

**The University of New Mexico Faculty Senate
Meeting Minutes
March 25, 2025
3-5 P.M.
IN-PERSON, DOMENICI 2720**

(Pending approval at the April 29, 2025, Faculty Senate Meeting)

Call to Order

The meeting was called to order at 3:05 p.m. Faculty Senate President Cris Elder presided. Attendance was recorded on the attendance sheet which can be found in the supporting documents.

1. Approval of the Agenda

President Elder requested a motion to accept the agenda, and the agenda was approved as presented.

2. Approval of the Feb. 25, 2025, Meeting Minutes

The Feb. 25 minutes were approved as presented.

3. President's Report

President Garnett Stokes reported on the following:

- Congratulations to the Lobo Men's Basketball team for making it to the second round of the NCAA tournament. Their success has brought tremendous pride to the UNM community.
- The President's response teams are monitoring executive orders from the federal government and are working on key areas associated with the changes. The Department of Education changes are currently being monitored but remains to be seen how this will impact the university. The President is communicating with other research institution associations about concerns impacting the entire U.S. in terms of research, innovation, and the role in universities. Another concern is the impact of cuts to Medicaid in New Mexico. The university has been through challenges before, and these are things that we as a university will get through again.
- The University is being investigated by the Department of Education for the PhD Project, a program designed to recruit a more diverse population of PhD students in business. The University is currently preparing a response to the investigation.
- The 60-day legislative session ended, and the University is preparing a report for the results of the session that impacted UNM. There was an increase in formula adjustments and some additional support for student retention initiatives that will benefit UNM. Compensation increases were approved by the legislator with an average compensation

increase of 4%. The President and the Budget Leadership Team are still looking at what the University will approve. Research and Public Service Projects (RPSPs) did not see much increase, with the exception of judicial selection and the Office of the Medical Investigator.

- The President recognized several faculty who received recognition for their work including Dr. Shuya Wei, Assistant Professor in the Dept. of Chemical and Biological Engineering (Women in Tech Awards), and Dr. Beth Ratay, part time faculty member of the UNM Music Department (Opera Grants for Women Composers Discovery Grants).
- The College of Engineering successfully hosted their inaugural JEADI Summit, two days of action-oriented discussions associated with the topics of equity.
- The President hosted a Green Zone Training for professionals interested in helping support military-affiliated students on campus.

President Stokes took questions from faculty.

4. Provost's Report

Provost Holloway explained his role on the Budget Leadership Team (BLT) as co-chair, which is a group of about 40 faculty and staff from across the institution. One of BLT's roles is to make recommendations regarding healthcare insurance costs and tuition increases. UNM will see a double digit increase in the costs of healthcare insurance this year and it is the committee's responsibility to manage that in relation to salary ranges and university percentage coverage and compensation recommendations, which are then recommended to the Board of Regents by the President. BLT is recommending a tuition increase for the Albuquerque campus, excluding the MD program, and not including the branches. Additionally, an increase in student technology fees has been proposed.

Federal executive orders and other actions happening at the federal level are being addresses. The leadership philosophy is that they were not responding to things that are not specific in action. Much of the messaging coming out is not actionable or specific and are not proper stop work orders. To date, the University has received 17 active stop work orders on grants, out of 1,900 grants. Some stop orders have been rescinded. About half of these were associated with USAID. We are seeing a slowing down of the awarding of grants, with the biggest delays seen at NIH.

Layoffs at the Department of Education have impacted the work to collect educational statistics with the entire staff in that area laid off. However, the Department of Education is telling us to continue to submit data into the system. We are seeing shifts and uncertainties about how things will continue.

The Provost has been asked by many faculty about whether they should continue to go to conferences to present their research. The Provost is recommending that faculty continue to share the great work they do and that the University is not asking or directing faculty not to travel. Some faculty have been concerned about creating trouble for UNM by presenting. UNM is proud of their researchers and the work they do. The University is happy to see researchers who go to conferences to present their work and to talk within the sphere of their expertise. It is a personal choice to decide whether to present at conferences and all faculty should feel comfortable knowing that the institution is supporting our scholarship.

The Provost took questions from faculty.

5. UNM Health Sciences EVP Report

Dr. Mike Richards introduced himself and his history with UNM, starting his training here in 1997 and appointed to UNM Health Sciences EVP and UNM Health System CEO by President Stokes in January. Dr. Richards discussed his priorities for HSC including building a strong healthcare workforce for the State of New Mexico. The University has not seen substantial changes in the size of their clinical delivery in the last 15 years. We haven't been able to grow our educational programs because we haven't had the clinical platform for support. New clinical expansion at the hospital will offer opportunities to grow the faculty, predominately in the School of Medicine. The target will be to double the size of health professionals that we graduate out of Health Sciences over the next 10 years now.

Recent facility expansions also include the new nursing and public health excellence building as well as phases of the College of Pharmacy renovation, with a second round of funding just approved by the legislature. Dr. Richards commended world class research coming out of the College of Pharmacy.

Fitz Hall is also one of the next projects to be developed, and the legislature approved \$30 million to do the design portion of the new School of Medicine building. The new School of Medicine project is a total \$600 million project, the largest educational project in the history of New Mexico. The legislature has been very supportive of the goal of expanding the health care workforce in New Mexico, with additional legislative funding approved for behavioral health and the College of Population Health.

They will also work hard to retain the workforce when it comes to faculty. Currently the Health Sciences attrition rate is 8.2% for the last eight years, significantly better than the national average rate of over 12%.

Dr. Richards took questions from faculty.

6. UNM Hospital COO Report

Dr. Mike Chicarelli introduced himself and his background as both a registered nurse and a doctor. Dr. Chicarelli presented the progress of the new UNM Hospital critical care tower. Many have asked why we need such a large hospital. The hospital's largest problem is that they don't have enough physical beds for patients. UNM Hospital currently runs consistently over 100% of its licensed capacity. On the day of this presentation, the hospital was at 120% and have reached as high as 150% in the past. This results in patients being transferred out of state. Our mission is to serve the people of New Mexico.

Hospitals that run at 85% or less run at high efficiency. The new hospital will alleviate this capacity issue, adding 96 inpatient beds, 46 emergency department beds, and 18 new operating rooms, as well as space for radiology diagnostics, labs and pharmacy.

Secondly, the new tower will ensure we have a modern facility that can take care of our patients and afford our staff the ability to have the space they need to do good work. The original main

part of the hospital was built in 1954. Today, facilities require ample space to accommodate large pieces of equipment and technology such as robots that didn't exist in 1954.

The new tower was scheduled to open in October 2024, but due to pandemic issues such as workforce and supply chain shortages, the project is scheduled to open in October 2025. The project, however, has cost under the average per square foot in comparison to other states. Construction will be complete in July, with building activation happening between August and October, when they will see their first patients. The old areas of the hospital will be renovated and turned into patient care rooms and an observation unit. They will also see an expansion of the pediatric emergency department.

Recruitment and retention of the healthcare workforce is also a priority of UNM Hospital, and they are recruiting heavily right now, with a focus on residency programs.

Dr. Chicarelli took questions from faculty.

7. Updates from UNM Division for Equity and Inclusion

Vice President for Equity and Inclusion Dr. Assata Zerai and Assistant Vice President Dr. Julia So presented on their ongoing efforts to make progress on the UNM 2040 goals. Please see the presentation slides attached.

8. A Framework for Teaching and Learning Success at UNM

Interim Associate Dean for Student Success, Dr. Caitlin Lippitt and Sr. Operations Manager for the Center for Digital Learning Dr. Stephanie Spong presented on a new initiative developed in partnership with the Center for Teaching and Learning that is a resource designed to support effective, inclusive and consistent teaching practices across all course formats. The Framework for Teach and Learning Success was a response to clear needs identified by both faculty and students, with faculty asking for more consistent guidance in areas like course design, professional development, and evaluation. At the same time, students are increasingly calling for greater transparency and consistency in their learning experiences.

The framework aims to align teaching innovation and student success to provide a shared foundation for what effective teaching and learning looks like at UNM. The framework draws from national models and best practices and is tailored to a diverse teaching culture and student body, supporting both faculty and students in meaningful, practical ways.

The framework was drafted by the Faculty Senate Teaching Enhancement Committee through collaborative and inclusive process. They are now looking to broaden participation, and next steps include a campus-wide survey and feedback sessions during the Spring Teaching Conference.

The Teaching Enhancement Committee is asking for faculty senator support in endorsing and helping to elevate this initiative, demonstrating a commitment to high quality, inclusive teaching. Please share this framework and survey in your departments and encourage unit level discussions to contextualize these ideas. A finalized community informed version will be presented to Faculty Senate next month.

9. Faculty Senate President's Report

Faculty Senate President Cris Elder reported the following:

- The Center for Teaching and Learning Teaching Conference will be held April 9-10. The theme is Faculty Well-Being. [Please register to attend or consider giving a presentation.](#)
- Faculty Senate is seeking nominations for the Academic Freedom and Tenure Committee, Committee on Governance, and at-large members. Please consider nominating yourself or others by March 28.
- Committee Preference survey will go out this week. If you are interested in serving on a specific committee, such as the Social Justice Committee, you will have a chance to sign up there.
- April 29 will be our last Faculty Senate meeting for the year and last meeting for President Elder as president. Roberta Lavin will become the new president for 2025-2026.
- A new president-elect will need to be selected. Please reach out to President Elder if you are interested. Nominees must be a senator next year, becoming president for the 2026-2027 term.

10. Consent Agenda

- Curricula Changes

The consent agenda was approved as presented.

11. Public Comment

Nancy Lopez, professor in the Department of Sociology, announced the Fall 2025-Spring 2026 NSF HSI HUB Faculty Fellow Community of Practice on Intersectionality and with STEM faculty from UNM, CNM and NMSU. Application deadline is March 31, 2025. Application can be [found here](#).

12. Faculty Senate Breakout Groups

Due to time constraints, the faculty senate breakout groups will meet in April.

Meeting adjourned at 4:56 p.m.