The University of New Mexico Faculty Senate
Meeting Minutes
Oct. 27, 2026
3-5 P.M.
In-Person | SUB Ballroom A

Virtual | https://unm.zoom.us/j/98605348093 | Passcode: FACSEN2627

(Pending approval at the Nov. 24, 2026, Faculty Senate Meeting)

Call to Order
The meeting was called to order at 3:02 p.m. Faculty Senate President Roberta Lavin presided. Attendance was recorded on the attendance sheet which can be found in the supporting documents.

1. Approval of the Agenda

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

2. Approval of Sept. 29, 2026 Meeting Minutes

The September minutes were unanimously approved as presented.

4. President's Report

President Steve Goldstein reported on the following items:

- The president reported on his listening sessions, visiting colleges and schools together with Provost Rodriguez. He also expressed the sense of enthusiasm and cooperation among the community, business leaders and the legislature that he has encountered.
- The president lined out his priorities for the first year that will be presented to the Board of Regents including serving with respect, integrity, and transparency; improving student outcomes, and the experiential workforce preparation; strengthening retention and recruitment of faculty and staff; expanding discovery research and its implementation; strengthening organizational effectiveness; improving health and health care for all New Mexicans; financial stability, including leading the capital campaign; strengthening partnerships across New Mexico; strengthening recognition for the institution; and supporting the Lobo athletes.
- The president is taking open feedback, including open ended questions for our accomplishments and areas of improvement, through a survey form that will be available through Friday, Oct. 30.
- The president updated the senate on the recent cyber security threat to HSC and commended the organization for their rapid response.

- There was a ground-breaking ceremony for the $130 million Humanities and Social Sciences building at which the governor attended.
- The University received a $1.55 million federal grant for a pilot open textbook program, one of only four in the nation, that will expand New Mexico's Open Eduation Resource Consortium allowing faculty to adopt and create free course materials across the state.
- The $19 million Sandia Vista Primary Care Clinic was opened on the southwest side of Albuquerque, offering family medicine, preventive care, women's health, radiology, and audiology to the community. They are expected to receive 21,000 patient visits per year.
- The president reminded the senate of voting and the GO Bonds on the ballot.

The president took questions from attendees.

4. Faculty Senate President's Report

- The president announced the Lobos Helping Lobos program, providing conversations about safety, sexual assault, and domestic violence.
- The Operations Committee is continuing to work on revamping the Dean's Evaluation and an expected goal is the end of the semester. The goal is to make it more meaningful and more concise.

5. Consent Agenda

- Committee Appointments
- Curriculum Approval

The consent agenda was approved as presented by a majority vote.

6. Posthumous Degree: Michael Fragua

Lisa Linquist of the LoboRESPECT Advocacy Center presented the request for posthumous degree for Michael Fragua. The request was approved as presented by a majority vote.

7. New Dual Master's Degree Program- Spanish and Portuguese

Professor Paulo Dutra and Professor Kimberle Lopez presented on the new dual degree program. The program was approved by Faculty Senate majority vote.

8. Faculty Senate Resolution on Compensation

The resolution was approved as presented by majority vote.

9. CEEO Conflict of Interest UAP Policy Update

Senior Vice Provost Rebecca Sanchez and Chief Compliance Officer Fancie Cordova presented on proposed changes to the Conflict of Interest policy, UAP 3720. (Presentation slides attached.)

10. Federal Changes to Immigration Status Update

Nicole Tami, executive director of Global Education Initiatives, presented on changes at the federal level regarding student immigration status and the University's response to the changes. (Presentation attached.)

11. Public Comment

There was no public comment.

9. Adjournment

Meeting adjourned at 4:56 p.m.

Last name	First name	Representing	Aug	Sept	Oct	Nov	Jan	Feb	Mar	Apr
Allen	Paul	UNM-Taos	P	P	P					
Angeli	Eva	School of Medicine	P	P	U					
Babicheva	Viktoriia	School of Engineering	P	P	P					
Baca	Olivia	At-Large	U	P	P					
Balwan	Akshu	School of Medicine	U	U	P					
Beattie	Penny	College of Nursing	P	P	P					
Blankenship	James	School of Medicine	U	U	U					
Budhwar	Nitin	School of Medicine	P	P	U					
Bunt	Stephanie	School of Architecture + Planning	P	P	P					
Burns	James	College of Education and Human Sciences	P	P	P					
Busani	Tito	School of Engineering	P	U	P					
Caparoso	Deirdre	Health Sciences Library and Informatics Center	P	P	P					
Chastain	Jeremy	School of Medicine	P	U	U					
Corbin-Swalin	Paula	College of Fine Arts	P	P	P					
Cradock	Kenwyn	University College	P	P	P					
Dadashi	Andisheh	At-Large	U	U	U					
Davis	Austin	At-Large (Replacing Paola Dutra 11/3/26)								
Depperman	Ezra	College of Arts and Sciences	P	P	P					
Dutra	Paulo	At-Large	P	P	P					
Espey	Eve	School of Medicine	U	E	E					
Falkowski	Tomas	Honors College	P	P	P					
Grubbs	Joshua	College of Arts and Sciences	P	P	P					
Harsh	Griffith	School of Medicine	P	P	P					
Head	Michele	At-Large	P	P	U					
Hetrick	Andrea	The James and Gail Ellis School of Business Mgt	P	P	P					
Hushman	Glenn	College of Education and Human Sciences			U					
Hutchison	Liz	College of Arts and Sciences	P	P	P					
Islam	Mohammad	At-Large	P	U	U					
Izquierdo	Luis	School of Medicine	P	P	U					
Jackson	Margaret	College of Fine Arts	U	U	U					
Jernigan	Nikki	School of Medicine	U	P	U					
Kader	Jacob	College of Fine Arts	P	P	P					
Katukuri	Vivek	School of Medicine	P	P	P					
Ketcham	Amaris	Honors College								
Knight	Jaime	UNM-Taos	P	P	P					
Lassiter	Tracy	UNM-Gallup	P	P	P					
Lavin	Roberta	College of Nursing	P	P	P					
Lippitt	Cait	College of Arts and Sciences	U	U	U					
Lu	Yan	College of Arts and Sciences	U	U	U					
Lucas	Joan	UNM-Los Alamos	U	P	P					
Maqbool	Baila	School of Medicine	U	U	U					
Mera	Jorge	School of Medicine	E	P	U					
Miller	Justin	School of Medicine	U	P	P					
Murphy	Grace	College of Nursing	P	P	U					
Nash	Sarah	School of Medicine	P	P	P					
Otaño Gracia	Nahir	College of Arts and Sciences	P	P	P					
Panikkath	Pramod	School of Medicine	U	P	U					
Pearson	Osbjorn	College of Arts and Sciences	P	P	U					
Pfaff	Lee	School of Medicine	U	U	U					
Poroseva	Svetlana	School of Engineering	P	P	P					
Ro	Min	UNM-Los Alamos	U	P	P					
Saia	Jared	School of Engineering	P	P	U					
Savage	David	School of Medicine	P	U	U					
Scariano	John	School of Medicine	U	P	U					
Sims	Jonathan	UNM-Valencia	U	P	U					
Singh	Gurdeep	School of Medicine	U	U	P					
Smith	Chad	UNM-Gallup	U	P	U					
Son	Hyunsang	The James and Gail Ellis School of Business Mgt	P	P	P					
Stark	Cortny	College of Education and Human Sciences	U	U	P					
Sturgis	Meshell	College of Arts and Sciences	P	P	U					
Surbaugh	Holly	College of University Libraries and Learning Sciences	P	P	P					
Sweetser	Heather	College of Arts and Sciences	P	P	P					
Taylor	Andrew	UNM-Valencia	P	P	P					
Trott Jaramillo	Elise	College of Population Health	P	P	P					
Truehart	Amber	School of Medicine	P	P	U					
Ward	Krystal	College of Pharmacy	P	P	P					
Wilson	Eli	College of Arts and Sciences	U	P	P					
Winder	Samuel	School of Law	P	P	E					
Witt	Satya	College of Arts and Sciences	P	P	P					
Yang	MingAn	School of Medicine	U	U	U					



THE UNIVERSITY OF NEW MEXICO®

UAP 3720 CONFLICTS OF INTEREST, CONFLICTS OF COMMITMENT AND OUTSIDE ACTIVITY

PREPARED BY

THE OFFICE OF COMPLIANCE, ETHICS, AND EQUAL OPPORTUNITY

Why does UNM need this policy?

- To comply with the state laws and federal & state regulations.

  NM Governmental Conduct Act (GCA) § 10-16-4.2 requires public employees to disclose *any* outside employment

- Need for employees to understand the types of outside activities that are permissible for public employees

- Clarify who needs to disclose what

NOTE: It does <u>not</u> replace the COI in Research Policy

REVISION PROCESS - BACKGROUND

2020 and 2022: President's Ethics Taskforce

- Identified the need for COI/COC annual disclosures for all UNM employees & a need to update UAP 3720.
- Working groups performed best practice and policy reviews and drafted policy frameworks.

2023: Main campus compliance office resumed work on policy

- Growing number of ethics complaints about COI/COC
- Working group revising UAP 3720 included representatives and leaders from faculty and staff, university-wide.

NEW POLICY HIGHLIGHTS

- Aligns with NM Governmental Conduct Act and related state laws.
- Expands the policy into a broader conflict of interest policy
  - Current policy is procurement-focused.
- Includes and clarifies outside activities and situations that require disclosure
  - Outside employment, Outside Activities, Gifts.
- Clarifies that conflicts of commitment are a type of COI.
- Enhances the review and management of all COI,
  - creates COI committee
  - creates management plan templates
- Creates a disclosure management system for automation and tracking.

Outside Employment

Disclosure is mandatory under state law (GCA) for all public employees. Disclosure is crucial to ensure that any outside employment does not:

1) interfere with the employee's ability to serve the public impartially,
2) violate the terms of the employee's employment contract with the University (where applicable), or
3) create a Conflict of Interest.

Conflict of Commitment (COC)

Policy reiterates that a UNM employee's primary obligation is to the University.

- Certain outside activities can create a COC that must be disclosed and managed
  - Outside Employment
  - Outside Professional Activities while on UNM Time
  - Outside Board or Commission
- Compensation is irrelevant for COC analysis

Outside Activities

Typically includes the following personal and professional activities:

- any paid or unpaid activity undertaken by an employee, which is not part of the employee's assigned duties and for which the University provides no compensation.
- The policy will outline activities that constitute outside activities.

In general, Outside Activities that are **exempt from disclosure** include participation in:

- political, religious, social, fraternal, recreational or personal educational activities that take place *outside of* UNM Time.

Outside Professional Activity

- Relies on or uses the same expertise as the employee's teaching, research, or clinical practice, or is similar to the employee's area of scholarship or public employment duties.
- While encouraged or required for certain employees, such activity must still be disclosed.
- The Policy will address this area with more depth.
- Align with Faculty Handbook C130.

Managing COIs

- More robust analysis of potential, actual and perceived COI by supervisors and employees, including Deans and Chairs.
- Deans and Chairs will be responsible for entering into management plans with employees and revisiting them annually.
- When necessary, Deans and Chairs may refer a matter to the COI Committee to determine whether a COI exists and, if so, how it could or should be managed.

Gifts, Prizes, Awards, and Honoraria

Employees are restricted from receiving gifts from Restricted Donors.

- The policy clarifies permissible gifts, prizes, awards, and honoraria and provides information on what distinguishes each type.

COI in a Nutshell

Much has stayed the same

Seeking compliance with state and federal laws

Greater clarity as to

- what activities must be disclosed
- what constitutes a COI
- supervisor/manager responsibilities
- what type of COIs are manageable
- what level of record-keeping is required for audit purposes

Open Comment Period

The open comment period will provide the campus community with an opportunity to provide feedback on the policy.

- Please review the policy during the comment period. Feedback will shape the final iteration of the policy.
- Encourage your colleagues to provide feedback during the open comment period.

Please use the QR code to provide feedback or pose questions regarding today's presentation.



UNM Faculty Senate

International Students in a Changing Policy Landscape

What has changed since January 2025



NICOLE TAMI
Executive Director, Global Education Initiatives
Global Education Office

Numbers & Economic Impact

NATIONALLY

Contributed to the U.S. economy by international students, 2024–25

U.S. jobs supported, 2024–25

17% Decline in new international student enrollment, Fall 2025



National figures: NAFSA / JB International economic analysis (Nov. 2025); IIE Fall 2025 Snapshot. New Mexico: fill in from the NAFSA Economic Value Tool.

State Facts and Figures 2025

New Mexico

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INTERNATIONAL STUDENTS, 2024/25

2,943
International Students

42
Rank in the United States*

5.7
% Change from Previous Year

$84,520,839
Estimated International Student Expenditure**

LEADING PLACES OF ORIGIN

Place of Origin	% Total
India	12.4
Mexico	11.4
Nepal	7.8
China	6
Bangladesh	5.3

LEADING INSTITUTIONS

Institution	Total
University of New Mexico - Albuquerque	1,393
New Mexico State University - Las Cruces	833
Eastern New Mexico University - Portales	131
Western New Mexico University	84
New Mexico Military Institute	64

5% decline in international enrollment at UNM between Fall 2024 to Fall 2026

International Student & Scholars Add Value to UNM:



Foster global perspectives in our classrooms and co-curricular learning spaces



Work in our labs and help drive research innovation



Help strengthening academic and diplomatic ties with partner nations



Enhance our global network and brand

Population Stress and Concern

International students are living with constant uncertainty.



Fear for their status

Worry that a record can be canceled with little or no warning



Afraid to travel

Uncertainty about leaving the U.S. and being able to re-enter



Uncertain future

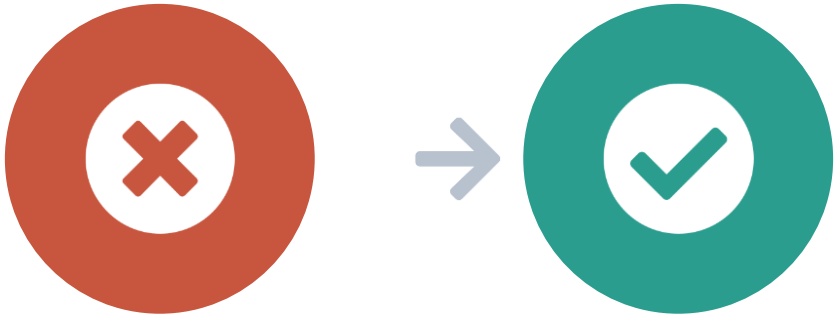
Work options after graduation are in question

SINCE JANUARY 2025

Changes and actions since the Administration took office

1. Immigration status cancellations & reinstatements
2. Changes in visa processing
3. Expanded travel bans
4. Termination of temporary protected status
5. New Rule with Four-year admission limit and Program Restrictions
6. CPT reinterpretation
7. OPT fee proposed rule
8. Processing gridlock

Status Cancellations and Reinstatements



Status canceled **Then reinstated**

No documented reason, or for minor infractions, like a speeding ticket.

Students experience the full disruption and fear of a cancellation, even when it is later reversed.

Changes in Visa Processing

No third-country applications

Students can no longer apply in a third country

Interviews for renewals

Personal interviews now required even for visa renewals

Social media checks

All applicants must report every account and make them public

Consulate closures

Primarily in Africa, making access more difficult

Fewer State Dept. staff

Reduced personnel makes visa wait times even longer

Expanded Travel Bans

39 countries, mostly in the Global South, now under travel bans



Now more than visa bans:

- Processing holds on applications for students from these countries
- Includes work permission, change of status, and adjustment of status

Termination of Temporary Protected Status

A temporary U.S. immigration benefit administered by U.S. Citizenship and Immigration Services.

It grants protection from deportation and work authorization to foreign nationals already living in the U.S. who cannot safely return to their home countries due to armed conflict, natural disasters, or other extraordinary crise.

- TPS for 13 (of 17) countries was recently terminated (or allowed to expire) affecting over 1 million people (including .

New Rule: Four-Year Admission Limit

Paused by Preliminary Injunction

For international students, research scholars, and foreign media representatives

A shortened time limit

- Initial admission capped at a maximum of 4 years
- Must leave and re-enter, or apply to USCIS for an extension they may not get

Program change restrictions

Undergraduates: no change of major in the first year

Graduates: no changes until the current program is complete

Everyone: no repeating a program at the same or a lower level

CPT: A Sudden Reinterpretation

Lawsuit filed

Curricular Practical Training

A broadcast message re-interprets decades-old policy on when schools can authorize internship work experience for international students.

- Issued without warning
- Paired with threats aimed at schools and their designated school officials
- No acknowledgment that it changes an interpretation in place for 30+ years

Proposed Rule on Optional Practical Training

$70,000

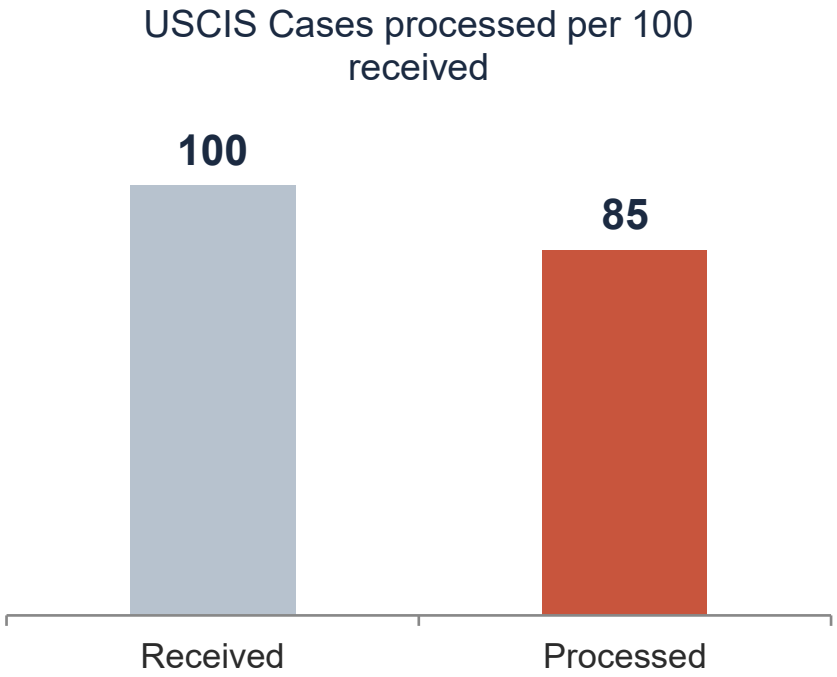
fee for an initial OPT application for each student paid by institution

OPT is post-completion work permission

It mirrors the H-1B executive order, which was struck down, then re-issued with a similar fee

Comment period for proposed rule is OPEN

Gridlock: Paying More, Waiting Longer



$2,000 Most premium processing fees

Missed promised time frames, even for premium cases

Rising filing fees, despite the slowdown

The Consequences Are Real

"Driving away the talents, perspectives, and aspirations of international students will only hurt American innovation, economic growth, workforce development, and global leadership."
-Fanta Aw, NAFSA CEO



Confusion and uncertainty



Applications are down, current students in limbo



Repercussions will continue even if decision are reversed


QUESTIONS