Faculty Senate Meeting

MINUTES FEBRUARY 20, 2015 12:30 PM SSTC 200

MEETING CALLED BY	John Zimmerman, Faculty Senate President
NOTE TAKER	Jocelyn DeHaas
FACULTY ATTENDEES	John Zimmerman, Robert Galin, Jocelyn DeHaas, Kristian Simcox, Carolyn Kuchera, Yi-Wen Huang, Lewis Gambill, Frank Amankonah, Matt Mingus, Lora Stone, Floyd J. Kezele, Bruce Gjeltema, Smita Rashid, Stephen Buggie, Frank Loera, Elvira Martin, Carmela Lanza, Kristi Wilson, Irene Den Bleyker, Kamala Sharma, Jim Sayers, Martin Link, Kathy Head, Vickie A. Olson
GUESTS	Dr. Dyer, Interim Dean Roberts, Dr. Jerry Dominguez, Ms. Jeannie Baca

Agenda topics

ACTION **APPROVAL OF AGENDA** **JOHN ZIMMERMAN**

DISCUSSION	

Motion to approve the agenda.
Motion: Floyd J. Kezele
Seconded: Matt Mingus
Discussion: none
Voice Vote: Unanimous
Motion Carried: **Yes**

ACTION **APPROVAL OF MINUTES** **JOHN ZIMMERMAN**

DISCUSSION	

Motion to approve the minutes from the 9 January, 2015 Faculty Senate Meeting.
Motion: Matt Mingus
Seconded: Floyd J. Kezele
Discussion:
Voice Vote: Unanimous
Motion Carried: **Yes**

INFORMATION **REPORT FROM PRESIDENT** **JOHN ZIMMERMAN**

DISCUSSION	

John Zimmerman wanted to keep his report short because there was much to cover at this meeting. He wanted to apprise the faculty of the following.

1. We now have administrative rights to our computers. He thanked the technology committee members, Jim, and the administration for moving so quickly on it.
2. The operations committee talked about giving cash awards along with the plaques for the annual faculty awards. He talked with Interim Dean Ken Roberts about it and Roberts agreed to pay for awards of $100 each from his budget. The Faculty Senate will pay for the plaques which cost $75.00 each. Gayle Woodcock is on that committee and will be sending an email out soon for nominations.

INFORMATION **REPORT FROM THE EXECUTIVE DIRECTOR** **DR. CHRISTOPHER DYER**

DISCUSSION

Dr. Dyer explained that we at the campus are in a situation which is very good from a project standpoint. We have a lot of good things started that will help with student engagement, completion, and enrollment. He urged the faculty to think about the context of maintaining moment on these to push them forward to completion. The projects to which he referred were ones he explained in the State of the University address.

Dyer wanted to talk about a proposal for that involves the Interim Dean of Instruction. He assured the faculty that the proposal has been vetted, follows the university handbook, and there is precedence for it. That proposal is to extend Interim Dean Ken Roberts term until he retires in December of 2017. Dyer praised Roberts work in his attention to detail, support on the projects, and dedication to the campus. In his opinion, this is the best thing for the campus and community.

Dyer introduced Dr. Jerry Dominguez. He is our facilitator and liaison with the provost's office to whom Dyer reports at main campus.

Jerry Dominguez thanked the faculty for allowing him to come to the meeting and explained his background. He had retired from the university after serving there in a number of positions, including vice provost. After he retired, they asked if he would stay on through the transition. One thing that transformed was the reporting structure for branch campuses. The executive directors for the branches now report to the provost's office; Dominguez is the liaison. He stated that he knows well the work we do here and our students.

Dominguez declared that he came to the senate meeting today to state that the main campus supports Dyer's decision to continue Roberts' appointment. He explained the precedence for this type of appointment citing cases of presidents and deans at main campus whose interim positions were extended. Then Dominguez explained that because there has been such swift turnover of deans and directors at Gallup campus, he feels that the campus will benefit from Roberts continuing in the position. Dominguez stated that he is here to show the support from the main campus for Dyer, Roberts, and all of the faculty.

- Several faculty members expressed frustration that they are always told there is "shared governance," but this feels like a decision was made with no faculty input.

Dominguez clarified that the main campus is not dictating this, but they are supporting the decision made by Dyer. He stated that faculty has the right and responsibility to air their concerns with their director. Main campus has been concerned with the need for stability on this campus. The turnover has been too high.

- A faculty member claimed that this was a repetition of what happened in the fall when Dyer appointed Frank Loera after Naiz Ahmed was fired. It seems to that faculty member that the administration here has not learned to include the faculty in these decisions at all. Other faculty members voiced agreement.

Dr. Dyer asked for clarification from the floor about this complaint. The faculty member stated that he did not think it should be discussed right now because the news has just been presented to the faculty, and they are not prepared to talk about it. Dyer agreed and told faculty members to come to him with their concerns.

- A faculty member asked questions outside the present discussion on the Dean of Instruction, but focused instead on the lack of data that is available to the faculty. He explained that accurate data is required to make decisions on various committees, but requests from the person in charge of data are not being filled.

Dyer explained that the person who is responsible for the data requests. He is aware of the problems. They are making an online request form; the person will be held accountable for deadlines and face consequences if they are not met.

Dyer talked about the state budget. The state has lost several hundreds of millions of dollars in gas revenue. The most recent report is that the budget will not allow any new money to be allocated. The campus will probably be taking about a $200,000 loss with this and given the downturn in enrollment. He is looking for new funding and ways to increase enrollment.

He has a suggestion for honoring colleagues who have passed away. Last year he created a faculty award in honor of Theresa Wilkins; he suggested that instead of having it always named for her, perhaps the name of the award could be rotated each year among the deceased faculty members in order to honor the others who have passed.

Dyer announced that in April he and Sarah Jackson will attend a federal dialogue in Washington, D.C. focused on funding undergraduate research programs. If any faculty members have ideas for undergraduate research, he invites them to let let him know so that he can present it there.

Dyer explained that there is a grant from ArtPlace America which is a coalition of nine charitable foundations. One of their priorities is for non-metropolitan areas in this region. It is a good chance for the campus to get up to $3 million for projects. He will be working on the grant over the weekend and encouraged any faculty member who has an idea for a project that deals with the arts and culture, to please send him information so that he can integrate into the grant.

John Zimmerman announced that if anyone has any other questions for the director, please send them to him so he can present them to the director in their meetings.

INFORMATION	REPORT FROM THE INTERIM DEAN OF INSTRUCTION	KEN ROBERTS

Dr. Ken Roberts approached the faculty by stating that he was a direct and honest man. He claimed that he was made the offer to extend his term as interim dean; he did not ask for it. He was flattered but gave the offer consideration before he accepted. He came to the decision that he would be the best person for the position. The first thing that I did was to check the faculty handbook to see if it was within the rules of the university. After he did this, he accepted the position.

Roberts said that no dean can function well if there is a hostile faculty. He urged faculty to come to see him, or write him an email, to let him know if there is a reason he should not continue as dean. He warned that the faculty must be prepared to support their argument with rules from the handbook. Unless there is a groundswell of faculty against him, he will accept the position.

Roberts explained the issue of the summer budget. He stated that we started with $192,000 but now we are down to $92,000. The fiscal year ends June 30th, so half of the summer funding comes from one year, and the other half from the next year. Because classes run from June until July, pay for June comes out of one year, and then the new budget kicks in and the second half of summer school comes out of the $192 new budget. There is no change in the current pay scale: $1000 per credit hour. There is only a limited amount of money in the summer budget. He has been working with each of the chairs to find out what classes will be held for the summer.

Roberts suggested that the money for faculty compensation for senate work be based on the pay for other SACs. In that way, the faculty member would get 10% of his/her salary.

In regard to salaries, Jody has compiled salary information for everyone. The information not only contains the amounts of the salaries, but also whether the person has a terminal degree and the year he or she has worked here. He would like the data also to reflect how many classes the instructor has taught with how many students. This is part of making the salary process transparent. There is a rubric for compensation. Currently when a faculty member earns a Ph.D., he or she gets a $2000 bump in pay. He would like to make this $5000. In some of the divisions, Ph.D.s don't exist, so he will work with the chairs to adjust it to fit their faculty's needs.
Questions?

- One faculty member asked if he would make an oath of fidelity to the campus. Roberts replied that if there was such an oath he would take it. He stressed that he has never been accused of anything untoward, nor has he been accused of favoritism. He follows the rules of the handbook. If he has broken a rule, he will be the first to apologize, but it has not happened yet.
- Another faculty member asked whether Roberts would remain on the Rank & Tenure Committee at main campus as this campus's representative. Roberts expressed that he will recuse himself from decisions on that committee concerning the promotion of faculty from this campus as his comments are already a part of the faculty member's packet. He offered to appoint another person to that committee.

INFORMATION	REPORT FROM STUDENT SERVICES	JEANNIE BACA

DISCUSSION

Jeannie Baca thanked the Faculty Senate for inviting her to talk. She gave updates on their progress based on the letter sent to her office from the Faculty Senate with requests for changes.

1. They had staff available for 30 minutes before the Faculty Senate meeting began to answer questions.
2. The remote advising is up and running. Advisors will be at tables in different areas of the campus to give out information.

In an effort to increase retention, the advisors have workshops for students on probation. Those students will also be required to work with advisors.

Baca and Bruce Gjeltema met with people at the high school about the dual credit program. The high school will hold dual credit classes on their campus to save the problem of transportation for the students. Instructors will either be from the high school or from the campus.

Baca asked the faculty to announce to the students that the priority deadline for FASFA is March 1st. If the students get their paperwork in by that time, then they will have a greater chance to get maximum funds.

The graduation date is May 9th.

Baca told about the full opening about the LBGQT center in February. She announced Safe Zone Training for February 26th.

We are in the process of printing out catalogue. The checklists are cleaned up and reformatted. The same checklist will be used in catalogue and will be what the advisors have.

Baca emphasized that her office is here to assist. If any faculty member wants a classroom presentation, please contact her.

DISCUSSION/ACTION	**INSTITUTIONAL RESPONSE TO FACULTY LOSSES**	**JOHN ZIMMERMAN**

DISCUSSION

John Zimmerman brought up the issue of faculty losses. As an institution we have lost four faculty members in the last six months: Teresa Wilkins, Mark Wilson, Dale Mason, and recently Ralph Casebolt.

- Floyd J. Kezele reminded the faculty senate that Dr. Ermerine Glowienka also passed away in December.

John Zimmerman continued by saying that Stephen Buggie had made the suggestion to change the name of SSCT to "Casebolt Hall," but that the main campus wanted to reserve the naming of buildings for people who had donated millions of dollars to the university. In addition, there is concern that naming the building for Casebolt would not honor the other faculty members who had passed. Zimmerman suggested the faculty senate come up with an institutional response to honor all faculty members who had died. The operations committee had met and had some ideas including: planting a grove of trees with plaques to honor those who had passed, naming faculty awards or lecture halls after them, and scholarships. Zimmerman asked what people thought of the ideas.

- One faculty member agreed that planting a grove of trees was nice because all of the faculty remembrances would be in one place. Another faculty member thought it wasn't a bad idea, but reminded that 55 evergreens were planted, but now 47 are dead because no one watered them. If this is done, the care of the trees needs to be a priority.

Zimmerman suggested that people who had ideas of what could be done to memorialize our colleagues, they should email him so that he can bring the ideas to the floor.

DISCUSSION/ACTION	**OPERATIONS COMMITTEE PROPOSAL REGARDING SPECIAL ADMINISTRATIVE COMPONENT/RELEASE TIME FOR FACULTY SENATE PRESIDENT, CURRICULA CHAIR AND CARC CHAIR**	**JOHN ZIMMERMAN**

DISCUSSION

Zimmerman explained that the operations committee has been talking about compensating people who are putting so much extra time in on committees and other service projects. He proposed the following compensations either in payment or a course release:

Faculty Senate president	$9000
Faculty Senate secretary	$1000
Curriculum committee chair	$5000 or course release
CARC committee chair	$2500 or course release

All of these positions, he explained, are ones that are very labor intensive. He stated that he wanted to get people's opinions – the numbers were not set in stone.

- James Sayers, chair of the curricula committee, stated that it is a good idea if there is a deliverable. He also pointed out that the pay for coordinators ought to be reexamined. There is no work plan for the coordinators. While he is behind the proposal, he does not want to see the inequities in pay worsen.
- Carmella Lanza spoke as the English coordinator. She expressed concern that if the 10% now given to the coordinators was changed, what the new pay might be. She asked where the figures presented to the faculty senate had originated. Zimmerman explained these figures came mostly from past payments. He reiterated that these numbers were a starting point, not the final destination.
- A senior faculty member stated that he believed this proposal was untimely. His suggestion was to bring all of these extra-faculty positions together. When the campus went through reorganization, things were supposed to be different. But now there are English and math coordinators. He has heard people suggesting a transitional studies coordinator again. In his opinion, there is too much inequity in pay on campus already. Zimmerman explained that is why we are putting together an equity committee. He restated that this will not affect the coordinators; today's discussion is around compensation for faculty senate positions and the two committee chairs.
- Another faculty member pointed out that the percentage system suggested by Interim Dean Roberts would be unfair. Discussion ensued about how it might punish the junior faculty and perhaps over-reward the senior faculty. Although faculty members were in agreement that it would be good to have more participation on the committees, even some competition for the posts of committee chairs.
- One faculty member questioned from where the funds for these payments would come. Zimmerman explained the money comes from the dean's funds. Roberts was the one who suggested this topic be discussed in the

operations committee and faculty senate.

- Another faculty member questioned what the other campuses were doing on this issue. Zimmerman explained that he had tried to find out, but so far he had not be able to discover any numbers. He did not want this to wait until next year.

Zimmerman proposed that everyone think about this issue and it could be brought up at the next meeting. Everyone agreed.

DISCUSSION/ACTION	**ROUGH DRAFT OF THE FACULTY SENATE ANNUAL EVALUATION TOOL FOR THE EXECUTIVE DIRECTOR**	**JOHN ZIMMERMAN**

DISCUSSION

John Zimmerman explained that he had passed out a rough draft of an evaluation tool for the executive director, but he had since heard that there was an email today from the Provost's Office stating that they would be evaluating the director. Zimmerman asked for a motion to table the discussion until more information could be learned about the provost's evaluation.

I move to table the discussion on the evaluation for the time being.
Moved: Matt Mingus
Seconded: Jim Sayers
Discussion: none
Voice Vote: Unanimous
Motion Carried: **Yes**

DISCUSSION/ACTION	**ELECTION/CONFIRMATION OF UNM-GALLUP REPRESENTATIVE TO THE UNM-ALBUQUERQUE FACULTY SENATE**	**JOHN ZIMMERMAN**

DISCUSSION

John Zimmerman explained that Lora Stone has been the representative to the UNM-Albuquerque Faculty Senate, but that her term ends in July. He has been receiving emails from them reminding him that a new representative needs to be appointed. He had sent out an email asking for volunteers for the position, and only one person replied: Robert Galin.

I move to appoint Robert Galin as the next UNM-Gallup representative to the UNM-Albuquerque Faculty Senate.
Moved: Lora Stone
Seconded: Matt Mingues
Discussion: none
Voice Vote: Unanimous
Motion Carried: **Yes**

INFORMATION	**COMMITTEE REPORTS**	**VARIOUS**

DISCUSSION

Ethics committee: none
Curricula Committee: Jim Sayers – the review of the associate's program for psychology is not going to happen until next month. They would like to discuss it more after examining the program reviews and the data.
Constitution and Bylaws Committee: no report
Teaching Excellence Committee: The committee will meet this Tuesday, and monthly thereafter.
Library Committee: The committee will also be meeting on Tuesday.
CARC: Robert Galin – the committee is working on projects now. Galin reminds people to turn in the program assessment plans.
Minigrants: The committee will meet next week.

INFORMATION	**ANNOUNCEMENTS/OTHER**

DISCUSSION

Stephen Buggie – I would like to recognize Yi-Wen Huang for her work. She recently has published three articles. The faculty applauded her.

Carolyn Kuchera – Announcing the first Celebration of Student Writing Contest. The writers of the best works can win $75.00. Kuchera asked the faculty to announce it in their classes.

ADJOURNMENT **ACTION**

DISCUSSION	
John Zimmerman adjourned the meeting at 2:00	
Recorded by: Jocelyn DeHaas, Faculty Senate Secretary on 20 February, 2015	