration. The training offered would assist faculty in helping the student better transition into academic culture. Training would also help faculty and staff identify suicidal behavior, signs of PTSD, give resources to provide students, and help aid without discomfort. Training software should be implemented over the next two months.

3. Approval of Agenda

Motion made to amend and move the Faculty Affairs committee report to the next item on the agenda.

Moved and seconded with no discussion.

Vote taken. All in favor; none opposed. Agenda is revised.

4. Faculty Affairs Committee Report

The Faculty Affairs committee met twice and reviewed Proposition 11-13/14. The committee unanimously votes do pass on a revised version of the legislation.

Motion to accept report moved and seconded.

Senate voted all in favor; none opposed. Report is accepted.

Discussion of committee recommendation of Proposition 11-13/14

Senator DeMers informed the Senate that, upon further examination of the legislation, a disparity was discovered regarding admission of transfer students. The committee moves to send the legislation back to Faculty Affairs for further discussion.

Elaboration on proposal

Chair Clason elaborated on the disparity. When the proposal was first drafted, it looked strictly at first time admissions, but not at transfer criteria, which was an oversight. The goal of the proposal is to create an alternate pathway to success for students who are not currently succeeding. The change was proposed in an effort to improve the system. By leaving that out, students who take the guaranteed admission pathway, and are transferring from colleges, will be held to a 2.5 g.p.a. for 24 hours. Students who have accumulated 30

hours, even at our community college campuses, but have not signed up for guaranteed pathway, may transfer in with a 2.0 g.p.a. This creates a strong disincentive to participate in the programs that are hoped will repair the problems we are trying to fix. Because of this, a proposed solution is to modify the transfer criteria.

*Call for the question*

Vote taken to recommit this legislation to Faculty Affairs for reconsideration.  
Senate voted all in favor; none opposed.

At this time Chair Clason advised the Senators to schedule time in their calendars for the May meeting, as it is expected to be a 2-hour meeting (from 4 – 6 p.m.), due to the amount of business that will be covered at the next meeting.

Chair Clason assured the students in attendance that this is not an attempt by the administration to turn NMSU into an elite institution, and that they are not seen as “just a number”. The proposal before the Senate sets criteria for automatic admission. Students who don’t meet the criteria may still be admitted. NMSU relies on the Admissions office to make decisions, and they will still make those decisions by looking at the whole record.

Provost Howard voiced his intention engage everyone who has interest in the matter. Over the course of the next month, Provost Howard and Chair Clason will attempt to meet with everybody who has interest in this topic.

5. Approval of Minutes of March 06, 2014 meeting  
Minutes approved without dissent.
6. Reports of Officers
  - a. FS Chair, Dennis Clason
  - b. FS Vice Chair, Stuart Munson-McGee
7. Reports of Standing Committees
  - Faculty Affairs: Dr. Michael DeMers
  - Long Range Planning: Elizabeth (Liz) Miller
    - The committee attained quorum and reviewed Proposition 10-13/14.
    - Committee made minor amendments. Committee vote: Do pass as amended.
  - University Affairs: Mindy Turner
    - The committee attained quorum and reviewed Proposition 12-13/14. Committee vote: Do pass as amended.
  - Scholastic Affairs: Dr. Deborah McCormick
    - The committee had no business and did not meet.
  - Government Affairs: Dr. Larry Blank
    - Senator Andersen reported the committee had no business and did not meet.
    - Motion made to accept committee reports. Move seconded. Committee reports are accepted.
8. Other Business
  - Approval of substitute Parliamentarian, Dr. Maria de Boyrie.
  - Motion moved and seconded. Senate votes all in favor.
9. New Business
  - Proposition: 13-13/14:** A proposition to change sections 5.90.4, 5.90.4.4 and 5.90.4.5 of the NMSU Policy Manual clarifying criteria for promotion and tenure and descriptions of service and leadership. (Tom Smith (A&S); Laurie Abbott (ACES))
  - \*Proposed Emergency Legislation*
  - Move made to submit proposition as emergency legislation. Move seconded.
  - Senate votes: 44 in favor; 1 opposed** – legislation will be considered as emergency legislation

**Proposition 14-13/14:** A Memorial Approving the Formation of a Joint Doctorate of Philosophy with a specialization in Civil Engineering between NMSU and the University Autonomous of Chihuahua (UACH) (A. Salim Bawazir (Engr.); Rolfe Sassenfeld, (Engr.); S.H. Munson-McGee (ACES))  
*Assigned to Scholastic Affairs, meeting April 15<sup>th</sup>*

10. Unfinished Business

**Proposition 10-13/14:** A Memorial In Support of Creating a Mechanism for Long-Term Sustainability of the Library's Base Materials Budget (Liz Miller (Library); Dennis Clason (Business); Rebecca Corran (DACC); Margaret Goehring (A & S); Joseph Lakey (A & S); Igor Sevostianov (Engineering); Larry Blank (Bus), David Cowley (ACES); Eric Morgan (A&S); William Walker (A&S); Heather Oesterreich (Ed)  
Senator Miller explained informed the Senate that the Library has had a flat, base budget for last 15 -20 years. During that time, prices for materials have gone up, and have done so at a higher rate than inflation. As a result, the Library has had to make substantial cancellations each year, and collections have been shrinking. This purpose of this legislation is to create a mechanism for sustaining the Library, enabling it to continue in its function as a research library. The legislation proposes the base budget be increased yearly, and asks to restore the library share for overhead to 6%. The legislation also requests the administration support, and, upon approval of the Fee Review Board, the establishment a student library fee, as well as built in annual automatic increases.

Motion to approve the proposition moved and seconded.

**Discussion:** The library needs an increase of 4 – 7% annually to help keep it as is. Cancellations have been made and collections have already been reduced. Some core journals have been cancelled because of budget.

**Senate vote: All in favor; none opposed. Motion passes.**

**Proposition 11-13/14:** A proposition to change New Mexico State University's Undergraduate Catalog to reflect new admissions requirements for first-time freshmen, effective with the Academic Year 2016-17 (Dennis Clason (Business), Stuart Munson-McGee (ACES), Joe Lakey (A&S), Mike de Mers (A&S))  
**Legislation returned to committee.**

**Proposition 12-13/14:** A proposition to clarify and enhance section 4.05.50 of the NMSU Policy Manual regarding the Faculty Grievance Review Board (S.H. Munson-McGee (ACES); Dennis Clason (Business))  
Move to postpone discussion of the proposition.

**Senate voted: Ayes had the vote.** There was no call for division of the house.  
Motion passes to postpone consideration to the next scheduled faculty meeting.

**Proposition: 13-13/14:** A proposition to change sections 5.90.4, 5.90.4.4 and 5.90.4.5 of the NMSU Policy Manual clarifying criteria for promotion and tenure and descriptions of service and leadership. (Tom Smith (A&S); Laurie Abbott (ACES))

Approved as emergency legislation, this legislation, if addressed today, would be considered by the Committee of the Whole, rather than being referred to a subcommittee. Chair Clason called to the Senate for a motion regarding passage.

Move made to send legislation to a committee to be heard, as it pertains to the promotion and tenure policy.  
Move seconded.

**Discussion:** It has previously been discussed that this legislation needs to be considered as emergency legislation in order to go to the Board of Regents in time. Some were uncomfortable with this being discussed in such a short time frame, as not everyone has had the opportunity to review the language and discuss it with their faculty. Senator Smith clarified the changes in the legislation as compared to Propositions 7 & 8. The proposal in 5.9.4 is same as what passed in Proposition 7-13/14. The language in 598.45 is the same language as Proposition 8-13/14. The only new change in the proposition is including the words "including holding administrative roles" is section 598.4.4 as a clarification of where administrative roles should be considered.

It was pointed out that serving as an administrator should not be considered “service” it is a core part of the job. This legislation specifically focuses on promotion of an associate professor to full. Any promotion of a professor would consider not just service, no one would be considered on the basis of *one* component.

Chair Clason reminds the Senate that our purpose at this time is to determine 1) What committee this legislation should be assigned to, and 2) to determine what the Senate would like for the committee to do.

Motion made to send the legislation to Long Range Planning for further discussion and a recommendation of “do pass”, “do pass as amended” or “do not pass”. Motion seconded.

**Vote taken: 20 in favor, 13 opposed. Motion passes.**

A vote was then taken for an amendment of the motion to recommit.

**Senate voted: 15 in favor, 20 opposed. Motion to recommit to committee fails.**

Chair Clason called for a motion for action on the bill. Senator Abbott moved to consider the bill and pass it. Move seconded.

**Discussion:** Senator Abbott explained part of the confusion has been around criteria for promotion. There are 4 main areas, plus leadership. Those areas are: 1. Teaching and advising. 2. Creative activity and scholarship 3. Extension outreach. 4. Service, and, where applicable in those areas, leadership. Leadership has been confused with administrative roles. Leadership is the area that generates the most discussion. Just doing a good job as an administrator does not mean leadership. Leadership can be recognized in all four areas. That was the purpose in amending section 5.9.04; to clarify leadership was not just in creative activity and scholarship. There was nothing that stated how an administrative role was evaluated in the promotion process. This expands the definition of the description of “service” to include the administrative role. This enables someone being evaluated for their contribution as an administrator in their performance evaluation, as being considered for promotion, knows where to tie that.

Senator Bronstein pointed out that including this expanded definition, someone could be promoted on the basis of providing long service as an administrator without having hit other goals that are deemed to be important, such as having a quality research program, or teaching.

Motion on floor is to pass Proposition 13-1314.

**Vote taken: 11 in favor; 24 opposed; 6 abstentions.**

11. Remarks and Announcements

- a. FS Chair
- b. FS Vice-Chair/SLC Chair

11. Adjournment

This meeting was adjourned by Chair Clason at 5:13 p.m.