

# FACULTY SENATE SUMMARIZED MINUTES

## 2012-2013 FACULTY SENATE October 23, 2012

The Faculty Senate meeting for October 23, 2012 was called to order at 3:03 p.m. in the Roberts Room of Scholes Hall. Senate President Amy Neel presided.

### 1. ATTENDANCE

**Guests Present:** Donna Cromer, Associate Professor, University Libraries; Dianne Anderson, Director, UCAM; Sever Bordeianu, Professor, University Libraries; Michael Richards, Chair, Department of Emergency Medicine; Ruth Luckasson, Distinguished Professor, Education; Joanna Cosbey, Assistant Professor, Educational Specialties; Elaine Phelps, Director of Employee Benefits.

### 2. APPROVAL OF THE AGENDA

The agenda was approved as written.

### 3. APPROVAL OF SUMMARIZED MINUTES FOR SEPTEMBER 25, 2012 MEETING

The minutes were approved as written.

### 4. Faculty Senate President's Report

1. The Faculty Town Hall with President Frank, Friday, is October 19<sup>th</sup>.
2. Save the date for Inauguration Symposia, November 16, 2012 and the Installation Ceremony, November 18, 2012.
3. Foundation of Excellence Faculty/Staff Survey is to gather information on faculty experience with first year programming at the University to improve student learning, retention and graduation rates.
4. Faculty Senate President, ASUNM President, GPSA President and Staff Council President wrote a letter to the Albuquerque Journal regarding Bond C listing what will be supported in Albuquerque and on campus. Our students deserve better classroom and better laboratories. This will appear on the October 30<sup>th</sup> Albuquerque Journal.
5. Faculty Senate is a representative body, it is appreciated getting feedback on the Lovelace problem from Senators. As a reminder to please find ways to communicate with constituents on the issues.
6. Attended RCM Steering Committee, Amy stated that the Faculty Senate needs to discuss how to figure out what programs are valuable to UNM.

### 5. Provost's Report

1. Search for Office of Graduate Dean the four final candidates are meeting with the Deans and once the Deans have met with the candidates they will make recommendations by next week to the Provost.
2. A search committee is being formed for the VP for Research.
3. The search committee for the Dean of Law will be put together soon; it is expected to take the remaining of the semester to fill.
4. Jerry Dominguez of Extended University has announced that he will be retiring at the end of the year. Extended University accounts for around 10% of the Universities tuition revenue and is increasing by 50% a year.

### CONSENT AGENDA

#### 6. Form C from the Curricula Committee

The following Form C was approved by voice vote of the Faculty Senate:

- Revision of Associate of Arts and Liberal Arts Curriculum, UNM Los Alamos.

## 7. 2012-2013 Faculty Senate Committee Appointments

Additions to the 2012-2013 Faculty Senate Committees were approved by unanimous voice vote of the Faculty Senate.

## AGENDA TOPICS

### 8. Faculty Handbook Policy C100 Academic Load

Policy C100 was brought to the Senate last year and it was tabled in April because Faculty Senators had concerns and felt that it wasn't explained enough. Over the summer and the beginning of this semester the Operations Committee met with the College of Education and with the Deans to explain why this policy needs to be brought forward. UNM is a research institution; it is a different institution from when this policy was written. At the time the policy was created there was a lot more teaching and less research. This is the first step to justifying to the Regents that UNM does research as an important function in addition to teaching.

Below is an example of three faculty members with typical kinds of work:

#### Faculty Member A

• Teaches one survey with 125 students	4 units
• Teaches one graduate seminar	3 units
• Two Dissertation committees	2 units
• Teaching	9 units
• Publishes one peer-reviewed article	4 units
• Makes good progress on book manuscript	5 units
• Scholarly Work	9 units
• Member of UNM Curriculum Committee	
• Member of department search committee	
• Helping organize regional professional meet	
• Service	5 units
• Workload	23 units

#### Faculty Member B

• Teaches one graduate seminar	3 units
• Four Dissertation committees	4 units
• Teaching (with Dean's permission)	7 units
• Publishes 7 peer-reviewed articles	
• Submits 3 grant applications	
• Has 1 grant funded from national agency	
• Scholarly Work	15 units
• Member of dept. search committee	
• Service	1 unit
• Workload	23 units

#### Faculty Member C

• Teaches 3 courses	9 units
• Two dissertation committees	2 units
• Developing one new course	1 unit
• Teaching	12 units
• Publishes one peer-reviewed article	
• Makes two professional presentations	
• Scholarly Work	8 units
• Member of Teaching Enhancement Comm.	
• Member of Undergraduate Committee	
• Regional Meeting organization	
• Visits area high schools to assist teachers	
• Service	5 units
• Workload	25 units

The Faculty Senate voted 34-3 with no abstentions to approve the following Faculty Handbook Policy C100.

### **ACADEMIC LOAD**

The term “academic load” includes all the officially recognized University duties carried out by members of the tenured and probationary faculty, including branch faculty, and excluding Health Sciences Center faculty, at any given time. It is the sum of teaching, scholarly work, and service, as described and defined in Section B 1.2.1-1.2.3 of this Faculty Handbook. Academic programs, units, departments, centers, etc. shall all hereinafter be referred to as “departments”.

The typical teaching load each semester is evaluated by department chairs annually on a scale of 0 to 18 load units according to standards set by the faculty of the department and approved by the cognizant Dean. Policy C110 of the Faculty Handbook, “Teaching Assignments”, indicates that the “typical” teaching load will be 9 load units per semester as defined by the formula available in the Office of the Provost/Vice President for Academic Affairs.

The normal scholarly work load each semester is to be evaluated by department chairs annually and will be measured on a scale of 0 (no scholarly work) to 18 load units (outstanding performance) according to standards set by the departmental faculty and approved by the cognizant Dean. A “typical” scholarly work load will be 9 load units per semester.

The typical service load each semester is also evaluated by department chairs annually, but on a scale of 0 (no service) to 10 (outstanding service) according to standards set by the departmental faculty and approved by the cognizant Dean. A “typical” performance of service will be 5 load units per semester.

The “typical” academic load as defined herein and referenced in policy C110 will be 23 load units, which is the sum of 9 teaching load units, 9 scholarly work load units, and 5 service load units. For any given faculty member, the typical academic load of 23 load units each semester can be achieved by different mixes of load units from the three work categories, above. For department and school/college administrators, such as department chairs, the academic load will be determined by the Deans using units which are suitable substitutes for those provided here for teaching and research, in order to recognize the efforts of these faculty in academic administration.

### **9. Form D for Special Education, College of Education**

The Special Education Program within the College of Education is proposing a Form D that will be utilized for a transcript graduate certificate in Educational Diagnosis. The program has a series of coursework that leads licensure through the New Mexico Public Education Department as an Education Diagnostician. The coursework has been offered for years but has never had a formal mechanism for documenting the coursework. This Form D is an attempt to allow students to have something on their transcript that documents the work that they have done.

The Faculty Senate unanimously approved the Form D, Special Education.

### **Motion to change agenda:**

Faculty Senate President Amy Neel called for a motion to change the agenda items to first discuss the Resolution on ERB Solvency Principles, Resolution on Compensation and discuss Lovelace/ABQ Health Partners last. The Faculty Senate unanimously approved the agenda change.

### **10. Lovelace/ABQ Health Partners**

- November 8<sup>th</sup> is the date that if nothing changes, an employee that has an Albuquerque Healthcare partner doctor will need to change unless they want to continue to see their doctor on an Out-of-Network basis. If there is an employee/patient that is in a course of treatment they will be considered to continue to see their ABQ Health Partners doctor without paying Out-of-Network co-pay.
- Look at Human Resources website for updates on Lovelace/ABQ Health Partners and on LoboCare
- Lovelace is negotiating contracts with Southwest Medical and Albuquerque Family Health.
- There will be Lovelace representatives for the next two Wednesdays at Human Resources to help staff/faculty find another doctor.
- There are 5,000 patient openings at the UNM Hospital Westside Clinic, Southwest Mesa clinic, Southeast Clinic and Sandoval Regent Center.
- UNMH has committed to work with Faculty and Staff that need a physician or assistants with medication refills. They will also work with the Human Resources and Benefits Office to facilitate more creative solutions that would allow staff/faculty to work with Lovelace and ABQ Health partners. UNMH has a healthcare

delivery system through their Medical Group that could create some options, once approved by Benefits, there will be materials distributed to staff and faculty that will give them the option to establish with a physician within the UNM network that will be a Tier I benefit.

## 11. Faculty Senate Resolution on ERB Solvency Principles

Faculty Senate put forward principles that could be used to discuss with the legislature so any UNM employee could talk to any Legislators and ERB Board Member about ways of achieving solvency that would be best for people working at UNM as opposed to people working in K-12 education.

### UNM Faculty Senate Resolution on ERB Solvency Principles

**Whereas** the Education Retirement Board plans to present the ERB Member Stakeholder Advisory Group Proposal designed to achieve fund solvency to New Mexico legislative committees in Fall, 2012, and

**Whereas** this proposal recommends establishing a minimum retirement age of 55 for new hires only, and delays the cost-of-living adjustment to age 67 for new hires only, and increases the employee compensation rate from 7.9% to 10.7%, and

**Whereas** more than 700 UNM faculty members and 2500 UNM staff members expressed their preferences for seeking ERB solvency in a survey administered in June, 2012,

Be it resolved that the Faculty Senate adopts the following ERB principles to share with legislators:

1. Establish a minimum retirement age of 57 for all employees with a grandfather period of 10 years, spreading the burden of solvency across current and new employees,
2. Maintain the ~~current-2%~~ cost-of-living adjustment at age 65 for current and new employees,
3. Increase employee contributions by a maximum of 1% spread over the next five years.

Faculty Senator Bruce Perlman made a motion to change: 2% to current on item #2. The motion was seconded. The Faculty Senate unanimously approved the amendment. Faculty Senate President Amy Neel called for a vote on the UNM Faculty Resolution for ERB Solvency Principles. The intention is for any UNM staff to use to communicate to legislators. The Faculty Senate unanimously approved the resolution with no abstentions.

## 12. Faculty Senate Resolution on Compensation

Faculty Senate President Amy Neel presented the following Resolution asking the administration that any compensation increases for 2013-2014 should be directed across the board to all employees and to create and disseminate a five year plan.

### UNM Faculty Senate Resolution on Compensation

**Whereas** faculty salaries have not increased since AY 2008-2009, and

**Whereas** the cost of living has continued to increase since that time, eroding the buying power of faculty members with stagnant salaries, and

**Whereas** on average, UNM faculty members receive salaries that are less than 90% of faculty salaries at peer institutions, and

**Whereas** the absence of raises has eroded faculty morale and may affect the university's ability to most effectively carry out its academic mission,

Be it resolved that the Faculty Senate recommends meaningful across-the-board salary increases for faculty members in AY 2013-14, and

Be it further resolved that the Faculty Senate asks the administration to create and disseminate a five-year plan for closing the faculty salary gap between UNM and its peers, managing salary compaction and equity problems, and awarding merit pay for extraordinary faculty work.

The Faculty Senate unanimously approved the resolution.

**13. New Business and Open Discussion**

**14. ADJOURNMENT**

The meeting was adjourned at 4:54 p.m.

Respectfully submitted,

Selena Salazar  
Office of the Secretary