

Faculty Senate
Health Sciences Center (HSC) Council
Meeting Minutes
March 21, 2019
3:00 p.m. to 5:00 p.m.

Members Present: Brandi Fink (Chair), Coffee Brown, Jodi Schilz, Robert A Orlando, Rebecca Blankley, Lee Brown, Stephen Hernandez, Ingrid Hendrix, Jan Martin, Alexander Rankin, V. Ann Waldorf, Mark Langsfeld, Stefan Posse, and Victoria Sanchez

Members Absent: Carla Wilhite, Jennifer Jernigan, Matthew Elvin Borrego, Kalyan Parashette, Elizabeth Baker, Tara Brennan, John Grassham, Duncan Meiklejohn, Pramod Panikkath, Suguna Pappu, Andrew Rowland, Yiliang Zhu and Codruta Soneru

Ex-Officio: Amy Levi, Vice Chancellor for HSC

Ex-Officio Absent: Pamela Pyle, Faculty Senate President, Richard Wood, Interim Provost and Paul B Roth, Chancellor for HSC

At Large: Sharon Ruyak, Jason McConville, Bernadette Jakeman and Stephen Van Roper

At Large Absent:

Staff Present: Candyce Torres, Office of the Secretary, Administrative Coordinator

Guest Present:

- The meeting of the Faculty Senate (FS) HSC Council was called to order at 3:00PM by Chair Brandi Fink. Quorum was met.
1. **Approval of Agenda.**
Approved
 2. **Approval of Minutes.**
Approved

- 3. Chair Report.** Chair Fink provided an update on how things concluded at the 2019 legislative session. She has invited Health Sciences Chief of Staff, Chamiza Pacheco de Alas to attend the April 18, 2019 FS HSC Council meeting to discuss more specifics. It did not conclude on a positive note. The athletic department issues have unfortunate financial implications for main campus and the Health Sciences. There was some success in getting some minor capital projects funded. The Research and Public Service Projects, as outlined in the legislative priorities for the Health Sciences, did not have a positive outcome. This again was largely due to the athletics issues.

Updates re: Unionization - UA-UNM. Chair Fink provided some information of this aspect. A faculty forum regarding unionization is currently being proposed for the next Faculty Senate meeting. This would be an informational and educational opportunity for faculty to address the possible implications of unionizing. There are concerns amongst main campus faculty about what programs would be cut to meet the needs of the union. It was shared that this is only a main campus issues that does not affect HSC. One member indicated that Health Sciences is not included because Health Sciences faculty operate on performance-based pay and it would never be compromised. It was explained that there is not one single unionized academic health center in the entire country. A potential indirect affect to Health Sciences and unionizing was mentioned. It was stated that this could affect the Academic Freedom and Tenure process, possibly the Faculty Senate and overall relationships between main campus and the Health Sciences. The point was made that faculty need to think deeply about whether a union is going to be better, or interfere, with the institutions that we have had for a long time that have been effective. It was also mentioned that there is a serious lack of understanding. The faculty voting process for this issue is still being debated.

Update on Faculty Retention Ad Hoc Committee. Chair Fink provided a brief update on this item. She indicated that she is going to invite Dr. Akshay Sood back to a future FS HSC Council meeting to present additional outcomes/information that he has taken to the administration. Ideas have been identified about how to improve faculty retention and conversations are now taking place. The next Faculty Retention Ad Hoc committee is scheduled for April 3, 2019. More information to come after that meeting.

- 4. Open Forum.** A draft was presented at this meeting from College of Nursing faculty member, and HSC Council member, Dr. Stephen Hernandez. The draft is regarding the standardization of leadership searches. Provided below is the draft language:

Standardization of University of New Mexico Health Sciences Center Leadership Searches Background: In the past year, the University of New Mexico Health Sciences Center (UNM HCS) undertook searches for the position of Dean at the College of Nursing, College of Pharmacy, and College of Population Health. When the schedules for individual Dean candidates' campus and College presentations and interviews were announced, faculty voiced a

universal concern regarding the limited access to and insufficient opportunity for interaction with the candidates. These concerns were due to two main factors:

- 1) Inadequate advanced notice of candidate presentations and interview schedules. All faculty maintain full calendars, and clinician educator faculty maintain clinical schedules that are not easily changed without ample advance notice. Faculty requests to schedule interview and presentation sessions by candidates on the designated faculty meetings day of the week were not accommodated.
- 2) The denial of faculty requests to the search committee to enable faculty to access candidates' main presentations by attending via Zoom videoconferencing or by accessing a Zoom recording of presentations. The denial of this request conflicted with arrangements for some individual faculty to use Zoom to attend candidates' meetings with small groups of faculty.

As a result of these two barriers, numerous faculty were unable to attend candidate presentations in person or access candidate presentations via Zoom or a Zoom recording.

Recommendations: It is the position of the HSC Faculty Council that the UNM HSC adopt a policy and practices to ensure maximum possible faculty participation during searches undertaken by the HSC for leadership positions.

At a minimum, the policy should standardize practices to ensure maximum faculty participation in the search for the best candidates to fill leadership positions within the HSC. These practices should include:

- Providing a minimum of two-week's notice to faculty of a scheduled candidate's visit,
- Scheduling candidate presentations during regularly or previously-scheduled times when faculty meet, such as All Faculty or Department meetings, to the greatest extent possible, and
- Allowing faculty who are working off-site, are on leave, or who are unable to attend a presentation due to university business:
 - Access to a link to watch the presentation live via videoconferencing technology upon request, or
 - Access a recording of the presentation after the candidates visit upon request if the faculty is unable to view the live presentation.
 - The HSC Council understands that access to the recording would be time limited and restricted by VPN or other security methods.

5. Adjourn

