

**The University of New Mexico Faculty Senate
Draft Meeting Minutes
September 26, 2023
3:00-5:00 P.M.
Zoom**

(Pending approval at the October 31, 2023, Faculty Senate Meeting)

1. Call to Order

The meeting was called to order at 3:02 p.m.

2. Approval of the Agenda

The agenda was approved.

3. Approval of the August 29, 2023, Meeting Minutes

The August 29, 2023, minutes were approved.

4. Posthumous Degree for Herbert von Haas

Coordinator Lisa Lindquist, Office of Parent & Family Programs/Family Connection, presented a posthumous degree request for Herbert Von Hass.

The former student, Mr. Herbert von Hass, was on track to complete his bachelor's degree in history with a minor in Military Studies before passing away shortly after the end of the Spring 2022 semester.

At the time, Mr. von Haas needed 1 credit hour towards the General Education Requirement Area 3 Physical & Natural Sciences, 1 credit hour towards the History major, and had completed the minor in Military Studies. The student had earned an overall 158 credit hours and had maintained a 4.1 UNM GPA since returning to UNM in Fall 2019.

The posthumous degree was unanimously approved.

5. University President's Report

President Garnett Stokes reported the following.

- Total enrolment is officially up at UNM for the second year in a row. There was a 3.1% increase in first-year student registration. This first-year student body (class of 2027) is the largest in Lobo history.
- The increase in first-year students has increased 4 years in a row.
- Jennifer Mallot is the new dean of the College of Arts and Sciences.
- Omathanu "Om" Perumal has been selected as the Associate Vice President for Research.
- President Stokes is grateful for the leadership currently in place with some interim deans including Leslie Donovan as the dean of the Honors College,

David Weiss for University College, and Maria Lane for the Graduate School.

- There is an article in *The New York Times* about economic diversity in higher education. They looked at the top almost three hundred schools that were the most selective higher education institutions in the country in terms of economic diversity. The University of New Mexico was tied for number 9. There were only three public institutions in the top 10. UNM was the only flagship institution. They were looking at the number of Pell Grants.
- Six more faculty were elevated to Distinguished Professor. Several were able to attend a reception that was at University House co-hosted with Provost James Holloway and the EVP of Health Sciences Douglas Ziedonis. It is remarkable to meet all faculty that are being promoted. The dean of the College of University Libraries and Learning Sciences started a program for promoted faculty. Faculty that are promoted at any level can select a book of their choice to become permanently placed within the library.
- The initial three Grand Challenges that UNM launched in 2019 were sustainable water, substance use disorders, and successful aging. There are three more level 2 Grand Challenges: child health related to child maltreatment, just transition to green energy, and sustainable space research. There are several other projects that are receiving Office of the Vice President for Research support. It is exciting to see the ways these interdisciplinary teams are taking off and doing incredible scholarship and solving some of society's problems.
- UNM has a podcast titled "It's Not Rocket Science." It is intended to spotlight UNM's research. The first episode featured Dean Leo Lo from the College of Libraries and Learning Sciences (CULLS) and law Professor Sonia Gipson Rankin. They discussed artificial intelligence in higher education, government, and law. You can subscribe to the series on Spotify or Apple Podcast. The episode is about 45 minutes long.
- Work is progressing on an integrated campus plan. There is an opportunity coming up for shaping the future of the use of the land UNM owns.
- UNM is working with members of the legislature and plans for the 30-day session. It is ongoing year-round work. There is so much one time money available at the state level that UNM wants to maximize what UNM is able to do.
- President Stokes is continuing her traveling office hours. She was at the College of Nursing today and the Biology Department a couple of weeks ago. She heard a lot about the concerns that people have. The next one is being held at Academic Communities in the University Advisement and Enrichment Center.
- The University of New Mexico Foundation held a retreat. This is the arm that focuses on raising private support for the University. There were a couple record-breaking campaigns. It is a group of leaders who are figuring out how to raise money supportive of the institution's 2040 Plan.
- We have a Board of Regents that is focused on the needs of the University.
- President Stokes is the Chair of the Mountain West Conference.

6. Provost's Report

Provost James Holloway reported the following.

- The *New York Times* reported on the impressive number of students who are on the Pell Grant at UNM. Pell pays students about \$7,000 dollars a year. It is a worthwhile scholarship program.
- He stated we are proud of the Opportunity Scholarship and the Lottery Scholarship. These are great tools for helping our undergraduate resident students. One challenge is students losing eligibility for those scholarships. When a student starts in the fall, they are not yet eligible for the Lottery Scholarship. Institutional funds are used for a bridge scholarship, but it is not enough to cover tuition. This allows qualified New Mexico residents in their first term to have their tuition fully covered. If they are a Pell student, the Pell dollars pays for housing, food, books, and other costs of attendance. In the spring term, only 66% are eligible for Lottery and Opportunity Scholarships. Going from the first term to the second term, 33% of students lost eligibility. Work will begin to aid students to maintain their eligibility. Faculty will be asked to keep grade data current, so students know where they are.
- October 1st is the first day of the fiscal year for the Federal Government. A government shutdown affects UNM. UNM has \$60 million a year in research expenditures. The majority of that is from federal sources. The guidance given, unless faculty are told by their funding agency or the OVPR, faculty on research grants should continue to expend their research grants. Most grants, UNM spends the money and then is reimbursed. Some agencies will continue to grant during a shut-down, but others will not.
- The University financial position for fiscal 2024 is \$4.07 Billion. \$3.9 Billion is the hospital and the Health Sciences Center (HSC) academic units. Main campus is about \$930 Million. The branch campuses are just shy of \$60 Million.
- Provost Holloway presented a PowerPoint (Appendix 1)
- The deficit in the College of Arts and Sciences (A&S) should be cleared up this year.

7. EVP for Health Sciences Center (HSC) Report

Executive Vice President for the HSC Douglas Ziedonis was unable to attend.

8. Faculty Senate President's Report

Faculty Senate President Cris Elder reported the following.

- President Elder stated that most committee assignments have been complete. She will be sending out an email to the senate asking for assistance filling remaining vacancies.
- She has been in contact with Chief of Staff Terry Babbitt (Office of the President) about the Sara Belle Brown service award. Three faculty are needed to serve on the committee. The deadline is Friday, September 29.

9. CONSENT AGENDA

Committee Appointments

The consent agenda was approved.

10. Public Comment

There was no public comment.

11. Setting Academic Year 2023-2024 Faculty Senate Priorities

- President Elder placed senators in break-out groups of 4-5 faculty. She will be asking people to access the link she provides for survey results. She asks groups to identify issues and concerns and whether the senate can address them and how. If it is not in the senate purview, who on campus to direct it to. She asked the groups to identify the top priorities and concerns.
- Groups reported their discussion.
 - The first group stated that their top issues are compensation and benefits; infrastructure; and wellness and work environment.
 - The second group reported that they had similar concerns. Their main concern is the chronic understaffing. Recruiting faculty and staff has been difficult.
 - The third group had a wide variety of campus and branch representation. Their main issue was that the electronic patient medical system is out of date and needs improvement and upgrade. There has been talk of upgrading. They discussed the four/four fight for faculty at Branch Campuses to be equal to central campus. Scholarships were discussed and knocking the 15-hour requirement down to twelve. They also discussed the attrition of faculty, the loss of full-timers to adjunct professors, annual and sick leave, and aligning adjunct wages across all campuses.
 - The fourth group prioritized staffing issues, compensation issues (for staff, faculty, and students), and fixing the system of post-awards. The processing of awards is currently in a timeframe the is hard to understand. Staff compensation is an issue and needs to be part of the conversation. It can be up to a year for an index to be created.
 - The fifth group to report stated that they are concerned with salaries, and moderation of emails and the listservs on North Campus. There is concern of freedom for faculty and freedom of speech. There is not a guide to use listservs. Another issue is that there is a proposed change to the Faculty Handbook that went out today defining a clinician educator versus a practitioner educator. Some language was removed from the policy that they would like to see addressed.
 - The sixth group stated that their concerns are compensation to attract talent and retaining talent; workloads across areas and titles that are

- appropriate; and providing clear feedback to administration about performance of leaders to be more transparent to all involved.
- The seventh group discussed transparency as a goal for senate faculty to help the University be clear on comprehensive and consistent reporting for faculty; retention effort; and monitor for bullying.
 - The final group discussed faculty wellness; pay and leave; clinicians leaving UNM; and infrastructure.
 - President Elder stated that there are many committees under the Faculty Senate. In order to understand what the Faculty Senate does, one would refer to the committees page of the Faculty Senate website. Infrastructure, for example, could be sent to the Campus Development Advisory Committee (CDAC). The charge of the committee is linked to the committee's webpage. CDAC was previously defunct and is now being revived.
 - University Secretary Nancy Middlebrook explained how policies in the Faculty Handbook (FHB) are formatted.
 - President Elder stated that a senator orientation would be helpful. Faculty Senator Laura Haniford suggested a tutorial on what governance means and what faculty's role is.

12. Adjournment

The meeting adjourned at 4:52 p.m.

Appendix 1

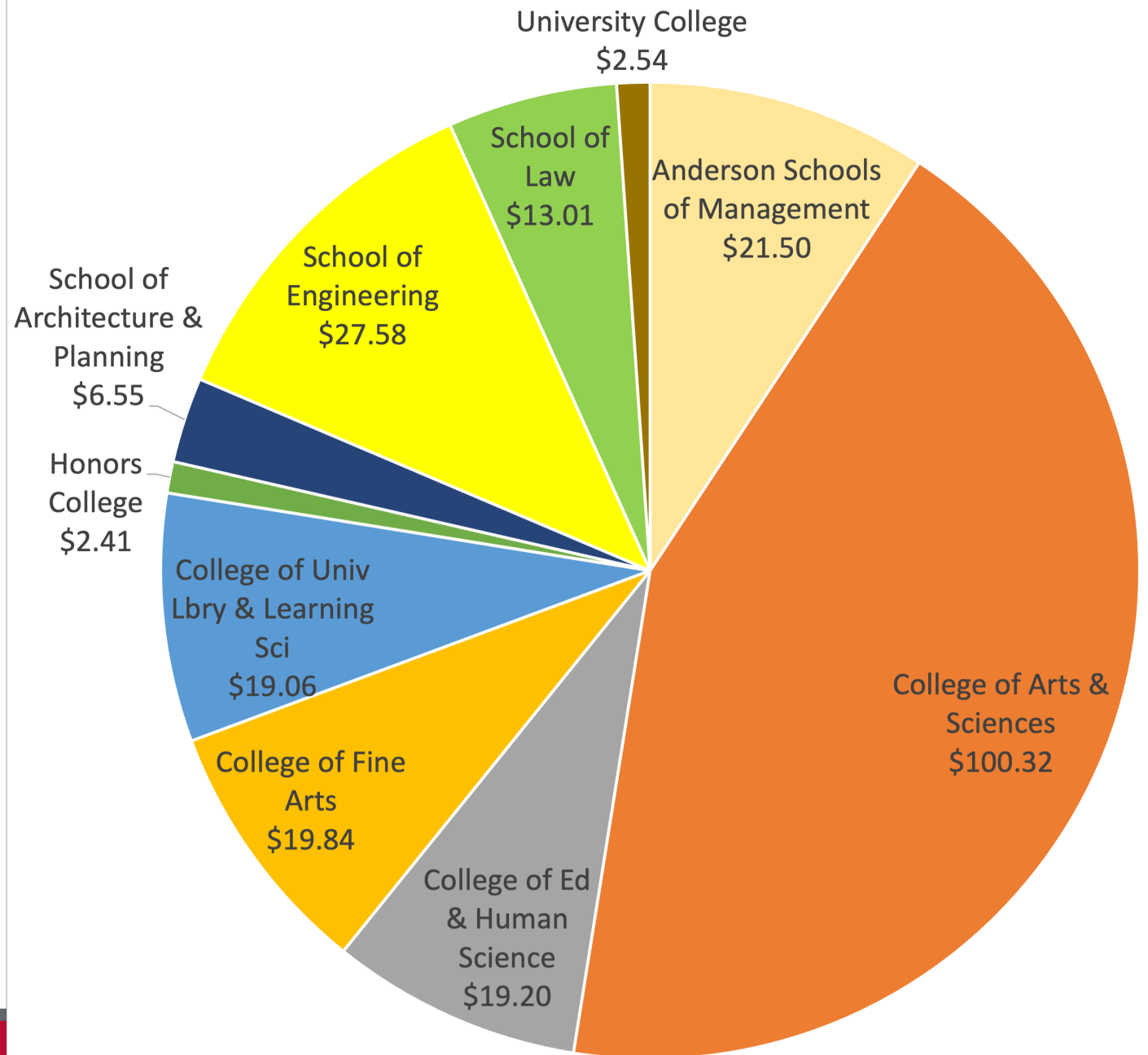


Academic Affairs FY 2024 Budget Update

JAMES PAUL HOLLOWAY
PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

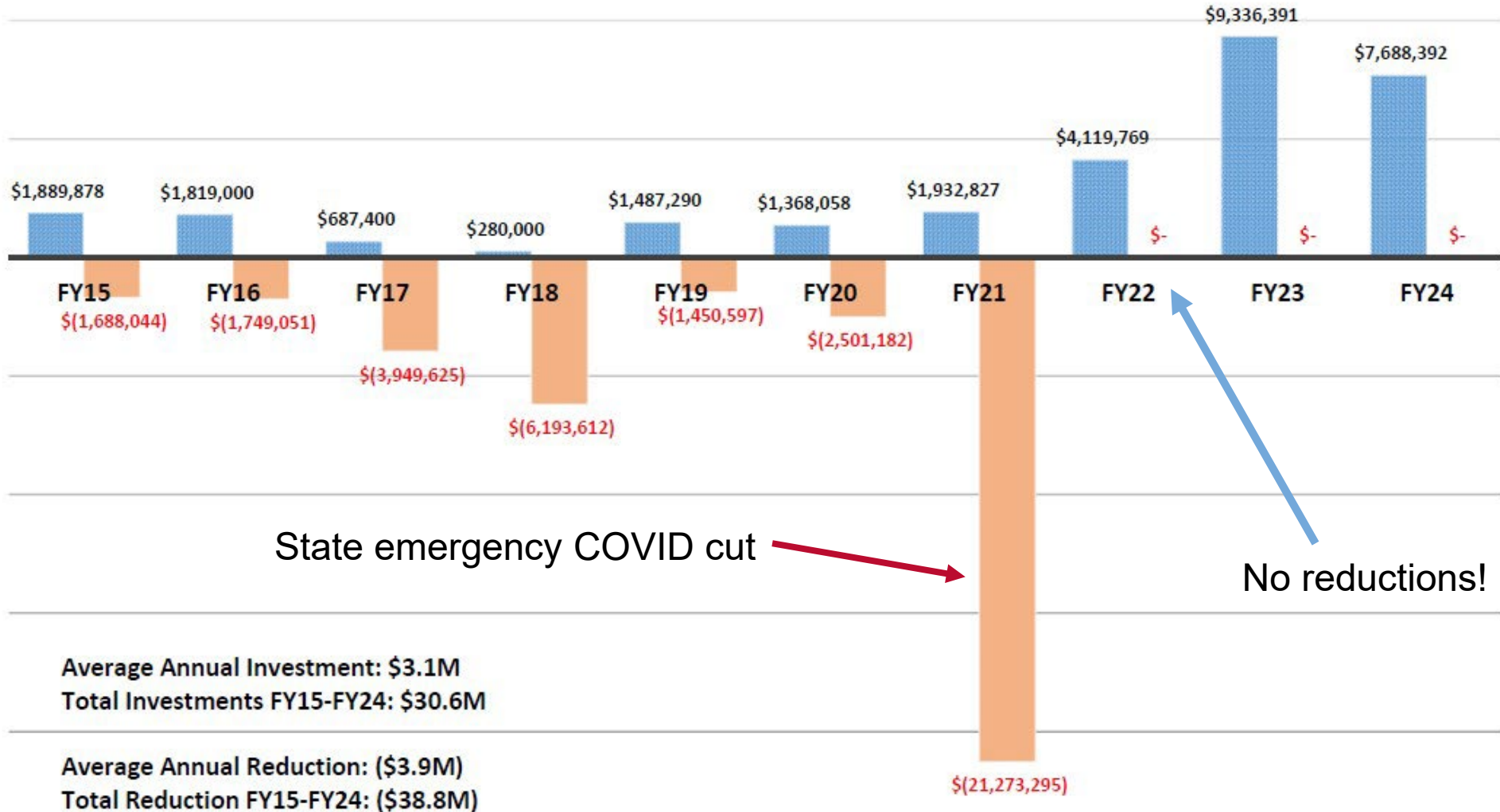
I&G Revenues (in millions)

Includes base allocation,
differential tuition, tuition
share, course fees, etc.

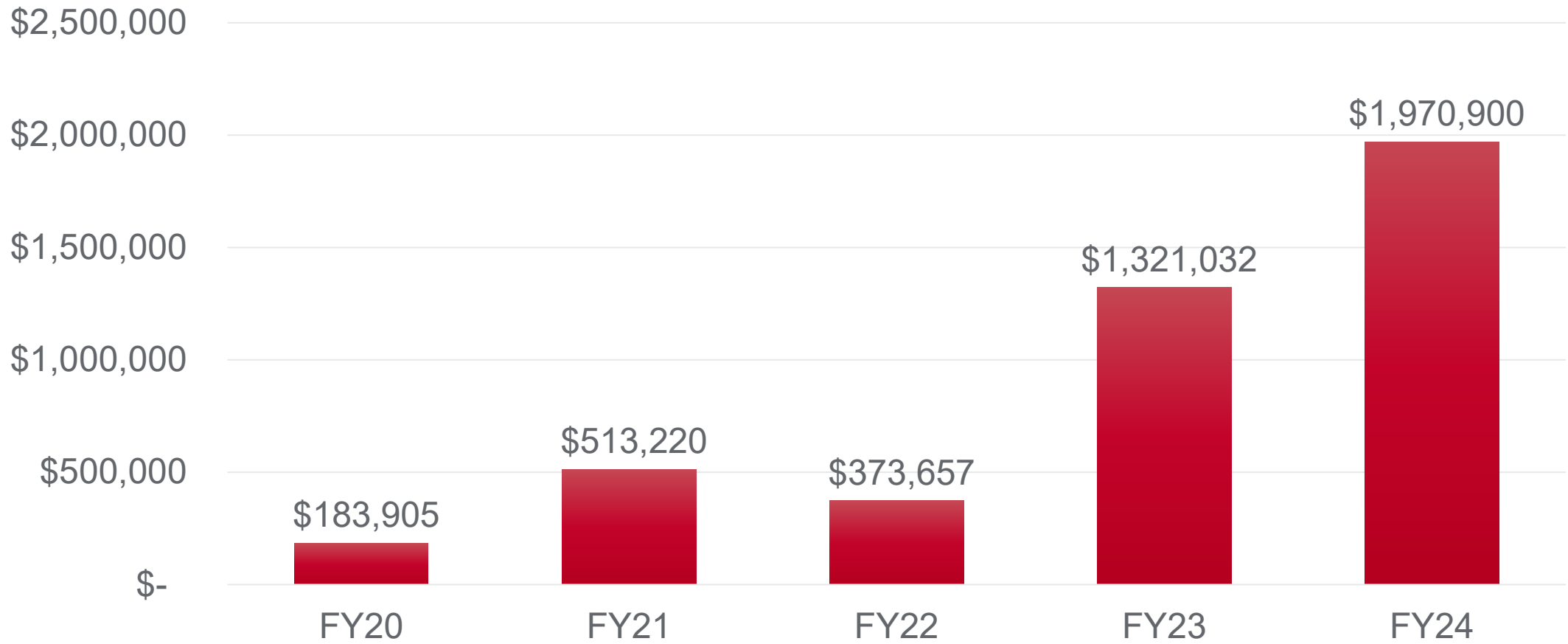


\$7.7M for
FY 24

Academic Affairs New Investments and Permanent Reductions 10 Years (FY15-FY24)

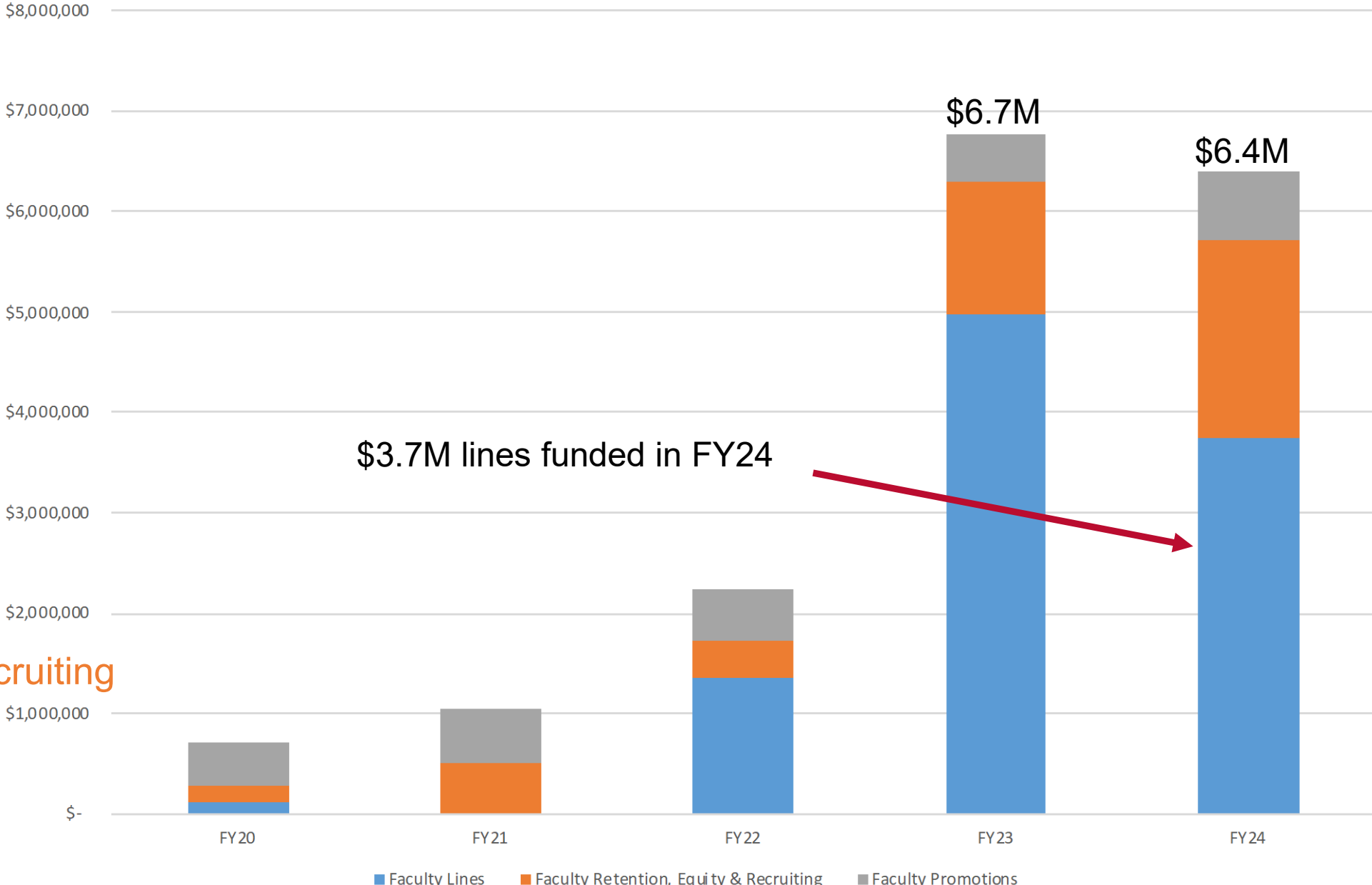


Academic Affairs FY20-FY24 Faculty Retention, Equity & Recruiting Investments



Includes salary adjustments, startup pool, retention pools

Academic Affairs Faculty Investments FY20-FY24



- Promotions
- Equity/Retention/Recruiting
- New lines



Schools/Colleges	Merit, Equity, etc.	
Anderson Schools of Management	\$ 6,456	
College of Arts & Sciences	\$ 621,614	Large faculty + deficit plan
College of Ed & Human Science	\$ 476,654	Extra allocations for lowest paid units relative to R1 avg
College of Fine Arts	\$ 494,668	
College of Univ Lbry & Learning Sci	\$ 12,912	
Honors College	\$ 34,368	
School of Architecture & Planning	\$ 19,367	
School of Engineering	\$ 82,312	
School of Law	\$ 38,735	

Faculty Salary allocations to-date in FY24 based on merit (incl. promotion), equity, and retention