

# The University of New Mexico Faculty Senate

## Meeting Agenda January 24, 2012 3:00 P.M. Scholes Hall Roberts Room

3:00	1. Approval of Agenda	<b>Action</b>
	2. <a href="#">Acceptance of the November 22, 2011 Summarized Minutes</a>	<b>Action</b>
3:05	3. <a href="#">Posthumous Degree Request for Angelita Muskett</a>	<b>Action</b> Geraldine Forbes Isais
3:15	4. Faculty Senate President's Report	<b>Information</b> Tim Ross
3:25	5. <a href="#">Presidential Search Summary</a>	<b>Information</b> Tim Ross
3:35	6. Faculty Senate Reorganization Update	<b>Information</b> Tim Ross
3:40	7. Honorary Degree Nominations-Senate Must Enter into Closed Session for Limited Personnel Matters	<b>Action</b> Dena Kinney
<b>CONSENT AGENDA TOPICS</b>		
3:55	8. Forms C from the Curricula Committee	<b>Action</b> Amy Neel
	<a href="#">Delete BA in Art in Arts and Sciences, College of Fine Arts</a> <a href="#">Deletion of MSN/MPA, College of Nursing</a> <a href="#">New BA in Theatre and Design for Performance, College of Fine Arts</a> <a href="#">New Departmental Honors for BA and BS in Biology, College of Arts and Sciences</a> <a href="#">New Minor in Law, Environment, and Geography, College of Arts and Sciences</a> <a href="#">New Subject Code in Swahili, College of Arts and Sciences</a> <a href="#">Revision of Major in BA of Classical Studies, College of Arts and Sciences</a> <a href="#">Revision of MA in Counseling, College of Education</a> <a href="#">Revision of Major in BS in Mechanical Engineering, School of Engineering</a> <a href="#">Revision of Major in Interdisciplinary Film and Digital Media, College of Fine Arts</a> <a href="#">Revision of Minor in Chicano, Hispano, Mexicano Studies, University College</a> <a href="#">Revision of MS in Geography, College of Arts and Sciences</a>	
	9. <a href="#">2011-2012 Faculty Senate Committee Appointments</a>	<b>Action</b> Amy Neel
<b>AGENDA TOPICS</b>		
	10. Recruiting for 2012-2013 Faculty Senate Committee Service	<b>Information</b> Amy Neel
4:00	11. <a href="#">Health Sciences Center Council Charge</a>	<b>Action</b> Nikki Katalanos
4:05	12. <a href="#">Lecturer Career Path Policy</a>	<b>Information</b> Tim Ross
4:10	13. Provost's Report	<b>Information</b> Provost Chaouki Abdallah
		<b>Discussion</b>

4:30	14. Chances of a Pay Raise for Higher Education	Tim Ross
4:40	15. Review of Faculty Technology Survey Results and Announcement of iPad Winner	<b>Information</b> Moira Gerety
4:50	16. New Business and Open Discussion	<b>Discussion</b>
5:00	17. Adjournment	

**NOTES:**

1. All faculty are invited to attend Faculty Senate meetings.
2. Full agenda packets are available at <http://www.unm.edu/~facsen/>
3. All information pertaining to the Faculty Senate can be found at <http://www.unm.edu/~facsen/>
4. Questions should be directed to the Office of the Secretary, Scholes 103, 277-4664
5. Information found in agenda packets is in draft form only and may not be used for quotes or dissemination of information until approved by the Faculty Senate.

# FACULTY SENATE SUMMARIZED MINUTES

**2011-2012 FACULTY SENATE  
NOVEMBER 22, 2011**  
*(Draft Awaiting Approval at the January 23, 2012 Meeting)*

The Faculty Senate meeting for November 22 was called to order at 3:03 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Tim Ross presided.

## 1. ATTENDANCE

**Guests Present:** Provost Chaouki Abdallah, Assistant Professor Rebecca Lubas (University Libraries), Charlie Shipley (Daily Lobo), Deputy Director Timothy Thomas (Center for High Performance Computing), and Associate Director John Vande Castle (CREATE).

## 2. APPROVAL OF THE AGENDA

The agenda was approved as written.

## 3. APPROVAL OF SUMMARIZED MINUTES FOR OCTOBER 25, 2011 MEETING

The minutes were approved as written.

## 4. FOOTBALL COACH HIRING

Faculty Senate President Elect Amy Neel (Speech and Hearing Sciences) reported on the status of the football coach hiring.

- The letter drafted by the Operations Committee to Athletic Director (AD) Paul Krebs regarding the football coach hiring was not delivered. The Operations Committee sent the letter to the Committee on Governance and the Athletic Council for comment. The Committee on Governance had no changes for the letter. The Athletic Council rewrote the entire letter and did not return it to President Elect Neel until after the hiring.
- President Elect Neel served on the selection committee. She flew with Board of Regents President Jack Fortner, AD Paul Krebs, Executive Vice President for Business and Finance David Harris, and a few others to the interviews of the candidates. The hiring of Coach Bob Davie was a deal. Coach Davie was the only candidate that did not have an agent. According to a 2010 USA Today report, the average salary for a Division 1 Football Coach is \$1.5 million, on the low end Kent State at \$190,000 and the high-end with Alabama at \$6 million. The average salary of a Mountain West Conference Football Coach is \$877,000. There were other candidates that would have cost UNM more and come with more baggage. Coach Davie will get a six-year contract. The first year he will earn \$600,000 plus incentives and then the second and subsequent years \$750,000 plus incentives.
- President Elect Neel was able to address everything in the letter with Board of Regents President Fortner, AD Krebs, UNM senior ADs, and each of the candidates; she explained why the letter was drafted. The candidates were concerned with a new president coming to UNM in 2012. The candidates were very aware of the high-dollar coach opposition coming from the faculty and the community. Coach Davie favors a grade performance; he would check-in weekly with the ADs.
- President Elect Neel would like to see implementation of the Athletics advising model on main campus. Athletics advising has tutors, advisors, therapists and a resident psychologist. Athletics has a \$30 million budget with \$1.5-\$2.0 million coming from Instruction and General (I&G) funds. They get a budget line-item from the state and \$1.8 million in student fees. Other sources of revenue include the Pepsi contract, the Mountain West Conference television contract, and the

Lobo Club. This year, Athletics ended \$7,500 in the black mainly due to its share (\$600,000) of TCU winning the Rose Bowl. There will be nothing like that bonus this year.

- President Tim Ross added that perhaps UNM should not compete in Division 1 football. Senator Jeffrey Nuremberg (Pharmacy) replied that it is vital to the student community and UNM should try to bring to football what men's soccer did.

## **5. FACULTY SENATE PRESIDENT'S REPORT**

Faculty Senate President Tim Ross reported the following:

- The Faculty Senate restructure proposal has been reviewed by the AF&T Committee, the Committee on Governance and the Operations Committee. Revisions were incorporated and sent to the Faculty Senate Committee chairs for committee review with a response requested by December. President Ross intends to send it to the Faculty Senate with a vote in January or February 2012.
- The Faculty Disciplinary Policy has been through Deans' Council and will be presented to the BOR Academic Student Affairs and Research Committee on December 7, 2011.
- The Faculty Workload Policy is currently with the FS Policy Committee. Chair Richard Holder is reviewing the drafts. The Provost's Office is waiting on a Banner System implementation for the tracking of faculty workload. The Operations Committee will move forward on the policy revision.
- The Endowed Chair Policy is with the FS Policy Committee. It will be sent to the deans after the Policy Committee.
- The Honors College proposal is making progress. It will soon be sent to various FS Committees, Undergraduate, Curricula, etc. President Ross hopes the Faculty Senate will be able to consider the proposal during the Spring 2012 semester. A major obstacle is implementation, i.e., a Form D would require state approval after UNM.

## **6. LECTURER PROPOSAL UPDATE**

The Lecturer Proposal should be going out for a faculty vote soon. The Main Campus Deans have reviewed it. North Campus Deans will review next as will the HSC Council.

## **7. RECOGNITION OF DR. URSULA SHEPHERD – U.S. PROFESSOR OF THE YEAR**

Provost Chaouki Abdallah accompanied Associate Professor Ursula Shepherd to an awards reception at the White House. She was awarded U.S. Professor of the Year by President Barak Obama. The Faculty Senate formally acknowledged the distinction she brought to herself and to UNM with a round of applause.

## **CONSENT AGENDA**

### **8. FORMS C FROM THE CURRICULA COMMITTEE**

The following Forms C were approved by voice vote of the Faculty Senate:

- New Concentration of Information Assurance in Master of Accounting, Anderson School of Management
- Deletion of Bachelor of Arts in Russian Studies, College of Arts and Sciences
- Deletion of Bachelor of Arts in Economics Philosophy, College of Arts and Sciences

## **9. FALL 2011 DEGREE CANDIDATES**

The Fall 2011 Degree Candidates were approved by unanimous voice vote of the Faculty Senate.

## **10. 2011-2012 FACULTY SENATE COMMITTEE APPOINTMENTS**

Additions to the 2011-2012 Faculty Senate Committees were approved by unanimous voice vote of the Faculty Senate.

## **AGENDA TOPICS**

### **11. COMPUTER USE COMMITTEE NAME AND CHARGE REVISION**

Computer Use Committee Chair Rebecca Lubas presented the following charge and name revision for the committee. The revision incorporates the suggestion of the Operations Committee to include 'Information' in the title. The spirit of the charge is to indicate that the committee will work with any Information Technology group on campus. It is intended to include communication (i.e., VOIP) technology.

The revision was unanimously approved by the Faculty Senate.

#### **A61.6**

*Policy*

### **INFORMATION TECHNOLOGY USE COMMITTEE**

The Information Technology Use Committee, in cooperation with UNM IT and other core technology providers, is advisory to the office of the Provost/Vice President for Academic Affairs on all matters relating to technology access. Through communication with the academic and administrative units, it represents the needs and concerns, particularly of the academic community, for computing resources and information technology needs. Its purview includes, but is not limited to, articulation of needs, advocacy of innovative and effective instructional technologies, active participation in planning, advice on IT budgets, recommendation for priorities and liaison with academic as well as administrative computer users. The Committee reports to the Faculty Senate through regular procedures and submits a yearly report to the Senate.

(Fifteen members of the faculty appointed by the Faculty Senate, including one member from the University Libraries; one member of the Research Policy Committee selected by the committee; two undergraduate and two graduate students appointed by the Associated Students of UNM (ASUNM) and the Graduate and Professional Student Association (GPSA) respectively. Ex-officio members shall include the Vice Provost for Research, the Provost/Vice President for Academic Affairs, and the Chief Information Officer. The chairperson is elected by the Committee).

## **12. PROVOST'S REPORT**

Interim Provost Chaouki Abdallah reported the following:

- The Provost has formed a Diversity Council of faculty, staff, students, and community members to look at what UNM has done and what other universities are doing. The goal is to have an actionable plan ready for the new president to consider. For the most part there has been positive energy, but there are some skeptics.
- As part of the formulation of the Academic Strategic Plan, the Provost is inviting three people from academia to hold open lectures. The first to visit is Don Randel, President of the Melon Foundation.

- The Board of Regents Academic Student Affairs and Research Committee is taking a more active role under committee chair Regent Bradley Hosmer. The committee is formulating a work-plan for the year. The committee will begin driving discussions of the other BOR committees as well as the full BOR. In addition, the Provost has been invited to sit on the BOR Finance and Facilities Committee as a full voting member.
- Provost Abdallah recently visited the UNM Taos Campus. Access to faculty there is amazing. He explained that there are promotion and tenure differences at the branch campuses. The community needs to know the mission of the university and the mission of the branches.
- The Faculty Contracts Office (FCO) is stabilizing. The director is on medical leave. The Provost's Office is managing the day-to-day operations. They are in the process of automating some of the functions of the FCO. Provost Abdallah asks that faculty please contact Associate Provost Jane Slaughter with issues.
- The deadline for an Honors College is this year (2011-2012). The president wants a report in early 2012. The Provost's Office is meeting with the various groups within University College and University Honors Program. University College houses several multi-disciplinary programs. There has not yet been one recommendation to the Provost. They are discussing many options and scenarios. The various costs are being investigated.
- The Department of Justice, through the Office of Equal Opportunity, has requested 12 departments to submit vitae for their faculty. They are conducting an analysis of faculty salaries.

### **13. FACULTY STAFF BENEFITS COMMITTEE UPDATE AND ERB RESOLUTION**

Faculty Staff Benefits Committee member John Vande Castle provided a summary of recent committee activities and a resolution for Faculty Senate consideration.

- The committee closely looked at each of the four scenarios presented by the Education Retirement Board to address fund solvency. The committee agreed that it did not want a minimum retirement age of 62. They did not want the minimum age to go beyond 60 and actually preferred 55. The average age of a retiree is 55.
- The ERB will make a recommendation to the state legislature. The ERB used \$300,000 for a consultant. Everyone is asking for an analysis. The one that has the most information and the best analysis will have a louder voice.
- When a person does not retire from ERB, the ERB keeps the contributions.
- Dr. Vande Castle presented the following resolution passed by the FSB Committee. Senator Howard Snell (Biology) moved that the senate accept and endorse the resolution. The motion was seconded by Senator Pat Risso (History). The motion was unanimously passed to endorse the resolution.

#### Educational Retirement Board Scenario Resolution

The Faculty & Staff Benefits Committee (FSBC) reviewed and analyzed the six possible plan design change scenarios being considered by the NM Educational Retirement Board (NMERB) as possible recommendations for the 2012 NM Legislative Session.

The FSBC found Scenario #6 completely unacceptable and Scenario #3 unacceptable. The committee was of mixed opinion on the other four scenarios. Therefore, the FSBC recommends to the Faculty Senate and the Staff Council that scenario #1, 2, 4 or 5 be proposed to the legislature to ensure ERB solvency.

The FSBC vote on this recommendation was unanimous.

All staff & faculty are encouraged to pass their opinions on to the NMERB and most importantly to their legislators.

#### **14. RESOLUTION ON UBPPM POLICY 2680 PAYROLL OVERPAYMENTS AND COLLECTION**

The Operations Committee presented the following concern discovered by Senator Howard Snell regarding University Business Policy and Procedures Policy 2680 Payroll Overpayments and Collection. The policy addresses overpayments and how the employee notifies the University.

As presented on the UNM web page ( <http://www.unm.edu/~ubppm/d2680.htm>) this policy seems oddly lopsided. It makes detailed provisions for identifying and recouping overpayments made to UNM employees of all types. However, there is no provision for identifying and correcting underpayments made to UNM employees of any type. Unless underpayments are treated in other policy this lopsided tone suggests to me that UNM is only concerned with errors that favor employees and sees no need to correct or identify errors that might harm employees. Assuming that we wish to maintain a fair and equitable workplace, I suggest that the policy be rewritten in a completely balanced manner giving equal treatment to all types of errors in payment - both those that favor and those that harm employees. I realize that the State Statue quoted in the draft policy may not recognize errors of under payment, but hopefully UNM is more enlightened.

Senator Howard Snell made a motion that the Operations Committee review, improve, and send the notice of concerns to the UNM Policy Office. The motion was seconded and unanimously approved.

#### **15. (Un)OCCUPY ALBUQUERQUE RESOLUTION**

President Tim Ross present the following resolution from the Operations Committee on the (Un)Occupy Albuquerque movement. Senator Gutan Vora (Anderson School of Management) moved to accept the resolution; it was seconded by Senator Sever Bordeianu (University Libraries). Senator Vora proposed an amendment to eliminate the first six paragraphs. The amendment was defeated with two in favor and one opposed.

Senator Howard Snell moved to call the question; it was seconded by Operations Committee member Pamela Pyle (Music). The resolution was unanimously approved with one abstention.

#### **Proposed Faculty Senate Resolution on Right to Free Speech and Assembly on UNM Campus**

Whereas the Occupy Wall Street movement is a non-violent movement against vast and increasing economic inequality, with its resulting threat to political democracy, that began in the United States on September 17, 2011 with an encampment in the financial district of New York City; and

Whereas (un)Occupy Albuquerque began its non-violent, peaceful assembly of students and community members at the University of New Mexico campus in solidarity with the Occupy Wall Street and We Are The 99% movement on October 1, 2011; and  
Whereas, (Un)Occupy Albuquerque has complied with UNM requests to reapply for appropriate permits; and

Whereas, the protesters have complied with restrictions imposed by UNM concerning the permissible hours for protest activities at Yale Park; and

Whereas, universities have historically been vibrant public spaces for political debate, civil protest, and intellectual discourse; and

Whereas, (Un)Occupy Albuquerque consists in part of individuals from the UNM student body; and

Whereas, for democratic life to thrive and for society to flourish, political and intellectual dialogue must be forever protected and cultivated;

Now therefore be it resolved that the UNM Faculty Senate affirms the right of (Un)Occupy Albuquerque to peaceful assembly and protest, and supports the continuation of its activities on university grounds, to be limited to the minimum extent necessary for reasonable provision for the safety and security of protest participants and members of the University and wider communities; and

Let it be further resolved that the UNM Faculty Senate calls upon the University administrative leadership and Board of Regents to take all steps necessary to assure that the University permanently retains a campus climate conducive to vigorous intellectual and political dialogue and non-violent protest.

## **16. LEGISLATIVE UPDATE**

Governmental and Community Relations Director Marc Saavedra presented the following legislative update:

- The upcoming session will be 30-days because it is an even year. Odd years have 60-day sessions.
- Discussions on the new Higher Education Funding Formula began in March/April of 2011. The funding formula suggestions were sent to the Legislative Finance Committee (LFC) on November 17. UNM and higher education have been through three years of budget cuts. UNM is presently at the Fiscal Year (FY) 2006 funding level. Outcomes that are being figured into the new formula are course completion rate, number of degrees awarded, workforce development, and the number of at-risk (Pell Grant) students.
- New information will be posted on the Governmental Relations website as it becomes available. <http://govrel.unm.edu/>
- The number one priority will be supporting the new formula, a base plus budget plus the new funding model. The second priority will be funding by mission and research outcomes. The university will continue to support elimination of the tuition credit. The university is considering requesting a compensation increase.
- Director Saavedra thinks that there is a 99% chance UNM will not experience further cuts.
- Even years allow for General Obligation (GO) Bonds. There should be a bonding capacity of \$170 million for higher education. GO Bonds are only to be used for teaching facilities. Over the next year, UNM will focus on the new funding formula and the GO Bond.

## **17. NEW BUSINESS AND OPEN DISCUSSION**

President Ross provided an update on the University Presidential search:

- There are 15-18 candidates under consideration. There are some that are still undecided.

- The list of finalists will be released the first week of December.
- On-campus interviews will begin the week before winter break (finals week).

**18. ADJOURNMENT**

The meeting was adjourned at 5:20 p.m.

Respectfully submitted,

Rick Holmes  
Office of the Secretary



The University of New Mexico

**SENATE GRADUATE &  
PROFESSIONAL COMMITTEE**

Linney Wix, Chair  
lwix@unm.edu

**DATE:** December 1, 2011

**TO:** Operations Committee of the Faculty Senate

**FROM:** Linney Wix, Ph.D., Chair *Linney Wix*  
Senate Graduate & Professional Committee

**RE:** Posthumous Degree

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At its December 1, 2011 meeting the Senate Graduate & Professional Committee voted to approve a request to grant a posthumous degree to Angelita Muskett (100887332). Please see the attached memo from Geraldine Forbes Isais, Dean, School of Architecture & Planning, detailing this request for Ms. Muskett.

The Senate Graduate & Professional Committee's approval is based primarily on the two conditions specified in the faculty handbook relative to the granting of posthumous degrees. Ms. Muskett had completed the coursework required for the degree and her academic record is in good standing. Therefore, we request that the Faculty Senate support the awarding of a posthumous Master of Architecture to Angelita Muskett. We also request that this item be put on the Senate's agenda at the earliest convenience. The School of Architecture & Planning is concerned on behalf of Ms. Muskett's family that this situation be resolved quickly.

Thank you.

Attachment

Received

NOV 11 2011

Graduate Office  
University of New Mexico



University of New Mexico

School of Architecture + Planning

DATE: November 10, 2011  
TO: Dean, Office of Graduate Studies  
FROM: Geraldine Forbes Isais, Dean  
School of Architecture and Planning  
SUBJECT: REQUEST TO AWARD POSTHUMOUS DEGREE

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I am requesting that the degree of Master of Architecture be awarded posthumously to Angelita Muskett. Angelita started her Masters study in Fall 2010.

Angelita was a student in good standing when she passed away on November 1, 2011. She also graduated from the University of New Mexico with her Associates degree in Art Studio in 2004 and her Bachelor of Fine Arts in 2009.

I hope that you will agree that this is an appropriate action to take. Thank you for your assistance in this matter. If there is any additional information needed, please contact Dean Forbes Isais at 277-2053 or [gforbes@unm.edu](mailto:gforbes@unm.edu).

By signing below I am strongly endorsing this request:

A handwritten signature in blue ink, appearing to be "GFI", written over a horizontal line.

Geraldine Forbes Isais  
Dean, School of Architecture and Planning.

December 20, 2011

To: UNM Board of Regents

From: Faculty Senate Operations Committee (Tim Ross) and The Committee on Governance (Ursula Shepherd)

Subject: Faculty Input for the Selection of the next UNM President

Leadership of the UNM faculty has reviewed the following sources of information regarding the selection of the next President of the University of New Mexico. Electronic surveys from the campus Open Forums, the subsequent web-casts from these Forums, and verbal discussions at an open faculty meeting on campus on December 16, 2011. Because the time frame during which the on-campus visits of the candidates occurred during the last two weeks of the fall semester, the amount of time available to assess faculty input was limited, the faculty leadership took on the role of providing summaries of these inputs to the Board of Regents. In reviewing the information from the faculty, we want to emphasize the importance we place on having a leader who will use the current developing collaboration between faculty and administration as the starting point for their new tenure.

The attached information summarizes the statistical inputs from faculty for each of the five candidates regarding whether the candidates are acceptable as the next President, and it summarizes strengths and weaknesses of these candidates. The survey from which we derived this summary is a 42-page document designed by the Committee on Governance, and administered by the University Secretary's office. Upon request from the President of the Board of Regents the Senate Operations Committee will provide this survey to the Board.

The summaries indicate the following. The three candidates, Professors Baker, Hoffman and Murano enjoy widespread support from the faculty, indicated by their acceptance for the position of President by a majority of the faculty responses (see attached chart). Prof. Baker's primary strengths are his apparent consensus-building style, his thoughtful and effective communication, and his collaborative attitude. Prof. Hoffman appears to have the strongest administrative experience, she is the only candidate to have been a President of a major university system for 5 or more years, and she is committed to a style of availability and visibility on campus. Prof. Murano seems committed to diversity, she appears to be prepared to link well with New Mexico communities, and stresses the importance of programs in international education.

The two candidates who did not receive majority support from the faculty (see attached chart) each pose particular concerns. These two candidates, Professors Hay and Frank, received significant bimodal responses from faculty. Each had some strong support, but each also had very strong disapproval. Many faculty felt that their management styles would be divisive and polarizing. For each of these two candidates the strong disapproval was based on information provided by colleagues at their current universities, from the press, and from their style and behaviors at their forums. The strong disapprovals produce doubt within the faculty leadership that either of these two candidates could produce effective consensus with the faculty, or with leaders in higher education in the state.

## General Introduction

What follows is a summary of the comments received from the different formats used to gather information and responses about each candidate. This information is provided in bullet format.

### Section on Each candidate

#### **Elsa Murano:**

##### Executive Forum:

Strengths: commitment to diversity, link well with nm community, no experience with HSC, not a provost

Weaknesses: question of breadth/depth of experience

##### Open Forum:

Strengths: outside of box, great deal of honesty, stressed international aspect of UNM. Good role model, dynamic, high energy, articulate, likeable, friendly

Weaknesses: academic experience, lack academic background for UNM, lack of experience with HSC, limited experience overall

##### Electronic Webcast from the Forums:

Strengths—energetic, good personality skills

Weaknesses—minimally acceptable with lack of academic experience, ability to work with BoR, limited administrative experience, appointed as both dean/president

#### **Elizabeth Hoffman**

##### Executive:

Strengths—decisive decision maker, understands how U works, stood up for academic freedom under difficult circumstances

Weakness—not good listening skills, exaggerated some claims (HSC), proposed dismantling HSC and integrating into main campus

##### Forum:

Strengths—experience in academic background, will live in the President's house, faculty centric, well grounded in academic affairs, holds faculty values, served 5 years as a university president, strong in supporting mentoring women in academics, strong in support of protest on campus

Weaknesses—low energy during presentation, C-word issue came up several times, move in with vision and bring in new administrative team, spent first 90 days getting a lot done, history of bad decisions, moved around quite a bit, not as inspiring as others, mishandled athletic situation

##### Electronic:

Strengths—intellectual heft, charming academic credentials, president of University of Colorado system, 2 PhD's, live on campus

Weaknesses—doing damage control now, not fully support students, unaware of cultural situations at UNM, personality little appeal, missing nm connection

### **Meredith Hay**

Executive:

Strengths—high energy, knowledgeable, forceful, impressive presenter, experience with HSC.

Weaknesses—no significant accomplishments since last applied for UNM president, little respect for dissent, bad leader with faculty at Iowa and Arizona, proposed consolidation of HSC and main activities, research activities would be destructive,

Open Forum:

Strengths—unbelievable change vis-à-vis other candidates, familiar with challenges of budget students, values communication, experience with large state university, excellent background, experience with budget crisis with large flagship university, apologized for mishandling crisis,

Weaknesses—lack intellectual heft, now working well with faculty (no confidence vote), considered autocratic and dictatorial, lack of good communication, generated negative reviews from college within AZ, lack of ability to work well with faculty

Electronic:

Strengths—awareness of NM, polished speaker, good experience, strong women (too strong?), had a shared governance plan in place

Weaknesses—oddly arrogant, dictatorial, fired by current president because of poor job as provost, people in AZ don't like her

### **Robert Frank**

Executive:

Strengths: great track record in building academic records, good strong ties to nm, good listening skills, excellent ideas on health care delivery issues, smart/well-spoken

Weaknesses: too quick with responses, lack of understanding of transformational change within the institution, terrible ideas about grad rates/retention, terrible ideas about keeping best here and sending weaker to CNM, dictatorial in approach, doesn't listen to faculty

Open Forum:

Strengths—pragmatic approach to dealing with difficult issues, dealt with controversial issues at KSU, ties to UNM and NM, very honest and straightforward, experience with improving retention/graduation rates, good sense of humor, person of integrity, understands the complexities of HSC

Weaknesses—arrogance, dismissive, more of a manager than leader, over aggressive, hires were all white males—not strong record in diverse hiring, made outrageous statements on research, and not good handle on non-medical research

Electronic:

Strengths—alumnus, understands problems at UNM, strong leader, engaged, can stand up to regents, good work with state legislature

Weaknesses--will bulldoze anyone in way of him getting things done, uninspiring, top-down administrator, disdain for faculty, true professional administrator who knows how to run a U but doesn't know how to interact with faculty

**Douglas Baker:**

Executive:

Strengths—thoughtful, good communication, unconventional solutions, active listener, collaborative attitude, approachable, sincere advocate for students and faculty, had done major downsizing without major opposition, "he gets it!"

Weakness—soft spoken, Idaho much different than NM, no HSC related administrative experience, storytelling styles—how will it come across with BoR or state legislature

Open Forum:

Strengths—vision of education pipeline, understands how to work with families in community, strong verbal skills, flexible, closing undergrad aspect of physics dept but didn't fire anyone and made it work, leadership to build consensus, strategic plan for higher education, remarkable accomplishments to reorg 38 programs with little negative pushback, survived 4 presidents, good experience with state leg, started alliance with state government/Idaho National Lab—raised 40m on a 1.5m investment from Gov., seems to have good understanding between being provost/president

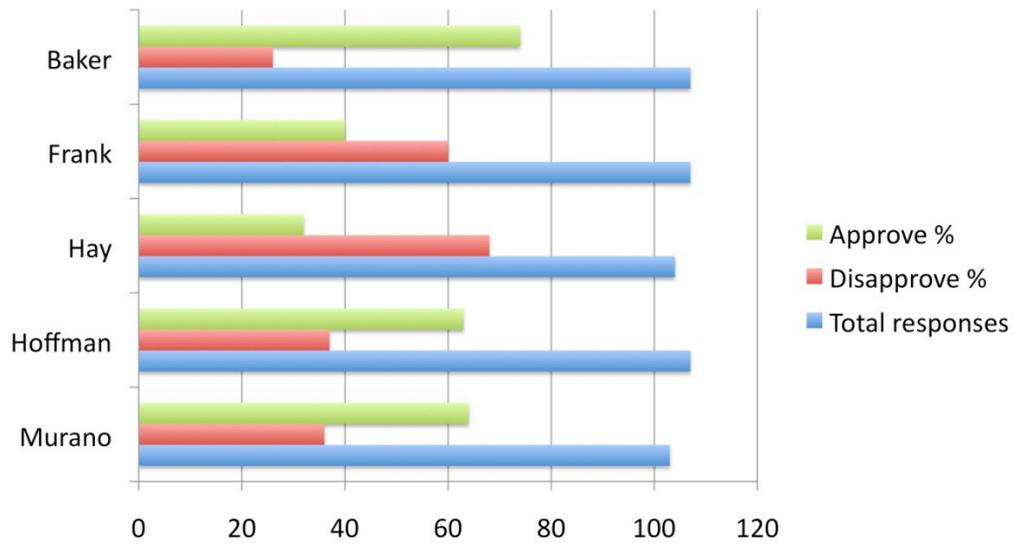
Weaknesses—career in less known institutions, no HSC/medical experience, too general, no vision, lack of fundraising experience

Electronic:

Strengths—head of faculty senate, good communicator

Weaknesses—academic record could be stronger, experience level is less than Hoffman/Hay, no HSC experience, fundraising

# Summary results



## **Charge of the Health Science Center Council**

The purpose of the HSC Council is to enhance the role and visibility of the Health Sciences Center faculty in shared governance, and to represent the UNM Faculty Senate in all matters relating to faculty governance and shared governance of the HSC, consistent with the UNM Faculty Constitution, Faculty Handbook, Faculty Senate Bylaws, and with the policies of the Board of Regents and the University. In matters pertaining to faculty governance and shared governance of the university as a whole, the HSC Council shall represent the faculty of the UNM HSC.

The HSC Council shall have the right of duty to consider and advise on behalf of HSC faculty over

- a) Institutional aims and strategic plans of the HSC;
- b) Organizational structure and creation of new departments and divisions;
- c) Major curricular changes and other matters that, in the opinion of the Chancellor for Health Sciences or of the Faculty, affect the HSC as a whole;
- d) Matters of general concern or welfare for HSC faculty.

The foregoing purposes do not supplant the rights and responsibilities of faculty within their respective academic units. Rather, the HSC Council shall serve as a forum and voice for the HSC faculty as a whole in representing the interests of HSC Faculty to the Board of Directors and Office of the Chancellor for Health Sciences as well as to the UNM Faculty Senate.

Membership shall consist of all duly elected senators of the Faculty Senate representing the HSC campus. Membership may be increased by a quorum vote of the Council to include non-senators.

A chair shall be elected every two years. Midway through the term of the chair, a chair-elect shall be elected to serve for one year as chair-elect, prior to taking office as chair. The retiring chair shall serve as past chair for at least the first year of the term of newly elected chair.

## **2.3 NON-TENURE-TRACK FACULTY TITLES**

### **2.3.2 Lecturer**

Faculty may be appointed to the position of Lecturer I, II, or III. These appointments are for professionals with appropriate academic qualifications, who are demonstrably competent in the relevant areas of their disciplines. While not eligible for tenure, lecturers in each numerical class may hold the rank of Lecturer. Senior Lecturer, or Principal Lecturer. Lecturers are eligible to be considered for promotion to Senior Lecturer after completion of at least five years as Lecturers. Senior Lecturers are eligible to be considered for promotion to Principal Lecturer after completion of at least five years as Senior Lecturers.

(a) Lecturer I—The title used for individuals who have qualifications equivalent to teaching assistants or graduate students and who are not currently graduate students at the University in the same department as their academic appointment.

(b) Lecturer II—The title used for qualified professionals who have completed all requirements except the dissertation for the terminal degree (or equivalent) in their fields of study and who are not currently graduate students at the University in the same department as their academic appointment. It may also be used for professionals who have the terminal degree but only limited experience in teaching or scholarly work, or for professionals who do not have the terminal degree but have extensive experience.

(c) Lecturer III—The title used for qualified professionals who hold the terminal degree (or equivalent) in their fields of study and who have additional experience in teaching and scholarly work.

## **3.4 CONTINUING NON-TENURE-TRACK APPOINTMENTS**

### **3.4.2 Lecturers**

Lecturers are initially appointed to annual terms renewable at the discretion of the University. Written notice regarding the status of a lecturer shall be given according to the following minimum periods of notice: (1) not later than March 31 of the first academic year of service or (2) not later than December 15 of the second or subsequent academic year of service. Lecturers who have completed at least three academic years of continuous service are eligible for renewable two-year term appointments. Senior Lecturers serve on renewable two-year term appointments, and Principal Lecturers serve on renewable three-year term appointments. Two- and three-year term appointments are renewable at the discretion of the University. Notice of the status of these term appointments will be given no later than December 15 of the final year of the term appointment.

## **5.4 UNIVERSITY-INITIATED TERMINATION OF CONTRACT OF A NON-TENURED FACULTY MEMBER**

(a) The University has the discretion whether or not to renew the annual contract of probationary or non-tenure-track faculty members (for probationary faculty—Sec. 3.2(c) for notice periods and Sec. 4.2.4, 4.2.5, and 6.4.1 for rights of appeal; for continuing non-tenure-track faculty—Sec. 3.4 for notice periods). For Faculty members serving on two- or three-year term appointments, the University's discretionary renewal or non-renewal may be exercised only during the final year of the appointment; the notice periods specified above apply to the final year of the appointment.

Termination of these term appointments at times other than during the final year are governed by Sec. 5. 3 of this Policy on Academic Freedom and Tenure.

(b) Under the extraordinary circumstances and with proof of adequate cause as outlined in Sec. 5.3.2, a non-tenured faculty member's annual contract may be terminated before its expiration and/or without regard for the notice periods or terminal contract requirements set forth in this Policy. A decision to terminate the contract of a non-tenured faculty member under these circumstances shall be made by the Provost/ VPHS after recommendations by the chair and the dean. At each administrative level, the faculty member shall be fully informed in writing of the reasons proposed for such termination and shall be given an adequate opportunity to respond in writing and/or orally to the Provost/VPHS prior to the final decision. The faculty member shall have the right to appeal a termination decision by the Provost/VPHS to the Academic Freedom and Tenure Committee on grounds within the Committee's jurisdiction (Sec. 6.2); however, such appeal shall not postpone the date of termination.