

MEETING CALLED BY	Faculty Senate President McFadden
NOTE TAKER	Carolyn Kuchera
FACULTY ATTENDEES	Bruce Gjeltima, Matt Mingus, Bridgette Ray, Laura Blalock, Teresa Wilkins, Rachel Beah Hewett, Robert Galin, Lora Stone, Joe Kee, June Eastridge, Marfi Campbell, Rachael Stewart, Ann Jarvis, John Zimmerman, Ralph Casebolt, Floyd Kezele, Stephen Buggie, Frank Loera, Chris Platero, Erica McFadden, Carmela Lanza, Jennifer Wheeler, Gloria Dyc, Kamala Sharma, Irene Den Bleyker, Carolyn Kuchera
GUESTS	

ACTION ITEMS

1. **Approval of agenda**
 Motion: Marji Campbell
 Seconded: Robert Galin
 Voice vote: Unanimous

2. **Approval of February minutes with Changes- change from "Jail Bond" to "G.O. Bond" coming before the public for a vote in November.**
 Motion: Matt Mingus
 Seconded: Marji Campbell
 Voice Vote: Unanimous

3. **Changing April Meeting Date to the Friday after the Easter weekend**
 Motion: Matt Mingus
 Seconded: Margie Campbell
 Abstention: Irene Van Bleyker
 Voice Vote: Pass

INFORMATION

REPORT FROM EXECUTIVE DIRECTOR

DR. CHRIS DYER

DISCUSSION	
<p>Update: Review by Higher Learning Commission, an Assessment report to be done annually on a number of levels, including Academic. Copies of the Assessment Handbook are available in Dr. Dyer's office. Do not "invent" information for the Assessment, but report on "where we are." Make sure to include Student Learning Outcomes in courses. An Assessment Committee will be formed and composed of staff, administration and faculty. 5 faculty have already been identified to serve. Dyer encourages websites with course descriptions and student learning outcomes. Looking to increase internships</p>	

and apprenticeships and to include an experiential component in all courses.

Congratulations to Nursing Program on excellent site visit. Passed all criteria. The lead evaluator was impressed with the community turn out.

Update- Gallup READS. New leadership in Chamber of Commerce is being sought. Volunteers needed for Onate.

Introducing and welcoming new Student Services Director, Jeannie Baca. "She's hit the ground running."

The G.O. bond is collective—all or nothing passes. We as a campus need to promote and advertise.

Campus Caravans- 10 are lined up to recruit students. Including a notice that 15 Robert Rosh (sp?) scholarships are available through Gallup Land Partnership for students interested in business and entrepreneurship. Full ride for 2 years including opportunity to apprentice. After 5 years, 5 scholarships per year in perpetuity.

INFORMATION

REPORT FROM THE PRESIDENT

ERICA MCFADDEN

DISCUSSION	<p>Announcing Bowl for Kids' Sake to benefit Big Brothers Big Sisters. An informational handout was distributed. Ms. Piano, the executive director for Big Brothers Big Sisters, would like to see faculty and senate involved as well as students, who were involved last year. President McFadden encourages a staff vs. student team competition. Also, Ms. Piano still seeks volunteers for the BBBS program.</p> <p>A flyer for brown bag lunch meeting on April 1st was passed around.</p> <p>Nominations (Faculty Awards) Committee needs to name a Chair and membership. If you're willing to serve, talk with a committee member—Lora Stone, Yi-Wen and Joe Sanchez.</p> <p>Faculty Regalia for graduation on May 19th is available to rent through the Bookstore. All faculty are encouraged to attend graduation.</p> <p>Met with the Council of Chairs to identify ongoing issues: appointing a staff member to serve as a liaison with healthcare providers, an active shooter training at orientation, and a crisis intervention training.</p> <p>Update on Lobo Nerds tutoring in Gallup High and Miyamura High. Volunteers (especially in Math and Science) needed for one Friday a month.</p> <p>New Faculty Senate Officers will be appointed next meeting.</p> <p>Faculty Lounge is ready, but a swipe-card system will be installed to provide access.</p> <p>Recognition: Nursing accreditation, Prof. Dyc for 25 years of service to UNM-G, Dr. Carmela Lanza accepted to Italy writer's conference, and Prof. Ray for stepping up to Chair the Awards Committee.</p>
-------------------	--

INFORMATION

REPORT FROM THE DEAN OF INSTRUCTION

DR. NEAL MANGHAM

DISCUSSION	<p>Budget: Tim Martin has worked very hard to get Chairs the flexibility in managing those funds that are needed to react to changing circumstances and priorities.</p> <p>Nursing Program accreditation: the team from the accreditation agency recommends full accreditation, without conditions.</p> <p>Dean's List: 282 students made list. Congratulate these students when you see them and congratulations to the faculty for their role in student success.</p> <p>Open Enrollment: In April and different from years past. Everyone must enroll in one of the plans available. Failure to do so will cause coverage to lapse and be impossible to obtain for a full year.</p> <p>Expresses support for the establishment of a UNM-Gallup Research support program. Reminds us that the amount of support available annually will be a part of the development of the annual operating budget of the Branch. Thanks to Gjeltima, Gambill, and Ray for their work on this project.</p> <p>Reminder: ballots are due to indicate support for the appointment of Dr. Niaz Ahmed as Dean of Instruction by 4:30 this afternoon. Submit to Jody Sowers. Ballots will be tallied by the Search Coordinator, a member of the Search Committee and the Dean, and faculty will be notified of the result.</p> <p>Summer Teaching Compensation: An FAQ handout was provided to address a recent email exchange that</p>
-------------------	---

raised concerns regarding the changes. It addressed the following questions:

1) Why was this change made?

If we have been out of compliance, why have they signed our contracts for years? –Casebolt

A: 24 contracts were returned from Main last summer because they didn't understand where the numbers came from.

2) How was compensation determined in the past at UNMG?

3) What is the amount per credit hour at UNMG and how was it determined?

4) This amount was determined by the Dean in discussion with academic chairs. Is that common?

5) What is the policy referent for allowing rates to be set by deans and chairs?

6) Why did the faculty senate not vote to set the pay rate?

7) What factors were considered in setting this rate?

8) How does this change impact payments to individuals?

Lora Stone- has been paid as high as \$3,500 for a course. Encourages UNMG to take the lead in payment since we're providing the same courses as Main campus.

Dean Mangham- if this group wants to present this issue to the incoming Dean, he encourages it.

Teresa Wilkins-has seen this chart that shows we're out of compliance. She expresses concern over the fact that our contracts are no longer spread over 12 months.

Dean Mangham- if you want to be paid over 12 months, see Jody Sowers to have your contract amended.

Ralph Casebolt- for clarification, a 3-credit course will be paid the same regardless of the weeks?

Dean Mangham- yes

Bruce Gjeltema- "I want to see the numbers. You're summarizing some things that I don't see to be realistic." According to Gjeltema's calculations: New hires- 30% less; Middle- 40% less; top levels- 50% less. This summer cut would mean a 3% salary increase would be an overall "wash" if 2 summer courses are taught. Overall, Gjeltema questions the math and encourages faculty participation in an advisory role as part of the process. If we want to practice shared governance, we need to do things differently. Suggests vacating this current decision and spend the next week and a half developing a new system and a decision we can all agree with.

Dean Mangham- Acknowledges that senior faculty are "getting hit." We can "vacate the amount," but we can't go back to "being out of compliance."

Dr. Dyer- there's nothing wrong with faculty involvement but there has to be a simple formula. He suggests "vacating the amount"

Gloria Dyc- "Looking at this from a labor and humanistic perspective, we haven't been given notice."

Lora Stone- So we can come up with a new number and have it ready for Jody by next week? (Dyer and Mangham seem to say "okay")

Gjeltema- how does this cut fit into a bigger issue of faculty compensation and faculty morale.

Dyer- says it's strange that it's only now that Main campus has found us out of compliance.

Mangham- He refers back to the 24 returned contracts from last summer.

Galín- Points out that for some junior faculty this is actually a raise. "More people will benefit than you might think."

Gjeltema- How much does the university save from this new formula?

Mangham- Actually not much at all.

McFadden- Brings up Gjeltema's concern with the future of salary decisions.

Mangham- No dean can set salary.

Zimmerman- Brings up how we weren't consulted on Dean Search or summer compensation and how this goes against principles of Shared Governance.

Wilkins- Agrees with Zimmerman about how this is a "morale question." Asks why we are only learning about the fact we were out of compliance now.

Dyc- Was told that she couldn't have her pay spread over 12 months. Expresses frustration over the difficulty of making ends meet without being able to plan for this.

Mangham- Willing to meet with a faculty group to discuss the credit rate for summer.

Casebolt- Brings up possibility that faculty will decide not to teach over the summer given the new compensation formula.

Lanza- Asks if we can be given the formula

Martin- Take your LOU from last summer to determine how your pay will be affected.

Buggie- My impression is that we accept we have to be in compliance, but a lot of us feel that we're being hit with short notice on this. Proposes we schedule the compliance for a year or two ahead.

Mangham- No, we must be in compliance this summer but the dollar amount is subject to change.

Watt- For an overload during the semester, it's the same thing.

Floyd (last name)- We have to think of our students. We should look at summer teaching as a "gift" since students are paying out of their pocket for summer tuition.

Casebolt- Thanks for not making this retroactive and asking for money back from us.

Mangham- If there's blame, blame me.

Dyc- Since you're in the 3-figure range, will you please give me some money?

Gjeltema- Proposes the Operations Committee review all the information with the Dean and make a recommendation to faculty.

Motion to have faculty senate president form a committee to investigate the summer compensation issue and make a recommendation by the end of the semester: Teresa Wilkins

Second- Robert Galín

	<p>Voice Vote- Unanimous</p> <p>Faculty should email McFadden if they'd like to participate in this committee.</p>
--	--

INFORMATION REPORT FROM BUSINESS OPERATIONS TIM MARTIN

DISCUSSION	<p><u>FY15 Budget</u></p> <ul style="list-style-type: none"> • There will be a 0% increase in tuition and fees. • Regents will meet on Friday to determine faculty and staff salary increases. • UNM-G Budget Task Force will meet next week to review FY15 budget. • UNM-G Advisory Board to meet on April 10 to review and approve the FY15 budget. <p><u>Use of Reserves</u></p> <ul style="list-style-type: none"> • Advisory Board approved the first installment of the Use of Reserves. • The list of potential Uses was \$16.4M. • The approval was for the following: Departmental Minor Equipment - \$150,000; Classroom Furniture and AV - \$150,000; Security Equipment - \$65,000; Language Lab - \$80,000; Math Lab - \$55,000.
-------------------	--

INFORMATION GALLUP RAC BRUCE GJELTEMA

DISCUSSION	<p>As faculty we're required to have a research component for rank and tenure. The mini-grants system is already in place. A professional development fund is also in place. RAC would be a third part of this process. Seeks to make money available to faculty for summer scholarship. The committee (Bridgette Ray, Lewis Gambill, and Gjeltrema) have put together a draft proposal; please review and provide feedback. He calls for a campus-wide conversation. Acknowledges the useful input he's already received. No information available yet on budget.</p> <p>Dean Mangham on budget- The current proposal shows us \$1.2 million in the red (expenses over income). Considering putting 48,000 in the budget as a "plugged number." In theory that money would be available this summer since the budget goes into effect on July 1st.</p>
-------------------	--

INFORMATION REPORT FROM IT JIM BLACKSHEAR

DISCUSSION	<p>AV in classrooms was originally designed to "not be maintainable by us" it was designed to be maintained by an outside vendor. IT has been able to deal with parts of the projectors and screens. The current problems are beyond what IT can deal with. Seeking a maintenance agreement with a vendor, seeking a quote from outside vendor to fix all classroom problems and to keep the equipment working properly from now on. Professional Business Systems will be here in mid-April to assess problems and make the control panel more user-friendly.</p> <p>Gloria Dyc reports that her students are "very angry" with the technology problems, and cannot do their PowerPoint presentations. Expresses exasperation over purchase without a service contract. Gloria requests a desk audit to make sure that tax money isn't being wasted on incompetent staff.</p> <p>Tim Martin says everyone will be trained on AV once it's fixed. An Admin III position is being opened so that someone will answer the phone in IT.</p> <p>Dr. Dyer wants to know about things that do not work. Expresses "zero tolerance" for things that aren't working. We're in the process of putting long-term staff in place and identifying holes.</p>
-------------------	--

	<p>Carmela Lanza suggests considering relocating the IT office to make it more customer-friendly. Jim Blackshear says that renovations are underway to revamp IT with a service counter.</p> <p>Laura Blalock question regarding inability to view campus website from on-campus. Jim Blackshear reports that it's their understanding that the problem has been fixed.</p> <p>Colleen Arviso- Why don't we have Administrative privileges on our own laptops? Blackshear responds that it was the strong recommendation from Main, and there's no intention to change it at this time. This was an administrative decision.</p> <p>Lora Stone- Is there a way to update other than getting Bud from IT to do it? Blackshear says that Main promised a way to automatically update. The tool has just become available from Main.</p> <p>Rachel Hewett Beah- Expresses frustration over 2 weeks that she was unable to use her laptop. Blackshear agrees to solve the problem with her.</p> <p>Tim Martin mentions the big dollar Technology project underway. One benefit is Main will be able to view our systems and manage the network and security stuff. UNM-G IT will become the "help desk."</p> <p>Tim Martin suggests a Town Hall Meeting for April to address</p>
--	--

	<p>Curriculum Committee Report- Coleen Arviso</p> <p>ECME changes Motion to approve changes: Ralph Casebolt Seconded: June Eastridge Voice Vote: Unanimous</p> <p>Criminal Justice Program and General Education changes (Making it more difficult to get into General Education. The program will not be discontinued. Paula Watt reviewed the program and finds it necessary for certain students. The amount of new students entering will be limited.) Frank Loera- aligned CJ program with national and NM standards and cut back on assorted topics courses. The program will transfer to four-year program in NM and beyond. Motion to approve changes: Matt Mingus Second: Theresa Wilkins Abstentions: Gloria Dyc Voice Vote: Pass</p>
	<p>ANNOUNCEMENTS / OTHER</p> <p>Author's Festival at Zollinger Library.</p> <p>Matt Mingus- Library Week (April 13-18th). An email from Marilee Petranovitch will be forthcoming describing the week's activities.</p> <p>Motion to Adjourn: Matt Mingus</p>
	<p>Recorded by: Carolyn Kuchera, Faculty Senate Secretary on March 28, 2014.</p>