

# FACULTY SENATE SUMMARIZED MINUTES

## 2014-2015 FACULTY SENATE September 23, 2014

The Faculty Senate meeting for September 23 was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Pamela Pyle presided.

### ATTENDANCE

**Guests Present:** Fran Wilkinson-Faculty Senate Benefits Committee Co-Chair; Lisa Lindquist-Office of the Dean of Students; Tim Lowrey – Committee on Governance Co-Chair; Hans Burson-Faculty Senate Benefits Committee Co-Chair; Joey Evans- Office of Human Resources Benefits; Michael Duran-Human Resources; Leslie Boni-Anderson School of Management

### APPROVAL OF THE AGENDA

The agenda was approved as written.

#### 1. Approval of summarized minutes for August 26, 2014 meeting

The minutes were approved as written with no abstentions.

#### 2. Memorial Minute for Professor Teresa Wilkins

Gallup Branch Assistant Professor Lora Stone, presented the following memorial minute for Gallup Branch Professor Teresa Wilkins. This was followed by a minute of silence in his honor.

Teresa Wilkins was originally from North Carolina, from a family of weavers. Weaving was also the focus of her academic work, and her Ph.D. in Anthropology. She is a close friend to many weavers in the Navajo Nation, and was a generous colleague and mentor to many women in academia.

We now observe a minute of silence of our colleague Teresa Wilkins, Ph.D. Professor of Anthropology at University of New Mexico at Gallup.

#### 3. Memorial Minute for Professor Robert Lofffield

Past Faculty Senate President Richard Holder, presented the following memorial minute for Chemistry Professor Robert Lofffield. This was followed by a minute of silence in his honor.

Robert Lofffield died in September at the age 94. He was a trained Physical Organic Chemist who received his undergraduate degree from Harvard. He was the first in his family to attend college receiving a full ride scholarship. He was studying for a Ph.D. when he was drafted into the United States Army in World War II serving two years with the Office of Strategic Services (OSS) inventing such things as invisible ink, explosive coal and other interesting things. He returned to Harvard working with Robert Woodward who later won a Nobel Prize. Robert Lofffield received his Ph.D. beginning independent work as a Harvard Fellow. He taught at Harvard, MIT and Massachusetts General Hospital. Robert Lofffield resolved a mechanistic problem that had been puzzling chemists for more than 50 years. In 1894 a Russian Chemist Alexei Yevgrafovich Favorskii discovered the Favorskii rearrangement. It wasn't until Robert Lofffield used carbon 14, which had just become available as a radioactive tracer, to deduce the principle mechanism for the Favorskii rearrangement and published it in 1951. Robert Lofffield came to the University of New Mexico in 1964 as one of the founding faculty members of the School of Medicine. He was the Chair of Bio-Chemistry for a number of years and was there for the admission of the very first class. He assisted in creating the curriculum for the School of Medicine that is retained to this day. He was selected as a "Living Legend" from the School of Medicine a couple of years ago.

#### 4. Posthumous Degree Request for Derek Crook

Dean of Student, Student Affairs Specialist Lisa Lindquist presented the following request for a Posthumous Bachelor of Arts & Sciences in Anthropology for Derek Crook. The request was approved by unanimous vote of the Faculty.



#### Posthumous Degree Request Form

Request Initiator: Stephanie Hands Contact: ssmith@unm.edu  
 Relationship to student or UNM: Advisement Director, AES  
 Would you like the Dean of Students to contact the family regarding this request?  Yes  No  
 Dean of Students Notification: 2/13/13

Student Name:	<u>Derek Crook</u>		
Student ID:	<u>100810726</u>		
College:	<u>AES</u>	Degree:	<u>BA</u>
Major(s):	<u>Anthropology</u>		
Concentration(s):	<u>Ethnology / Linguistics</u>		
Minor(s):	<u>Economics</u>		

The University of New Mexico recognizes that earning an academic degree is a matter of legitimate pride in achievement not only for students themselves but also for the family members and friends who provide students with vitally important support and encouragement during the course of their studies. UNM also recognizes that not only the degree, but also significant progress in an academic program is, under certain circumstances, an achievement which warrants special recognition.

Accordingly, the University of New Mexico will make available "posthumous degrees" of appropriate type and level to be bestowed upon a student who dies before s/he is able to complete his/her program.

These degrees may be granted under the following circumstances and terms:

1. The student must be in degree status and either currently enrolled or enrolled in the academic year previous to his/her death;
2. The student must have completed a minimum of half of the credits required for the degree;
3. Requests for posthumous degrees may be initiated by the student's family, the faculty of the department and/or college, or a UNM administrator;
4. The department, the college and the Faculty Senate must approve requests for posthumous degrees. The Senate Graduate Committee must also review and provide recommendation on requests for graduate level posthumous degrees;
5. The degree will be noted as "posthumous" on both the diploma and the transcript.

Approvals	Name	Signature	Date
Department :	<u>Carla Sarracino</u>	<u>Email approval: Attach</u>	<u>8/18/14</u>
College :	<u>Stephanie Hands</u>	<u>Stephanie Hands</u>	<u>8/18/14</u>
Faculty Senate:			
Senate Graduate Committee (if necessary):			

## Stephanie Hands

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**From:** Lisa Lindquist  
**Sent:** Monday, August 18, 2014 10:52 AM  
**To:** Stephanie Hands  
**Subject:** RE: Posthumous Degree  
**Attachments:** Posthumous Degree Request Form.pdf

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**From:** Stephanie Hands  
**Sent:** Tuesday, July 22, 2014 10:36 AM  
**To:** Lisa Lindquist  
**Subject:** FW: Posthumous Degree

Hi Lisa – would you like me to fill out the request form or should I let you do your thing first?

Steph

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**From:** Carla Sarracino  
**Sent:** Thursday, July 17, 2014 12:48 PM  
**To:** Stephanie Hands  
**Subject:** RE: Posthumous Degree

Stephanie,

Yea that will be fine.

thanks

Carla Sarracino  
Coordinator Education Support  
Undergraduate Advisor  
Anthropology Department  
University of New Mexico  
Phone (505) 277-0194

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**From:** Stephanie Hands  
**Sent:** Thursday, July 17, 2014 8:39 AM  
**To:** Carla Sarracino  
**Subject:** FW: Posthumous Degree

Hi Carla-

I would be happy to ask the Dean of Students to start the process for this. If the department supports the request just send me an email and I will go forward.

Steph

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**From:** Keelan O'Riley  
**Sent:** Friday, March 07, 2014 12:43 PM  
**To:** Stephanie Hands  
**Subject:** Posthumous Degree

Hello,

100810726 Crook, Derek R. came up on the hold pending report. He is deceased. I marked him end of time and SO on szadegr so he doesn't populate on any future lists. He has 100 some odd hours, so I thought you might want to look into a posthumous degree for his family if they would like that.

Keelan O'Riley  
Sr. Academic Advisor

Department of Psychology  
College of Arts & Sciences

Close Window

PREPARED: 08/18/14 - 11:37  
Crook, Derek Russell  
PROGRAM CODE: BA-ANTH-ETH  
BA in ANTHROPOLOGY - Ethnology/Linguistics  
100810726  
CATALOG YEAR: 200710

Open All Sections Close All Sections

AT LEAST ONE REQUIREMENT HAS NOT BEEN SATISFIED

LOBO Trax Degree Audit Report  
Tracking Your Progress to Graduation Day

Your audit is an advisement tool to assist you towards receiving a degree from the University of New Mexico. Efforts have been made to ensure its accuracy. However, it is your responsibility to know the requirements of your academic program and to comply with them. This audit is used in the certification of your graduation. If it is not reporting correctly or you have questions regarding your audit please contact your college advisement center.  
Further Inquiry:  
Registrar - LOBO Trax Audit - lobotrax@unm.edu  
Registrar - Transfer Questions - tes1@unm.edu

UNIVERSITY REQUIREMENT - STUDENT HAS BEEN ADMITTED TO A DEGREE GRANTING COLLEGE OR SCHOOL

\*\*\*\*\* NOTES \*\*\*\*\*

UNIVERSITY REQUIREMENT - A MINIMUM OF 128 HOURS OF EARNED CREDIT REQUIRED

EARNED: 106.00 HOURS  
--> NEEDS: 22.00 HOURS

UNIVERSITY REQUIREMENT - RESIDENT CREDIT

- + 30 Hours Earned at UNM
- + Check for 92 Total Hours
- 15 Hours must be Earned at UNM After 92 Hours Accumulated

UNIVERSITY REQUIREMENT - A MINIMUM CUMULATIVE GRADE POINT AVERAGE OF AT LEAST A 2.00 SATISFIED

EARNED: 2.856 GPA

UNIVERSITY REQUIREMENT - MINIMUM COMPETENCE IN ENGLISH COMPOSITION BY PASSING ENGLISH 102 WITH A "C" OR BETTER OR COMPLETING A SUITABLE EQUIVALENT

ENGL 102 0.0 CR ENGL 102 Placement By Exam

UNIVERSITY REQUIREMENT - UNM CORE CURRICULUM COMPLETE

EARNED: 31.00 HOURS 3.355 GPA

- 1) English 101 Complete ENGL 101 0.0 CR ENGL 101 Placement By Exam
- + 2) Equivalency Complete ENGL 101 0.0 CR ENGL 101 Placement By Exam
- + 3) Additional Writing & Speaking Course Complete ENGL 102 0.0 CR ENGL 102 Placement By Exam
- + 4) Mathematics Requirement Complete MATH 102 3.0 B Survey of Math
- + 5) Physical & Natural Science Course w/Lab Complete PHYS 101 3.0 B Intro Geology How Earth Works
- + 6) Physical & Natural Sciences Additional Course Complete PHYS 102 3.0 B Physical Geology Lab
- + 7) Social & Behavioral Science Requirement Complete ANTH 100 3.0 A Human Life Course
- + 8) Humanities Requirement Complete HIST 101 3.0 B Intro to World Problems
- + 9) Foreign Language Requirement Complete SPAN 101 3.0 B Intro to Spoken Language
- + 10) Fine Arts Requirement Complete ARTS 101 3.0 A Small Scale Drawing

GROUP REQUIREMENTS FOR THE COLLEGE OF ARTS & SCIENCES - Complete any 6 of the 7 Groups (Core Courses May Apply)

EARNED: 5 REQUIREMENTS  
--> NEEDS: 1 REQUIREMENT

WRITING & SPEAKING GROUP- COMPLETE

EARNED: 9.00 HOURS 3.223 GPA  
+ Communication Courses Complete COMM 101 3.0 A Intercultural Communication  
COMM 102 3.0 C Media Theories  
+ Philosophy Course Complete PHIL 101 3.0 A Reasoning & Critical Thinking

HUMANITIES GROUP- 9 Hours

EARNED: 9.00 HOURS  
HIST 101 3.0 B History of New Mexico  
PHIL 101 3.0 B Intro to Phil Problems  
SPAN 101 3.0 B Intro to Spoken Language

PHYSICAL & NATURAL SCIENCES GROUP- 10 Hours

EARNED: 10.00 HOURS 3.300 GPA  
PHYS 101 3.0 A Intro Geology How Earth Works  
PHYS 102 3.0 B Physical Geology Lab  
BIOL 101 3.0 B Bio for Health Related Sci

MATHEMATICS GROUP: (6 Hours Total) RESTRICTIONS IN THE UNIVERSITY CATALOG

MATH 102 3.0 B Survey of Math  
SELECT FROM: MATH121,123,150,162\*,163\*,180,181, MATH356 STAT\*\*\*\*\*

SOCIAL & BEHAVIORAL SCIENCES GROUP - 12 Hours

EARNED: 12.00 HOURS

F111 ANTH304 3.0 A+ T: Caravanserai: Mex-Folk Health
F107 ANTH304 3.0 A- >R T: Cult & Agrical in S Valle
S112 KCON106 3.0 B RP Introductory Microeconomics
F111 ETHN301 3.0 B+ Intro to Linguistic Analysis

SECOND LANGUAGE GROUP - 4th Semester or Equivalent

Choose from the Following:

SELECT FROM: AFST207 MUNG150,475 JAPN202
CHIN202,297 FREN202,276,301,302,305,340,
FREN345,346,351,352,370,380,390,411,412,
FREN422,423,431,432,441,460,461,462,485,
FREN490 GRMN202,276,301,302,303,304,305,
GRMN308,380,385,390,401,405,410,451,453,
GRMN470,480,485 GREK302 ITAL276,307,308
LATN202,303,304,352 NVJ202 RUS202,301,
RUS203,401,402,407,408 PORT202 OR 276,
PORT301,311,401,421,451,457,458,461,475
SPAN202,212,276,301,302,307,432,370,375,
SPAN377,352,350,371,351,411,412,423,425,
SPAN430,431,433,435,438,439,479 SIGN310

FINE ARTS GROUP - 6 Hours

EARNED: 6.00 HOURS

F108 MA 130 3.0 B ST: Cowboy & Indians in Film
F108 MSE 139 3.0 D Music Appreciation

ARTS & SCIENCES REQUIREMENT - 96 Hours of Courses Taught by Arts & Sciences

EARNED: 79.00 HOURS

--> NEEDS: 17.00 HOURS

F111 ANTH304 3.0 A+ T: Caravanserai: Mex-Folk Health
F108 ANTH324 3.0 A South American Archaeology
Approved Course
F111 CS 314 3.0 A Intercultural Communication
S112 ANTH190 3.0 A Human Life Course
S112 ANTH304 3.0 A Current Research Anthropology
F107 ANTH304 3.0 A- >R T: Cult & Agrical in S Valle
S108 ANTH230 3.0 A- >R T: Cult & Agrical in S Valle
F111 PHIL156 3.0 A- Reasoning & Critical Thinking
F111 ANTH304 3.0 A- Principles of Cultural Anthro
F107 ANTH304 3.0 B+ Culture of the World
F111 ETHN301 3.0 B+ Intro to Linguistic Analysis
S107 BIO129 3.0 B+ Intro Geology How Earth Works
F107 EPE 101 3.0 B Physical Geology Lab
F107 PHIL101 3.0 B Intro To Phil Problems
S108 SPAN201 3.0 B Intro to Spanish Language
F108 HIST260 3.0 B History of New Mexico
F110 ANTH101 3.0 B Intro to Anthropology
S112 KCON106 3.0 B RP Introductory Microeconomics
F110 MATH129 3.0 B Survey of Math
S109 RELG107 3.0 B+ Living World Religions
F111 HIST200 3.0 B+ T: Cold War Film
S112 ANTH304 3.0 C Human Behavioral Ecology
S108 KCON106 3.0 C Introductory Macroeconomics
S109 CPH 303 3.0 C Society & Environment
>MATH201 AND KCON106
F110 CS 268 3.0 C Media Theories
F110 ANTH110 3.0 C- Lang Culture & Human Ancest
F110 KCON106 3.0 D RP Introductory Microeconomics

F111 KCON106 3.0 D RP Introductory Microeconomics
F108 KCON106 3.0 D RP History American Frontier
F109 PHIL156 3.0 F 24 Reasoning & Critical Thinking
--> NOT FROM: MATH111,112,215 PSY 109 LIBR110,
LIBR160,220 WMST181,182 GHOM\*\*\*\* UNION\*\*\*\*
WVSC\*\*\*\* NATV\*\*\*\* \*\*\*\*Q1 TO 10DL001 TO
\*\*\*\*099,100

SELECT FROM: AFAM\*\*\*\* AFST\*\*\*\* ASCP\*\*\*\* ARAB\*\*\*\*
ARSC\*\*\*\* AMST\*\*\*\* ANTI\*\*\*\* APC\*\*\*\* BGL\*\*\*\*
BIOC\*\*\*\* CCS\*\*\*\* C\*\*\*\* CHEM\*\*\*\* CHMS\*\*\*\*
COMP\*\*\*\* ECON\*\*\*\* ECPH\*\*\*\* ENGL\*\*\*\* ENGP\*\*\*\*
EPS\*\*\*\* ENV5\*\*\*\* GEOG\*\*\*\* HIST\*\*\*\* HMI\*\*\*\*
IBAM\*\*\*\* IBAN\*\*\*\* LING\*\*\*\* NVJ\*\*\*\* SIG\*\*\*\*
MCL\*\*\*\* QUAT\*\*\*\* QUE\*\*\*\* CHN\*\*\*\* CLEST\*\*\*\*
FREN\*\*\*\* GRMN\*\*\*\* GREK\*\*\*\* ITAL\*\*\*\* JAPN\*\*\*\*
LATN\*\*\*\* MLNG\*\*\*\* RUSS\*\*\*\* MATH\*\*\*\* PORT\*\*\*\*
SPAN\*\*\*\* PHIL\*\*\*\* STR\*\*\*\* PHY\*\*\*\* POL\*\*\*\*
PSY\*\*\*\* RELG\*\*\*\* SHS\*\*\*\* SOC\*\*\*\* STAT\*\*\*\*
WMST\*\*\*\* HUMN\*\*\*\* NTSC\*\*\*\* UNION\*\*\*\* \*\*\*\*C\*

ARTS & SCIENCES REQUIREMENT - 42 Hours of Acceptable Courses 300 Level or Above with at Least a 2.00 Overall GPA on the Best 42 Hours Counted

EARNED: 33.00 HOURS 3.545 GPA
--> NEEDS: 9.00 HOURS 2.000 GPA
42 Hours of Acceptable Courses 300 Level or Above -
at Least a 2.0 Overall GPA on the Best 42 Hours

F111 ANTH304 3.0 A+ T: Caravanserai: Mex-Folk Health
F108 ANTH324 3.0 A South American Archaeology
Approved Course
F108 DA 461 3.0 A History & Theory of IA
F111 CJ 214 3.0 A Intercultural Communication
S112 ANTH304 3.0 A Current Research Anthropology
S112 ANTH357 3.0 A Small Scale Gating
F111 ANTH304 3.0 A- Principles of Cultural Anthro
F111 KCON106 3.0 B+ Intro to Linguistic Analysis
R108 MA 130 3.0 B ST: Cowboy & Indians in Film
F111 HIST300 3.0 C+ T: Cold War Film
F112 ANTH360 3.0 C+ Human Behavioral Ecology

--> NOT FROM: NUCS\*\*\*\* HSCI\*\*\*\* ARTE\*\*\*\* BIOM\*\*\*\*
BSC\*\*\*\* CLNS\*\*\*\* CRIS\*\*\*\* DANC\*\*\*\*
EDUC\*\*\*\* [\*E\*Sch\*],\*\*\*\* [\*EL\*Sch\*],
EDUC\*\*\*\* [\*E\*Sch\*] EMS\*\*\*\* HED\*\*\*\* HSCI\*\*\*\*
IED\*\*\*\* LAW\*\*\*\* NM\*\*\*\* NURS\*\*\*\* PEN\*\*\*\*
PEP\*\*\*\* PHRM\*\*\*\* RAD\*\*\*\* RICH\*\*\*\* WMST181,
WMST182 PSY 109L OLT483 MGMT309

SELECT FROM: \*\*\*\*3\*\*\*\*,4\*\*\*\*,5\*\*\*\*

ARTS & SCIENCES REQUIREMENT - A Total of 128 Acceptable Hours & a Grade Point Average of at Least a 2.0 GPA

EARNED: 103.00 HOURS 2.982 GPA
--> NEEDS: 25.00 HOURS 2.000 GPA
+ ABS 128 UNM GPA (Only includes UNM Course Work)

S107 ANTH190 3.0 B+ Cultures of the World
S107 ANTH196 3.0 A- Healing I
S107 BIOD139 3.0 B Bio for Health Related Sci
S107 CPH 181 3.0 A Intro to Evolution Problems
F107 ANTH304 3.0 A- >R T: Cult & Agrical in S Valle
F107 CPH 165 3.0 A- Intro to Comm & Prg Planning
F107 EPE 101 3.0 B Intro Geology How Earth Works
F107 EPE 105B 3.0 B Physical Geology Lab
F107 PHIL101 3.0 B Intro To Phil Problems

S:08 ANTH220 3.0 A- PK T: Cult & Agriclt in S. Valley I  
 S:08 ANTH101 3.0 B+ Introduction to Art  
 S:08 ECON105 3.0 C Introductory Macroeconomics  
 S:08 ECON201 3.0 B Intro to Signed Language  
 S:08 MA 330 3.0 B ST: Cowboys & Indians in Film  
 S:08 ANTH324 3.0 A South America Archaeology  
 Approved Course  
 F:08 HIST260 3.0 B History of New Mexico  
 F:08 HDS 139 3.0 D Music Appreciation  
 S:09 ANTH157 3.0 B- Small Metal Course I  
 S:09 ORF 253 3.0 C Society & Environment  
 S:09 REL6107 3.0 C+ Living World Religions  
 F:10 ANTH161 3.0 B Intro to Anthropology  
 F:10 ANTH110 3.0 C+ Tang Culture & Human Animal  
 F:10 CJ 268 3.0 C Media Theories  
 F:10 ECON106 0.0 D Introductory Microeconomics  
 F:10 MATH119 3.0 B- Survey of Math  
 W:11 ANTH160 3.0 A+ T: Curanderero Mex-Folk Health  
 W:11 FRTL156 3.0 A- Reasoning & Critical Thinking  
 F:11 ANTH330 3.0 A- Principles of Cultural Anthro  
 F:11 CJ 354 3.0 A Intercultural Communication  
 F:11 ECON106 0.0 D Introductory Microeconomics  
 F:11 HIST100 3.0 C+ W: Cold War Film  
 F:11 LING201 3.0 B+ Intro to Linguistic Analysis  
 S:12 ANTH160 3.0 A Human Life Course  
 S:12 ANTH304 3.0 A Current Research Anthropology  
 S:12 ANTH257 3.0 A Small Scale Culture  
 S:12 ECON106 3.0 B Introductory Microeconomics  
 S:12 ANTH360 3.0 C+ Human Behavioral Ecology  
 -> NOT FROM: DANC110 TO \*\*\* NUCN\*\*\* HSCI\*\*\*

GPE \*\*\*\* \*\*100 LIBR120 (S:89-R:97)  
 LIBR220 (S:89-R:99),121 CNA \*\*\*\* ECME\*\*\*  
 EDUC\*\*\*\* HCHS\*\*\*\* HS \*\*\*\* BSTC\*\*\*\* HED \*\*\*\*  
 LAW \*\*\*\* MUSG\*\*\*\* NJRS\*\*\*\* PHRM\*\*\*\* PSY 109L  
 RTCH\*\*\*\* CLT483 WMST181,182 CLNS\*\*\*\*  
 BIOM\*\*\*\* EM \*\*\*\* MED1\*\*\*\* OCH1\*\*\*\* OBT \*\*\*\*  
 PT \*\*\*\* HSCI\*\*\*\* EMS \*\*\*\* NMI \*\*\*\*  
 CRJS\*\*\*\* Per Conv w/ Julie B. ARTE\*\*\*\*  
 MATH010,111,112,215 PER \*\*\*\* PENP\*\*\*\*  
 IED \*\*\*\* REC \*\*\*\* RADS\*\*\*\* DEHY\*\*\*\* MUS 143,  
 MUS 430,395 OLTLIT\*\* LA \*\*\*\*  
 SELECT FROM: \*\*\*\*\*  
 Only 4 Hours of PE will Count Towards a  
 Degree in Arts & Sciences  
 SELECT FROM: PENP\*\*\*\*  
 Only 4 Hours of DANCE or ENSEMBLE MUSIC will  
 Count Towards a Degree in Arts & Sciences  
 SELECT FROM: DANC\*\*\*\* MUS 143,230,231 TO 237,  
 MUS 241,243,330,336,337,395

ARTS & SCIENCES REQUIREMENT - 6 Hours of Courses Taught by  
 Arts & Sciences Departments while Enrolled in the College  
 Completed

EARNED: 6.00 HOURS  
 F:11 ANTH340 3.0 A+ T: Curanderero Mex-Folk Health  
 F:11 CJ 314 3.0 A Intercultural Communication

BA in ANTHROPOLOGY - Ethnology

EARNED: 27.00 HOURS 3.593 GPA  
 --> NEEDS: 9.00 HOURS  
 + 1) Required Courses Completed  
 F:10 ANTH101 3.0 B Intro to Anthropology  
 S:07 ANTH130 3.0 B+ Cultures of the World

F:11 ANTH330 3.0 A- Principles of Cultural Anthro  
 - 2) Student Must Take 2 Area Courses from the Following:  
 SELECT FROM: ANTH331,332,337,  
 ANTH340 [T: Palestinian Memoirs],  
 ANTH340 [T: NM Lore and Lure],  
 ANTH340 [T: NM Lore & Lure],343,345,384,387  
 - 3) 2 Topics Courses from the Following Required  
 F:11 ANTH340 3.0 A+ T: Curanderero Mex-Folk Health  
 SELECT FROM: ANTH312,333,339,344,346,380,383,  
 ANTH385,389

+ 4) Additional Core Sequence Completed  
 Evolutionary  
 S:10 ANTH160 3.0 A Human Life Course  
 F:12 ANTH260 3.0 C+ Human Behavioral Ecology  
 + 5) Additional Elective from a 3rd Subfield Completed  
 F:08 ANTH224 3.0 A South American Archaeology  
 Approved Course  
 >>MATCHED AS: BA-ANTH 25  
 + 6) Elective Credits Completed  
 S:11 ANTH304 3.0 A Current Research Anthropology  
 F:07 ANTH204 3.0 A- T: Cult & Agrical in S Valle

18 HOURS of ANTHROPOLOGY UPPER DIVISION REQUIRED

EARNED: 15.00 HOURS  
 --> NEEDS: 3.00 HOURS  
 1) 18 Hours of Anthropology Upper Division Required,  
 Must See Advisor for Remaining Courses  
 F:10 ANTH340 3.0 A+ T: Curanderero Mex-Folk Health  
 F:08 ANTH324 3.0 A South American Archaeology  
 Approved Course  
 S:12 ANTH304 3.0 A Current Research Anthropology  
 F:11 ANTH330 3.0 A- Principles of Cultural Anthro  
 F:12 ANTH340 3.0 C+ Human Behavioral Ecology  
 SELECT FROM: ANTH3\*\* TO 4\*\*,497,  
 ANTH498 Needs Advisor Permission

MINOR IN ECONOMICS

EARNED: 9.00 HOURS 2.333 GPA  
 --> NEEDS: 9.00 HOURS  
 + 1) The Following Courses Required  
 S:12 ECON106 3.0 B Introductory Microeconomics  
 S:08 ECON105 3.0 C Introductory Macroeconomics  
 SELECT FROM: ECON300 OR 303  
 + 2) 9 Hours of Electives  
 S:08 ORF 203 3.0 C Society & Environment  
 >>MATCHED AS: ECON203  
 SELECT FROM: ECON2\*\* TO 499

UNN TRANSCRIPT RECORD \*\*\*\*

FALL-1998  
 F:98 ANTH106 0.0 F PK F:98 ANTH166 0.0 ADD

UNN TRANSCRIPT RECORD \*\*\*\*

EARNED: 106.00 HOURS  
 SPRING-2007  
 12.00 HOURS ADDED 3.500 GPA  
 S:07 ANTH130 3.0 B+ S:07 ANTH106 3.0 A-





## **6. Proposed Faculty Constitution Revisions**

Committee on Governance Co-Chair Tim Lowrey introduced the Faculty Constitution revisions to the Faculty Senate. The Faculty Constitution has not been revised in 29 years. Since titles and other information have changed since that time. Most of the changes are non-substantive. There are three main substantive changes:

- a. Stating within the Faculty Constitution that the Faculty Handbook hold privacy over policies that pertain to faculty. The Committee on Governance would like to add another section to the Faculty Handbook listing all of the policies that pertain to faculty so that all faculty can access this section.
- b. The Committee on Governance worked with the Operations Committee last year to devise the new formula capping the number of faculty senators at 68 plus the at-large senators stating that each college could not have more than 1/3<sup>rd</sup> of the senators.
- c. Deans are supposed to be recommended to the Board of Regents by the President which is not how it has been followed. In consultation with the Provost and the President the recommended revision will be for the Provost to recommend to the President to choose which Deans to be selected.

The next steps would be to hold two General Faculty meetings a month apart scheduled October 17, 2014 and November 21, 2014. The revisions will go to a vote to the voting faculty then the Board of Regents for review and approval.

## **7. Provost's Report**

The Intellectual Property Policy is for research that is funded by companies. If a company wants to fund in the beginning of a research project they will have a clear path to having intellectual property having to pay above and beyond of what they originally fund. This approach is based on other models at Universities such as the University of Minnesota that will encourage companies to invest more in research at the University.

Regent Koch suggested for the Schools/Colleges of the University to identify the amount needed to give raises to faculty. The University needs \$4 million to pay for the utilities and possibly \$1 million to give raises to faculty throughout the University. Provost Abdallah will present an amount to Regent Koch based on each criteria he receives from Schools/ Colleges throughout campus. Faculty will be valued on a certain level to obtain an increase.

Digital Measures were used for Annual Reports pertaining to research and Banner modules were reviewed to obtain information regarding teaching. With these two resources a program can be created for the chair or dean to utilize in producing information. The purpose is to make it easier when collection information regarding research. This program will not collect information pertaining to Fine Arts but does regarding grants, publication, citations etc. Provost Abdallah is suggesting that if a Chair wants to compare this tool it will electronically collect information on a daily basis. This software costs around \$100,000 annually.

Provost Abdallah requested for the Deans to write what their priorities are in their college/schools and how much they need to fulfill their needs. Provost Abdallah will report this information to the Board of Regents so they can plan accordingly.

## CONSENT AGENDA TOPICS

### 8. 2014-2015 Faculty Senate Committee Appointments

The 2014-2015 Faculty Senate Committees appointments were approved by unanimous voice vote of the Faculty Senate.

Faculty Senate Committee Appointments Needing Senate Approval			
Admissions and Registration			
First	Last	Title	Department
Mohammed	Hassan	Assistant Professor	Surgery
Athletic Council			
First	Last	Title	Department
Cassiano	De Oliveira	Professor	Chemical Nuclear Engineering
Timothy Eugene	Goldsmith	Associate Professor	Psychology Department
Kendall	Spencer	Student	Undergraduate
Gig	Brummell	Alumnus	UNM Alumni Association
Curricula			
First	Last	Title	Department
Shelly	McLaughlin	Lecturer II	Emerg Med EMS Academy
Cristyn	Elder	Assistant Professor	English Department
Joseph	Ho	Research Professor	Chemistry Department
Erin	Jarry	Lecturer III	Educational Specialties Ed Spec
Antonio	Tiongson	Assistant Professor	American Studies
Elizabeth	Keefe	Professor	Educational Specialties Ed Spec
Carolyn	Montoya	Associate Professor	College of Nursing
Stephanie	Smith	Assistant Professor	School of Public Administration
John	Russell	Professor	SOE Mechanical Engineering
Lori	Townsend	Assistant Professor	University Libraries
Judy	Liesveld	Associate Professor	College of Nursing

Graduate and Professional			
First	Last	Title	Department
Rajeshwari	Vallury	Associate Professor	Foreign Languages Literatures
Jennifer	Thacher	Assistant Professor	Economics
Gregory	Cajete	Associate Professor	Language Literacy Sociocultural LL
Andrea	Polli	Associate Professor	Art and Art History

Honorary Degree			
First	Last	Title	Department
Ranjit	Bose	Professor	ASM Mktng info Decision Sci MIDS

Information Technology			
First	Last	Title	Department
Meggan	Gould	Professor	Art and Art History
Scott A	Ness	Professor	Molecular Genetics Microbiology
Lucretia	Pence	Associate Professor	Language Literacy Sociocultural LL

Library			
First	Last	Title	Department
Carolyn	Woodward	Associate Professor	English
James	Boone	Professor	Anthropology

Policy			
First	Last	Title	Department
Charles	Cunningham	Associate Professor	Biology Faculty

Research Allocations			
First	Last	Title	Department
Susanne	Anderson-Riedel	Associate Professor	Art and Art History
Enrique	Sanabria	Associate Professor	History Department

Research Policy			
First	Last	Title	Department
Tobias	Fischer	Professor	Earth and Planetary Sciences Dept
Charles	Truman	Professor	Mechanical Engineering
Peter	Vorobieff	Professor	Mechanical Engineering

Undergraduate			
First	Last	Title	Department

James	Fowlkes	Executive Project Director	Extended University Ext Univ
Jacob	Trujillo	Lecturer II	English
Elizabeth	Keefe	Professor	Educational Specialties

## AGENDA TOPICS

### 9. Regent Bradley Hosmer

The Board of Regents is an interesting group of members who volunteer their time to serve who all have the same goal wanting nothing but the best for the University. Regents have no authority as individuals.

Regent Hosmer encouraged faculty to sit in on one of the Academic/ Student Affairs and Research Committee meetings. The Committee always strives to pay attention to the enterprise in a way that is as constructive as possible. A primary task is being helpful to the Provost in the long-term being critical for the University. Another task is to advertise the strengths of the Academic enterprise to the Board of Regents.

Regent Hosmer was delighted to hear in a previous discussion that the period of certain actions completed by the Faculty Senate is a year and a half. For the Board of Regents it is 4 years.

There is a debate at the national scale regarding how to evaluate the results of large Universities. This debate has been going on for 25 years. The accrediting associations started looking for ways to assess whether or not a given institution can be accredited other than by measuring inputs. For decades it's been nothing but inputs so they started looking at ways that are slightly different from inputs. It is imperative that universities such as UNM began to come up with a measurement that puts their Universities distinctions into context. This will allow the University to talk about itself comparison with the difference between the student who didn't become and the one who did.

The most recent new endeavor is responding to the Governor in chairing a group of people that will help redesign the output of the College of Education and universities into the teaching force.

Faculty Senate President Pamela Pyle suggested a Faculty Regent serve on the Board of Regents. Regent Hosmer expressed that the difference between the current arrangement and having a Regent on the Faculty Senate is not as great as one may think because the President of the Faculty is representing the Faculty and as advisors it is a very powerful influence.

Every now and again a Regent gets a surprise of an issue that comes out from the press. One of the Regents will receive a phone call from the press requesting an interview. Regent Hosmer stated that it would be nice if the Regents had a forewarning of issues to know what the best response would be.

A University specific issue in New Mexico is this University being a national University, the orientation of the city fathers and legislatures is that it is the crown piece of education in New Mexico. It is very difficult to persuade the city fathers and legislature that we compete for faculty, students and grants being on a national market.

### 10. Healthcare

Health Science Center (HSC) Executive Physician-in-Chief Michael Richards reported on the committee structure and goals of the HSC Committee President Frank put

together. The Committee is chaired by David Harris and Paul Roth to review medical benefits for staff, faculty and retirees. The question is if there are options to be considered in the medical benefits plan for 2016. Another suggestion is in subsequent years to help the University arrive at a medical benefits plan that is financially sustainable that will be attractive to current and future employees, to promote the overall health and wellness and promote the values of the University.

A steering committee will be put in place that will manage the group shared by David Harris and Paul Roth with 6 other members of the University. They are charged to set a work plan that also identifies a benefits committee to review the current medical benefits. The membership is largely composed of representatives of the various councils or committees from the University. Faculty Senate President Pamela Pyle will nominate a member of the Faculty Senate to sit on the Committee. This Committee also included the Human Resources and Benefits experts from the University.

The committee put together the work plan charged to find what the alternatives might be for 2016 and future years. As part of its work plan, the group put together two technical work groups to review high level questions such as: Are there opportunities to create consolidation? Are there potential changes to the current benefits structure or a way that they are administering medical benefits? There are multiple Human Resource (HR) Systems within the University for example: HR system for all staff, HR System that belongs to UNM Hospital, HR system that belongs to the UNM Medical Group, UNM Sandoval Regional Medical Group, Research Park and Resident Physicians. These are all administered as separate plans.

A key point regarding medical benefits is that while an employee carries a card that looks like an insurance card, it's not an insurance card. The University is a self-funded health plan that uses the insurance corporations to essentially administer a medical benefits plan that the University completely funds on its own. As a self-funded plan the University has more control over the products that are designed. Currently regarding the committees, the large group met once for 6 hours to review the mechanics of how we do medical benefits at the University and also reviewing how to get to a place where employees have a more sustainable and affordable health plan. They have met as their individual working groups meeting every other week typically for 2 hours with the actuarial groups Gallagher that is the main University consultant and Axene which is a second actuarial consultant. They have met to review the current benefits structure to offer what the alternatives might be. At the request of Faculty Senate President Pamela Pyle a member from the Faculty Senate has been added to the work groups so that they can report back to the Faculty Senate.

In terms of next steps, there are two more sets of technical sets of workgroup meetings in the next week and follow up with the large committee to then report back to the Faculty Senate regarding the results. At the highest level of being cost effective is integrating disease management and medical management into the current medical plans. Currently the University is paying for those through Blue Cross Blue Shield, Presbyterian and UNM Health. They have not been implemented in a way to have significant cost savings.

Faculty members and staff that have ongoing chronic diseases will be offered better access to medical care, pharmaceutical management in a more intense way. If the University offers the more robust access to disease management then they will have lower costs and better health which is best practice. To preserve the idea of choice the University needs to consider some additional plan options moving into 2016-2017. The two kinds of choices that will get presented to the larger groups are as follows: offering up a minimum benefits plan for individuals that are healthy may select at a lower cost, offering a high deductible health plan with an associated medical savings account. The

actuarial will present how the models will work out to the larger committee. While there are numerous HR systems the concept of pulling everyone into one giant pull makes sense pertaining to an insurance company but since UNM is a self-funded plan combining everyone offers no cost savings to the University. The costs can be negotiated with the insurance type carriers that administer the plans by bringing the group together, presenting the multiple plans we want to negotiate as a single group on the administrative fees associated with them and with the disease medical management programs so that there is uniformity across the spectrum. Pulling saves money. In an insurance model for example, take a high risk group and pull them into a high risk population that doesn't work for UNM because the University has their own population. If the University takes the high risk or low risk and combines the two the expenditure remains the same. The University is in the high risk group, the medical residence is in low risk group, with the expenditure being the same for both.

The next meeting will focus on the pre-65 retirees and what the options will be for them. The actuaries are working on reporting if the pre-65 is brought into a separate pool: what happens if no changes are made to the current benefits plan? What happens if a stipend is created type arrangement for the retirees? What happens if the retirees were moved into a public exchange? The total expenditures for the employees stay the same and the total expenditures stay the same for the University. Gallagher will model what would happen if pre-65 is returned into the larger pool. There is \$65 million for expenditure, \$20 million in reserves and the deductible off of the insurance is \$1 million. For some of the groups, combining them does offer cost savings because of the reinsurance issue, ex: bringing small employment groups that have similar risks like University of New Mexico Hospital and Sandoval Medical Regional Center (SMRC) together under one potential plan with the benefit structures being the same. There would be lower reinsurance costs associated with the SMRC group totaling 375 employees. It is a small cost savings that would be seen when bringing the pools together regarding the \$65 million. The University is neither saving nor making money. The expenditure is shared by both the employer and the employee so it is to no one's benefit to spend more than need to. The goal for both parties should be to find a medical benefit plan that achieves the overall goals of the institution but that is a low cost for both the University and their employees.

When an employee purchases their insurance from Presbyterian, Blue Cross etc. they are buying their network and negotiated rates. About 45% of people consuming the health plans within the delivery systems the University give itself the best rate available. One option is to create access within our own healthcare delivery system so that individuals would want to receive care since the University can deliver it to them at a lower cost. The University values its employees having choice and not creating disruption.

## **11. VEBA**

Anderson School of Management Chairperson Leslie Boni and Human Resources Chief Operations Officer Mike Duran reported on the Voluntary Employee Beneficiary Association at the University.

In 2013-2014 an employee was paying 1 1/2 % in gross salary with the University matching effective July 1, 2013. If an employee pays into the VEBA it will give you access, there is certain specific criteria to meet that are in policy 3600 and the trust document our on the Human Resources website to read more information. If the criterion is met the employee is eligible for post-retirement benefits when you are eligible to retire essentially you will have health, dental and basic life insurance.

The reason for VEBA was because there was identification within the financial statements of the University that the post-retirement future liability was at \$160 million the Board of Regents were very concerned. The Administration was concerned about the high liability that was sitting on the balance sheet that could negatively impact bond ratings. Bond rating are how the University

borrow money to build new buildings or to do different projects. If the Bond ratings decrease the University pays higher interest against that money. The idea is for VEBA to help prefund the post-retirement benefits over time.

**1. What are the changes that could be made in the future to the VEBA trust or plan that could negatively impact those paying into VEBA -- and how would these changes be made and by whom?**

*Response: The Retiree Welfare Benefit **Trust** Document – Section 8.1 – Amendment states: Any or all of the provisions of this Agreement may be amended at any time and from time to time, in whole or in part, by an instrument in writing signed by the President of UNM and the Trustee.*

*Response: The Retiree Welfare Benefit **Plan** Document – Section 5.1 – Fiduciary states: UNM is the fiduciary of the Plan. With respect to the determination of the amount of, and entitlement to, benefits under any insured Component Benefit.*

*The Retiree Welfare Benefit **Plan** Document – Section 6.1 – Right to Amend states: UNM delegates to its President the right to amend the Plan and to the HR Department the right to amend any Component Benefit from time to time, including amendments that are retroactive in effect to the extent permitted by law.*

*The Retiree Welfare Benefit **Plan** Document – Section 6.3 – Right to Terminate states: The Board of Regents shall have the power to terminate the Plan and the President of UNM delegates to the HR Department the right to merge any Component Benefit in whole or in part at any time.*

**2. If something happens in the future that result in the VEBA trust being discontinued, what are the options for how and on whom the VEBA trust could be spent?**

*Response: The Retiree Welfare Benefit Trust Document – Section 8.2 – Termination states: This Agreement may be terminated at any time by the President of UNM and upon such termination, or upon the dissolution or liquidation of UNM, the Trust Fund shall be distributed by the Trustee as and when directed by the VEBA Investment Committee or by UNM, in accordance with the provisions of Article III hereof and the terms of the Plan and Code. UNM hereby represents that such distributions shall be contributions to retiree health and welfare coverage for Plan participants pursuant to the provisions of NMSA 10-7C-4(H)(3)(C), 10-7C-9(F) and New Mexico Administration Code regulation 2.81.10.8 or any subsequent statute or regulation of similar import. In no event shall any part of the corpus or income of the Trust Fund be paid to or for the benefit of UNM.*

*The Retiree Welfare Benefit **Plan** Document – Section 6.4 – Payment of Claims Upon Termination states:*

*If the Plan is terminated, the Plan shall continue until all pending claims for benefits outstanding as of the date of termination have been paid, provided such claims are timely submitted. Any remaining assets in the Trust shall be used for the exclusive purposes of providing benefits to Plan Participants as provided in Treasury Regulation 1.501(c)(9)-4(d).*

**3. Initial creation of the VEBA Board specified there were to be 2 faculty members on the VEBA Board. What could be done that would reduce this number to 0? And who has the power to do that?**

*Response: The Retiree Welfare Benefit Trust Document – Section 8.1 – Amendment states: Any or all of the provisions of this Agreement may be amended at any time and from time to time, in whole or in part, by an instrument in writing signed by the President of UNM and the Trustee.*

**4. Faculty Senate President Pamela Pyle requested to see a break down for faculty that looked like this:**

***If you are x years old, and expect to retire after 65, and you make x dollars, how much will you have spent and how much can you gain.***

***This sort of table seems very useful, practical and necessary in order to be able to make truly informed decisions. I believe you suggested it was not in the scope of the committee, but who else would have access to the numbers?***

*Response:*

*The VEBA Advisory Board and HR Benefits department do not have Certified Financial Planners on staff and therefore are unable to provide advice or tools to assist employees with making a VEBA opt-in/out determination.*

*There are several issues that employees should consider as follows (the list is not necessarily all inclusive):*

*Salary (current and projected future)*

*Individual VEBA cost (total estimated)*

*VEBA service credit earned and to be earned*

*Years to retirement*

*Grandfathered status*

*Retiree premium costs (current and projected future)*

*Availability of other post-retirement options for health & welfare benefits (e.g., spouse coverage, exchanges, etc.)*

*Decision to retire as a pre-65 retiree vs a 65 and over retiree*

*ERB retirement eligibility*

*Other personal funding options for post-retirement health & welfare benefits*

Anderson School of Management Chairperson Leslie Boni and Human Resources Chief Operations Officer Mike Duran will attend a Faculty Senate meeting in the future to continue the discussion regarding the Voluntary Employee Beneficiary Association at the University.

## **12. Faculty Staff Benefits Committee Report**

Faculty Senate Benefits Committee Co-Chair Fran Wilkinson reported why the university care remains higher than the Universities peer institutions. Human Resources are working with Gallagher to get an analysis of peer costs for premiums against the Universities costs and premiums.

## **13. New Business and Open Discussion**

There is was no new business.

**Meeting adjourned at 5:00 p.m.**