

2024-202525 List of Possible Priorities for Faculty Senate
from 10 Breakout Rooms on August 27, 2024
(~40-45 participants)

Below is a summary of the issues/concerns identified by senators in breakout rooms as part of a closed session at our August 27, 2024 meeting. The concerns are simply arranged in the order they are first mentioned by a group below. The order of issues does not represent the level of priority senators give to one issue; prioritizing concerns will be discussed at our September 27, 2024 meeting.

1. Student success (e.g., retention, 5/5 course requirement, School of Medicine dropout rate)
2. Compensation/pay equity on all campuses
3. Retention, hiring, recruitment
4. Benefits (health care and retirement)
5. Transportation (e.g., among branch campuses)
6. Students' rights to free speech/'campus unrest'
7. HSC leadership change
8. HSC COI process
9. Strengthening of faculty governance
10. Campus safety
11. Orientation to Faculty Senate for new senators
12. Basic needs for faculty and staff
13. Dilapidating infrastructure (e.g., Art Building)
14. More support for branch campuses
15. Increased cohesion across 'main' and HSC campuses (e.g., research policy, interdisciplinarity)
16. Increased consistency across departments/schools/colleges of workload policy, including concern over course enrollment)

Below are the lists of concern generated by senators as they were reported via email to the Faculty Senate President Cris Elder following our August 27th meeting. A line across the page delineates where the list from a new group among the 10 groups begins. There were 3-5 senators per group.

1. Pushing against 5/5 Requirement

UNM obsessed with dropout rate

Many students can't handle 5 classes

Branches have 4/4 for faculty

Let's have it for UNM students too!

Students have way too much workload and outside responsibilities to take 5 classes. If they get on probation they lose their scholarship and then drop out.

Can we advocate for a 4/4 minimum and then students who can handle it can take more classes?

High Dropout is a similar problem across the board.

Let's find out the cause of medical school dropout.
Where are all the students going to the specialty study areas?

Student retention is a huge issue.

2. SALARIES

Across all the schools

Retention, hiring, recruiting in health and sciences is tough
Professor making half of his colleagues at other schools
Currently UNM will do a half raise based on the difference.
There is also an equity policy for matching colleague salaries.

3. Sick leave - Role in policies for sick leave

Benefits and retirement benefits seem low and get cancelled out by rising health care.

Discuss with administration hiring more people in Language, Cultures and Literature Dept. (and many other departments in Arts in Sciences that are really short staffed). People are retiring and not being replaced, but class sizes are not shrinking.
HIRING HIRING HIRING!

How are we going to staff the new Critical Care Tower?

- **Recruitment and retention: advocating strategies**
 - School of medicine – recruit top tier medical faculty
 - College of A&S – 9 months between arrival and start date and treated unlike faculty until her contract started.
 - Denied essential services during their in-between period, including mental health services and relocation services;
 - i.e. Clear structure/explanation in place for support for faculty transition to UNM; clear direction on how to access relocation expenses as well as flexibility re: certain needs
 - Compensation & benefits
 - Work/life balance and well-being
 - Diversity and inclusion in requirement
 - Support for career advancement
 - funding for NCFDD [National Center for Faculty Development and Diversity] faculty success program?

- **Transportation between branch campuses**
 - how to facilitate travel for faculty and students between branch campuses and Albuquerque.

- **How faculty can respect students right to free speech while also holding students accountable in the classroom without political reprisal.**
 - Is there an official policy/resource for support in this issue?
 - *Example:* In-studio students are required to present projects – it’s a formal process; faculty member doesn’t know how to navigate when students miss important classes due to political unrest/activism. Faculty member is concerned that by adhering to syllabus policies, they might get unfairly targeted.

-HSC leadership change: some backstory, a surprise, but survey two weeks ago.

-Physician shortage: workload, pay, salary and NM value added tax, and working environment.

-80% clinical and 20% everything else; don’t have time for research and service.

-Recent approval of HSC COI that asked intrusive questions about family investments, including parents and in-laws etc.; could be subject to IPRA, used by anti-abortion activists.

-What could be changed to address problems at HSC? Faculty governance process needs to be respected: admin has been non-responsive. Stronger emphasis on faculty governance on HS side, and more attention to physicians and working environment.

-Look into whether HSC COI policy (one of the things that sparked real discontent at HSC: <https://hsc.unm.edu/research/compliance/coi/what-to-disclose.html>) corresponds to President’s Task force emerging policy on COI.

-Also: one university should have one email system.

-Health Science issues haven’t changed in the last year: absolutely essential that it be addressed.

-Student Credit Hours: 15 credit hours requirement is too high. President Stokes spoke to first year requirements, not problem of workload for students. Students can’t do four-year program.

-Campus unrest: what does Cris need from Senate to strengthen faculty voice, presence in these conflicts and events. Concerns about safety, dialogue, and student decisions/consequences. Can we propose ways to discuss both points of view; other colleges have during BLM convened dialogue. What is FS role: education/dialog, rights of students/protests

- Orientation for new members of the FS
- Clarify what we mean by “free speech”
- Develop a mechanism to support students:

- Financial aid/scholarship to alleviate financial burden among students (some students are taking multiple part-time jobs).
 - Provide support on research/scholarly activities (e.g. journal publishing fees).
 - Foster student activity engagement - to attract new or returning students
 - Utilizing social media to engage younger generation.
 - URGENT: The Art Building desperately needs repair. It is sinking!
 - Medical students' exposure to a system that allows rotation to other medical institutions. Currently, our students don't have timely access.
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1. Campus safety (Main Campus)
 2. Pay equity
 3. Support for Branch Campuses around topics like support for online teaching (lack of resources for branch campus online teaching committees), support for new tenure track faculty (focused workshops on dossiers, etc.), mentoring of new faculty on branch campuses, etc.
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- A. Basic needs for staff and faculty, as an extension of last year's focus on students' basic needs being met.
 - B. Recruitment to FS and committees
 - C. What happens when you lock up campus (e.g., turnstiles, card-swipe-only access)? How do we balance safety concerns with providing a sense of welcome to students, campus, and community?
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1. HSC concerns: provider availability, compensation, provider retention, retention of students (remain in NM after training, resident pay and workload. ABQ cost of living has increased making it higher than nearby states. UNM loses faculty and staff due to the lack of timely access to a provider once at UNM.
2. Campus safety: certain buildings have higher public presence but faculty feel that keycard access to faculty areas is necessary. Sense of campus safety with number of alerts per day. Need to know versus number of alerts raising the feeling of the lack of safety for the campus.
3. Compensation of all faculty: poorly competitive nationally and loss of talent due to low compensation. HSC is highly disadvantaged.
4. Free Speech: Having a clear faculty senate position developed by interested faculty with a "post mortem" or factual review of events. A potential for the faculty senate resolution for this issue was discussed and supported.
5. Alignment of policies for research across the UNM system. Major concern HSC policies and UNM policies often create "busy work" to satisfy the different policy holders between HSC and UNM. This was the last topic we discussed during the last two minutes and was not covered in any depth by the group.

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- Building community among faculty
 - Improve and normalize faculty access to mental health resources and counseling services offered through UNM
 - Support faculty with balancing higher enrollments with fewer faculty and staff
 - Workload policies: improve education on different policies adopted by different departments/units and improve communication re: how they are being actualized.
 - Improve faculty retention, recruitment, and salary competitiveness with peer institutions.
 - Campus safety. Increase security and support.
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- How can we better promote interdisciplinarity between north and main campus?
- Pay equity and retention issues across main, branch, and HSC campuses
- Increased budgets needed to accommodate equity pay increases for adjunct/lecture faculty - how is that going to be addressed? Will we need to terminate these contracts without increased funding?
- Eliminate the 15 credit hour requirement for various scholarships. Again an equity issue considering many folks who rely on this funding often have other non-UNM responsibilities which makes it difficult to successfully maintain this course load and hold onto their scholarships; look to branch campuses which use only a 12-hour limit
- How are we addressing food and housing insecurities across campus (student, staff, and faculty); possibly invite Serita Cargas to address the senate