

MINUTES OF THE 3<sup>RD</sup> FACULTY SENATE MEETING  
November 1, 2012

Members Present: Chair Ketelaar, Vice Chair Sanogo; Alexander; Bailey; Bawazir; Blair; Blank; Bock; Bronstein; Christensen; Clason; Cowley; DeMers; Drummond; Goehring; Gurrola; Gutierrez; Harvey; Hawkes; Herrera; Huhmann; Jimenez; Kratzke; Lakey; Mandebach; McCormick; McNeel; Miller; Morgan; Oliver; Paz; Pontelli; Rayson; Rodriguez; Sassenfeld; Schirmer;; Shuster; Simon; Skags; Sohn; Train; Turner; Vasiliev; Vazquez; Zhang

Members Absent: Andersen; Barelo; Bishop; Boham; Bugbee; Chung; Fisher; Huerta-Charles; Maratea; Morrell; O'Connor; Rhein; Rice; Sankaran; Sevostianov; Taylor

Ex-Officio: Ellen Bossman, Liaison Employee Council

Guests: Manuel T. Pacheco, Interim President

1. Call to Order

Meeting called to order at 4:01 by Chair Ketelaar

2. Recognition of Guests

Ellen Bossman - Employee Council Liaison.

Dr. Pacheco Interim President

Chair Ketelaar introduced Interim President Pacheco to speak. President Pacheco stated his time as interim would be governed by the length of time it will take the Board of Regents to select a new President. He currently sees this as about a year. He states when given the opportunity, he was happy to assist. During his time, he hopes to make improvements around the campus, such as re-establishing relationships. He hopes to bring more attention to the uniqueness of New Mexico and NMSU as a Land-Grant University. He spoke regarding the decline in funding and lack of follow through regarding the issue of faculty salaries. He assures the committee he will address as many leadership issues as possible. President Pacheco reports they are in the process of developing a proposal for next year's budget. The goal is to put some items in that will begin to address these issues. While he would like to give specifics, he is unable to, as he has only been in the position for two weeks. He is starting to arrive at some conclusions that he would like to address soon. President Pacheco informed the committee that issues regarding the ERB have already begun to be dealt with. He is optimistic about the conversations he has had so far. He hopes the Senate feels comfortable with his attending future meetings, and would like to come as often as he can.

3. Approval of Agenda

Agenda approved. All in favor. None opposed. No abstentions.

4. Approval of Minutes of October 2, 2012 Meeting

Minutes amended to reflect as in attendance: Ann Bock, Jamie Bronstein, Ron Mc Neel, and Liz Miller.

Chairs report regarding resignation of president and the Chair report posted on the Faculty Senate website. Chair report delayed.

Minutes approved as amended. Seconded. All in favor. No abstention or discussion.

5. Visit of Interim President Pacheco to the Faculty Senate

6. Reports of Officers

A. FS Chair, Tim Ketelaar

- Chair Ketelaar had a discussion with the president of the faculty wide forums. Chair Ketelaar asked for input from the COC and working group on compensation regarding their view of the president being part of the process at the inception. Chair Ketelaar saw the move as positive
- The Faculty wide forum scheduled tentatively for the Monday November 26<sup>th</sup>, 4 PM at Corbett Center auditorium.
- Chair Ketelaar updated the committee about a meeting with Greg Fant and Lisa Warren regarding policy. Chair Ketelaar has asked the provost office if we can begin having discussions about creating a flow chart of policy. (Our current flow chart deals with academic program changes.) Dean Fant decided a task force should be assembled. The goal of the task force would be to explore creating a description of how policy flows and determining whether and how the policy needs to be added or deleted. The task force would have a member of the provost's office, the current Faculty Senate Chair, at least one former Faculty Senate Chair, one Faculty Senate representative, a member of ADAC, a member of ADC, and a member of the Budget Office.
- Regularization Policy. A proposal will be introduced later. Concerns regarding the proposal will be addressed later during the meeting. The committee assignment date may be moved to accommodate having a meeting of the Arts & Sciences senators.
- Chair Ketelaar reports he attended the ADC meeting. An issue that arose during the meeting was the issue of sabbatical for college track faculty. He reports the policy was almost terminated because there was a perception that policies approved at every level were sent to Dr. Couture without the question being asked of how it would be paid for. Chair Ketelaar would like to see the process revisited. It may mean looking at the sabbatical leave policy and having clarification about who would be eligible, and what the goals of the policy are.

B. FS Vice Chair, Soum Sanogo

- Vice Chair Sanogo reports there were two special meeting will be held regarding Proposition 06-12/13. His Vice Chair report has more information about the meeting. This will assist in organizing a forum regarding the proposition. Dr. Sanogo encouraged the senators to read his report for details.
- Vice Chair Sanogo was unable to attend the ADAC meetings, due to teaching commitments. Joe Lakey agreed to attend for Dr. Sanogo as proxy. Senator Lakey will introduce a proposal to deal with regularization of temporary faculty.

- Last component of Vice Chair Sanogo's report dealt with building a vision. Under former President Couture there were seven goals. Vice Chair Sanogo noted there seemed to be some criticism there was no research goal under the 7 goals. The Provost indicated we may need to revisit rebuilding a vision and try to fix the issue. Dr. Sanogo encouraged senators to revisit the first and second stages and familiarize themselves with what is happening. The idea is to review and streamline the Key Performance Indicators (KPI) remove the ones that are not measurable or do not make sense. We are currently at the stage where we need another committee to go through them and remove what is not relevant.
- Chair Ketelaar encouraged all senators to return UBC ballots to Regents Row #530.

#### 7. Reports of Standing Committees

Faculty Affairs: Dr. Larry Blank

No business to report. Committee did not meet.

Report accepted by acclimation

Long Range Planning: Dr. Gary Rayson

Met October 11<sup>th</sup>. Quorum was reached.

After much discussion Proposition 05-12/13 passed.

Passed as amended. All in favor. No abstentions or nay votes.

University Affairs: Dr. Elizabeth (Liz) Miller

No legislation assigned.

Accepted by acclimation.

Scholastic Affairs: Dr. Margaret Goehring

Met October 16<sup>th</sup> Quorum was reached.

9 Passing votes . 1 abstention. 1 nay vote.

Report accepted. All in favor. 1 nay vote.

#### 8. New Business

- A. **Proposition 07-12/13: Regularization Policy 5.15.40: Sponsors: Joe Lakey (A&S), Ron McNeel (NMSU-Alamogordo) Abby Train,(Mathematical Sciences)**

**Assigned to Faculty Affairs.**

Joe Lakey reports this proposition addresses a specific aspect of policy 5.15.40 that needs immediate attention because of a moratorium applied to it that will expire at the end of the year. The section most relevant pertains to non-tenure track faculty member, employees. Joe Lakey recognizes this is a noble policy whose purpose is to encourage temporary faculty who have been employed for some amount of time. Regularization means employees are available for benefits; however temporary employees are not eligible for benefits. This policy is meant to encourage the University to not abuse temporary employees. The proposition intended as a band-aid, not a permanent solution to the problem.

There was no specific date assigned to the Faculty affairs committee to meet regarding this proposition. A report will be presented before the December 4, 2012 COC meeting.

- B. **Proposition 08-12/13:** A Memorial Requesting a Change in Policy Regarding Graduate Assistant Pay Schedule. Sponsors: Gary Rayson (A&S), R. Alexander (A&S), D. Bailey (ACES)

Dr. Rayson reports this memorial seeks to rectify the situation of Graduate Students having to wait a month before being paid for their work, thus creating a problematic situation for graduate students coming to work at NMSU. This memorial requests administration correct this policy.

**Assigned to Scholastic Affairs.** Next meeting: Tuesday, Nov. 13<sup>th</sup>

- C. **Proposition 09-12/13:** A Memorial Changing the Number of Credit Hours Required or Full Time Status of Graduate Students. Sponsors: Gary Rayson (A & S), R. Alexander (A&S), D. Bailey (ACES), R. Paz (Eng)

Dr. Rayson reports this memorial pertains to tuition hours for graduate students. The current graduate catalogue has a table stating the number of full time hours as 12-18 hours, whereas other catalogues (Policy Manual and Graduate Catalogue) reflect full time graduate enrollment as being nine hours. The goal is to align the billing for tuition to be consistent every other definition of a full-time graduate student as being 9 hours.

**Assigned to University Affairs.** Next meeting: Thursday, Nov. 15<sup>th</sup>

- D. **Proposition: 10-12/13:** A Memorial to Support NMSU's application to the Bicycle Friendly University Program. Sponsors: Rani Alexander (A&S), Gary Rayson (A&S), Derek Bailey (ACES), Joe Lakey (A&S), Liz Miller (Lib), Robert Paz (Eng), Deb McCormick (DACC), Ron McNeel (NMSU-Alamogordo)

Dr. Alexander explained this memorial originated in the NMSU Sustainability Council. The Sustainability Council gave a presentation by Environmental Health and Safety regarding environmental concerns. They would like to apply to make NMSU have official bike friendly status. There has been a preliminary review of all the requirements of the places that need to be improved. The Council are asking for faculty senate support.

**Assigned to Long Range Planning.** Next meeting: Thursday, Nov. 8<sup>th</sup>

## 9. Unfinished Business

- A. **Proposition 04-12/13:** A Proposal to create a Bachelor of Science Major in Counseling & Educational Psychology (Enedina Vázquez, COE; Luis Huerta, COE)

**Assigned to Scholastic Affairs**

Recommended do pass: 9 in favor, 1 opposed, 1 abstention

Counseling and Educational Psychology does not currently offer an undergraduate degree. This would be an Applied Psychology degree. One area of interest would be the ability to provide graduates with support who might have abuse problems. Dr. Schwartz will be available to provide answers for questions.

A motion was made to pass. Motion was seconded.

During discussion Ann Bock pointed out a similar program is already in existence, is well established, and has been in place for about 30+ years. As such, this will be a competing program and will potentially draw student numbers and credit hours from their college. The current program in place is with Family and Consumer Sciences. Upon further discussion it

was noted that usually when you propose new majors or new programs there is an approval process. It was asked exactly how this proposition made its way through the chain of approval. Dr. Schwarz, the Dean of Agriculture and Family Consumer Sciences states it go through several councils and receive revisions along the way.

Vote: All in favor -19. Opposed: 13. Abstaining: 7.

Dr. Rayson asked, as a point of order, whether abstentions count as opposed. Parliamentarian Clason will consult Robert's Rules as to how abstention votes count.

- B. **Proposition 05-12/13:** A Memorial to Recognize the New University Teaching Council and to Support the Plans and Goals of the University Teaching Council (Robert Paz, Eng; Richard Oliver, COB; Elizabeth Miller, Library)

**Assigned to Long Range Planning**

Dr. Paz reports the University Teaching Council was established by provost in an effort to mirror efforts of University Search Council. Dr. Paz feels it is worthwhile for Faculty Senate to support its goals.

Motion made. Moved to approve. Seconded.

Votes: 34 aye votes. 2 nay votes. 3 abstentions. Motion carries

10. Update on Legislation

**Proposition 06-12/13:** A Memorial calling for a University Wide Faculty Forum on Compensation. (Liz Miller, Library; Ben Taylor, Finance)

**Passed in Senate, October 4, 2012.**

Chair Ketelaar informs the committee the COC has been tasked with providing the logistics. A date has been tentatively settled upon for November 26, from 4- 5 pm for a faculty wide forum. There is a possibility for webcasting. A pre-forum survey of the faculty will be presented. It will be asking faculty to anonymously and confidentially provide feedback. The survey is also asking faculty to indicate whether they feel salary levels are an important issue on campus, and will ask faculty what they feel are the most important issues in regards to compensation. The survey will ask like faculty at large to rank order what they feel are the most important issues (1-6 and other) including cost of living, merit pay, and competitive wages. All of this is defined in fact sheet. Faculty will be given several weeks to respond to the survey. The goal is to have a discussion at the December 1<sup>st</sup> Faculty Senate meeting, once all feedback has been received. It was suggested the forum be longer than an hour. Vice Chair Sanogo explained the pre-forum survey is supposed to help to cut down the time needed during the meeting. It is understood there will be many voices regarding this issue. The task force will be trying to carefully figure out, from all the differences of opinions, where the consensus is. Vice Chair Sonogo recommended Senators email people in their departments in order to inform and have a good amount of feedback.

11. Other Business

- A. Nominees to University Committees

- 1) University Budget Committee (Tim Ketelaar and Soum Sanogo)

Two Nominees:

- a. Dr. Cristobal Rodriguez (CEP)
- b. Dr. Gary Rayson (A&S)

Chair Ketelaar informed the Senators the UBC activities normally occur in the spring. The nominee will be provided specialized training, which is why the nominee needs to be chosen now.

The nominees given opportunity to speak:

- Dr. Rodriguez comes from an Education policy background; he looks to bring in his own expertise.
- Dr. Rayson informs the committee he wants to ensure all aspects of the university are considered and supported. Dr. Rayson has been associated with the university for over 27 years and has been on many University wide committees, and has had the opportunity to meet and work with deans and former deans.

Chair Ketelaar reminds the committee to return the ballots by Friday at 5:00 p.m., at the latest.

2) Approval of List of the Conflict of Interest Committee (Tim Ketelaar)

This is a standard procedure to replace outgoing members. Chair Ketelaar informed the committee that in the past the Chair has done this himself, and would like to have it done this time by acclimation. Dr. Ketelaar feels it is important to have a representative from the College of Business or someone who has business expertise.

- a. Dr. Martha Mitchell, Research Director, College of Engineering
- b. Dr. Jay Lillywhite, College of Ag/Economics and Ag Business
- c. Dr. Harriett Linkin, College of A&S/English (Not involved in sponsored research)
- d. Dr. Kenneth Hacker, College of A&S/Communication Studies

Senate approved by acclimation.

3) Provost's Faculty Advisory Committee on Diversity (Tim Ketelaar)

Nominees needed

Dr. Ketelaar reminds the Senate that building a vision was one of the 7 goals established by our former President. He encourages the Senate of the need to think hard about how we represent the issue of diversity of faculty. Chair Ketelaar will accept nominees in the coming month and will entertain suggestions regarding dealing with this issue.

4) General Education Course Certification Committee (Tim Ketelaar)

- a. A Faculty Liaison—Nonvoting representative
- b. A Faculty Senate Alternate

The Provost needs a Faculty Senate liaison and an alternate. Chair Ketelaar is asking formally for nominees. If there is an urgency, he will send biographies with ballot. Any interested are asked to contact the Chair or Recording Secretary.

B. Update on University Wide Faculty Forums (Soum Sanogo and Tim Ketelaar)

Chair Ketelaar will be sending out a pre-forum survey. The forum will take place November 26<sup>th</sup> at 4 p.m.

C. Update on Spring Senate elections (Tim Ketelaar and Richard Oliver)

Chair Ketelaar reminds the Senate of two important upcoming elections on November 6<sup>th</sup>, and the election for new senators in the spring. Elections for Chair of the Senate will require two nominees at the December meeting. Chair Ketelaar is not eligible and cannot vote. He encourages the Senate to think about who they would like to nominate, and to think carefully about this. Per the constitution, we have to nominate at least two people, however, we can nominate more.

Richard Oliver reports voting can be done electronically. It is easy and relatively inexpensive.

12. Remarks and Announcements

- A. FS Chair
- B. FS Vice-Chair/COC Chair

No further announcements.

13. Adjournment

Chair Ketelaar adjourned the meeting at 5:33 p.m.