

MINUTES OF THE 2ND MEETING OF THE FACULTY SENATE
Faculty Senate Chambers, Garcia Annex
04 October 2012

Members Present: Rani Alexander, A&S; Paul Andersen, Engr; James Bishop, Bus; Robert Blair, H&SS; Larry Blank, Bus; Ann Bock, ACES; Jamie Bronstein, A&S; Fred Bugbee, A&S; Sam Christensen, CC; Hwiman Chung, A&S; Dennis Clason, Bus; David Cowley, ACES; Tracy Drummond, CES; Derek Fisher, Margaret Goehring, A&S A&S; Lucy Gurrola, CC; Richard Gutierrez, CC, Neil Harvey, A&S; Gerald Hawkes, CES; Spencer Herrera, A&S; Hansuk Sohn, Engr; Luis Huerta- Charles, Ed; Del Jimenez, NTT; Cynthia Kratzke, H&SS, Joe Lakey, A&S; Deborah McCormick, NTT, Ron McNeel, CC; Liz Miller, Lib; Eric Morgan, A&S; Robert Paz, Eng; Enrico Pontelli, A&S; Gary Rayson, A&S; Deborah Rhein, Ed; Rolfe Sassenfeld, Eng; Liz Schirmer, A&S; Igor Sevostianov, Eng; Dominic Simon, A&S; Rhonda Skaggs, ACES; Ben Taylor, NTT; Mindy Turner, CES; Igor Vasiliev, A&S, Jinfa Zhang, ACES;

Ex-Officio Members Present: Ellen Bosman, Liaison Employee Council

Guests:

1. Call to Order by Chair Ketelaar.

2. Recognition Guests

Chair Ketelaar recognized and welcomed today's guests.

3. Approval of Agenda

Agenda was approved.

4. Approval of Minutes from May 04, 2012, September 06, 2012 Faculty Senate Meeting

Minutes approved as submitted.

5. Nomination of Parliamentarian, Dennis Clason

6. Reports of Officers

A. FS Chair, Tim Ketelaar

Update on the Situation regarding the resignation of our president

B. FS Vice Chair, Soum Sanogo

Vice Chair Sanogo is in the away with research in the Philippines. The report was submitted electronically.

7. Reports of Standing Committees

Faculty Affairs: Dr. Larry Blank

Faculty Affairs met 9/11/12 regarding Prop 07-12/13 Proposal to add a Phd program in Kinesiology. Committee unanimously voted do pass

Long Range Planning: Dr. Gary Rayson

No legislation assigned. Did not meet.

University Affairs: Dr. Elizabeth (Liz) Miller

No legislation assigned. Did not meet
Scholastic Affairs: Dr. Margaret Goehring

Scholastic Affairs met on 9/18/12 regarding Proposal 02-12/13 Proposal to Change the Name of “Athletic Training Education” to “Athletic Training” The committee voted unanimously to pass.

The Senate voted to approve all reports. All in favor. No abstentions.

8. Other Reports

Working Groups

Working Group on Compensation. Senator Oliver reports he is beginning with the process of electronic voting. He will be meeting with ICT.

9. New 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 the Scholastic Affairs Committee, meeting Tuesday, October 16th

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 the Long Range Planning Committee, meeting Thursday October 11th

Quorum reach. Parliamentarian Clason requests this be reflected in minutes.

37 in attendance.

All aye. No nay. No abstentions will move to 1st item of unfinished business (10A)

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

Assigned to the Faculty Affairs Committee, meeting Tuesday October 9th

Liz Miller reports the group has been working on a compensation has been working on a Fact sheet and inviting feedback

Dr. Ketelaar explains, the idea is to first figure out what the voice of the faculty senate, representing a number of faculty, want to say regarding this issue.

Chair Ketelaar called for vote by acclimation. All in favor. No opposed. No abstaining.

10. Unfinished Business

a. **Proposition 02-12/13:** Proposal to Change the Name of “Athletic Training Education” program to “Athletic Training” (Mikaela Boham, ED; Debra Rhein, ED)

Athletic Training needs to remove the word “Education”. This will not change the curriculum. “Education” is in the title because they are housed in College of Ed. The

program is currently accredited. The consequences of not approving the change could mean loss of accreditation.

Liz miller moved to pass. All in favor. No nay sayers or abstentions.

- b. **Proposition 03-12/13:** A Proposal to add a PhD degree program in Kinesiology (Debra Rhein, ED; Mikaela Boham, ED; Gary Rayson, A&S)

The dean from the College of Ed is contributing \$7,000 to assist, and \$5,000 each year thereafter.

Dr. Rayson moved to approve. No discussion. All in favor. No opposition or abstentions.

11. Presentation by the Faculty Senate Working Group on Compensation

Introductory remarks (Tim Ketelaar)

Chair Ketelaar: would like to ask the Board of Regents to work with faculty to get to a specific goal. Then implement the Mercer report findings, as articulated by the Faculty Senate four years ago, and develop an approved plan.

Brief History of Compensation at NMSU (Chris Erickson)

Dr. Erickson explained, the Mercer report compared NMSU with 17 regent approved peer institutions. It was found NMSU was among lowest compensated among their peer group. They looked to see who had low and high compensation. They ask that peers be brought up to peers in 3 steps. The feeling is that it's time to move forward with the plan like they had before. Per Chair Ketelaar, the senate will be asked by acclimation if they want to proceed.

Where are we now? (William Boecklen)

Often times the question comes up if salaries can be tied in to the administration portion so that when admin gets a raise faculty can also get a raise. Dr. Boecklen discusses where we are now and asks if an objective was to have Dr. Coture identify with her own performance. He points out associate professors make about 15% below our peer institutions. NMSU full professors earn 27% below average salary. Results are grim and do not reflect distinguished achievements and professorships. It also does not reflect 1% raises received. Difference in actual dollars is in the range of 21K / year. Our present average to average full professor salary is 4.71 if you rank all institutions, at assoc we are next to last, at full and assistant professor level we are dead last.

Chair Ketelaar suggested this would be a good starting point for everyone. To know these numbers and think about proposing a memorial. It is too early to endorse this. Del Jimenez points out that we need to move on this since we already have the work done by Dr. Ketelaar.

Q & A/Discussion

12. Announcements

13. Adjournment 5:47 p.m. Lack of quorum