The University of New Mexico Faculty Senate Meeting Minutes
January 25, 2022
3:00-4:30 P.M.
ONLINE
(Pending approval at the February 22, 2002, Faculty Senate Meeting)

1. Approval of the Agenda
   The agenda was approved.

2. Approval of the November 21, 2021, Meeting Minutes
   The November 23, 2021, minutes were approved.

3. Provost’s Report
   Provost James Holloway reported the following.
Exciting news for Nursing!

Moved from 83rd to 20th in MSN Online Program
2nd in the Mountain West
1st in the State of New Mexico

Congrats to our colleagues in the College of Nursing!

Academic Leadership Searches

Vice President for Student Affairs
- Search proceeding with SVP Barbara Rodriguez as chair

Chancellor for UNM-Valencia
- Search proceeding with Chancellor Cindy Rooney as chair

Chancellor for UNM-Los Alamos
- Search launching with Chancellor Mary Gutierrez as chair

Dean of Engineering
- Advisory committee forming with VP Ellen Fisher as chair
Graduate Assistant (GAs) Unionization

Dec 2020: Petition to collectively bargain filed with NM PELRB seeking to represent “all full-time and part-time graduate employees whose primary job is instruction and/or research…”

March 2021: Labor Board Executive Director (ED) assessed 53% expression of interest

June 2021:
- ED issued conclusions of law that GAs are not “regular” employees and not able to bargain collectively
- Opinion misstated that petition was to collectively represent “all full-time and part-time graduate students engaged in instruction and research”

Aug 2021: PELRB discards ED’s conclusion and rules that “(PEBA) does not exclude graduate student from its definition of regular employees” and that “Graduate students fall within the PEBA’s definition of public employee.”

Jan 2022: PELRB oral statement that union is to be certified. But no final ruling has been issued.

It’s unclear who is supposed to represented. We await the written ruling and have filed an appeal in district court to clarify the confusion already created by the labor board rulings.

Note: an election would address most issues of concern

Legislative Session: Highlights

I&G Funding over FY22:

<table>
<thead>
<tr>
<th></th>
<th>LFC</th>
<th>DFA</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA-ABQ Units (main)</td>
<td>+3.0%</td>
<td>+2.0%</td>
</tr>
<tr>
<td>HSC</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>UNM-G</td>
<td>+1.7%</td>
<td>+0.2%</td>
</tr>
<tr>
<td>UNM-LA</td>
<td>+2.6%</td>
<td>+0.9%</td>
</tr>
<tr>
<td>UNM-T</td>
<td>+2.2%</td>
<td>-0.6%</td>
</tr>
<tr>
<td>UNM-V</td>
<td>+2.1%</td>
<td>+0.1%</td>
</tr>
</tbody>
</table>

Compensation:
- LFC – 3% Q4 FY22 and 4% FY23 funded at about 70%
- DFA – 4% FY23 funded at about 70%

Modifications of Lottery Scholarship Rules are also Proposed

CPC & CCAT capital projects on the list
BLT Reviews: Core Funds Requests for FY23

- 11 Schools & Colleges
  - A&S, SOE, Education & Human Sciences, Fine Arts, SAAP, ASM, Law, Grad Studies, CULLS, Honors, UC
- Other Academic Delivery Units
  - Global Education, Continuing Education, UNM Online, LAII, GNSPI, IA, OVPR, Harwood
- Enabling Units
  - Enrollment Management, Office of Assessment, Advising, CTL, Ombuds, CARS, Student Affairs (Student Services, DOS, SHAC, SUB, etc), University Secretary, VPR

These are units that directly deliver on the missions of discovery, learning, and service for UNM.

Summary of needs presented in planning and budgeting process

- Received 239 requests for recurring, one-time, and capital funding (189 last year)
- Total needs for FY23-F25:
  - $21.9M in recurring requests
  - $16.9M in one-time requests of which $10.1M are capital requests

### FY23 Total needs: $25.2M

<table>
<thead>
<tr>
<th>Type</th>
<th>Amount of Needs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recurring Needs for FY 23 (starting in FY23)</td>
<td>$15.1M</td>
</tr>
<tr>
<td>One time / Non-recurring FY23 portions</td>
<td>$3.23M</td>
</tr>
<tr>
<td>Capital (FY23 only)</td>
<td>$6.84M</td>
</tr>
</tbody>
</table>

The needs remain significant.
Prioritization: Support Research & Learning & Address Regent Priorities

- Achieve competitive faculty salaries, recruit & retain excellent faculty
- Support advanced workforce and economic growth of NM
- Enrollment & student success
- Address strategic aims: UNM 2040, Strategic Research, Teacher Ed...

- Broad benefit for multiple UNM units & collaboration across units
- Create platform for UNM success, including staff excellence – infrastructure
- Unit performance proxies: enrollments, SCH, external funding secured
- Additionally:
  - Can recurring requests instead be funded as one-time requests for FY23?
  - Are there other sources of funds (external, state, gifts, ...)?

Academic Affairs Core Funds Requests

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Promotion, Equity, Retention</td>
<td>$1.1M</td>
<td>Must continue to improve comp.</td>
</tr>
<tr>
<td>A&amp;S Faculty (Partial) Replacement</td>
<td>$1.2M</td>
<td>Must protect our core academic unit</td>
</tr>
<tr>
<td>Enrollment &amp; Student Success</td>
<td>$1.0M</td>
<td>Must grow enrollment &amp; success</td>
</tr>
<tr>
<td>Strategic Research, Education &amp; Service</td>
<td>$2.4M</td>
<td>Must pursue strategic directions</td>
</tr>
<tr>
<td>Startup</td>
<td>$3.0M</td>
<td>Must recruit excellent people</td>
</tr>
<tr>
<td><strong>Total Recurring Request</strong></td>
<td>$8.6M</td>
<td></td>
</tr>
</tbody>
</table>

Not included in this total, but part of the Academic Affairs Request: **At least 7%** compensation increase for faculty and staff, and ideally more if revenues can support it.

Support 7.12% compensation increase recommended by LFC (3% Q4 FY22 & 4% FY23)
Enrollment for Spring 2022

<table>
<thead>
<tr>
<th>Albuquerque Campus Enrolment Status</th>
<th>Spring 2021</th>
<th>Spring 2022</th>
<th>Increase</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Returning</td>
<td>18,400</td>
<td>18,078</td>
<td>-322</td>
<td>-1.75%</td>
</tr>
<tr>
<td>Re-Admit</td>
<td>548</td>
<td>381</td>
<td>-167</td>
<td>-30.47%</td>
</tr>
<tr>
<td>Beginning Freshmen</td>
<td>78</td>
<td>95</td>
<td>17</td>
<td>21.79%</td>
</tr>
<tr>
<td>Concurrent Enrollment</td>
<td>233</td>
<td>191</td>
<td>-42</td>
<td>-18.03%</td>
</tr>
<tr>
<td>UG NM Transfers</td>
<td>344</td>
<td>340</td>
<td>-4</td>
<td>-1.16%</td>
</tr>
<tr>
<td>UG NON-NM Transfers</td>
<td>212</td>
<td>206</td>
<td>-6</td>
<td>-2.81%</td>
</tr>
<tr>
<td>New Graduate</td>
<td>376</td>
<td>326</td>
<td>-50</td>
<td>-13.30%</td>
</tr>
<tr>
<td>New 1st Professional</td>
<td>2</td>
<td>0</td>
<td>-2</td>
<td>-100.00%</td>
</tr>
<tr>
<td></td>
<td><strong>20,193</strong></td>
<td><strong>19,677</strong></td>
<td><strong>-516</strong></td>
<td><strong>-2.56%</strong></td>
</tr>
</tbody>
</table>

-2.43% Fall 21
No unexpected drop

Branches recovering (except Gallup)
But all are down significantly over 5 years

If we continue growth in new students we may see an overall increase next fall

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Vision

Be a national and global leader in realizing human potential, addressing critical community challenges, and demonstrating the power of inclusive diversity.

See [http://opportunity.unm.edu]. "Resources" for the Vision Framework
Mission
The University of New Mexico serves as the state’s premier institution of higher learning and provider of health care by promoting discovery, generating intellectual and cultural contributions, honoring academic values, and serving our community by building an educated, healthy, and economically vigorous New Mexico.

Values
Excellence
Inclusion
Environment
Integrity
Place
Goals
Advance New Mexico
Student Experience & Educational Innovation
Inclusive Excellence
Sustainability
One University

Seeking Input

Visit [http://opportunity.unm.edu](http://opportunity.unm.edu) and follow the “Waysto Participate” link

Follow the links there to reach the IdeaScale page for UNM 2040
4. **Faculty Senate President’s Report**
   Faculty Senate President Finnie Coleman reported the following.
   
   - There will be a COVID update later in the meeting.
   - The University needs a plan if there is a larger breakout of the pandemic among faculty. The expectation is that instruction will not stop if a faculty member contracts COVID. There needs to be conversations at the department level about what it is that we want to accomplish. Discussions need to continue. There should be an online option rather than canceling class(es).
   - Faculty Governance elections will begin soon. President Coleman has reached his term-limit and cannot run for President this coming year. Please consider serving in this capacity. It is time-consuming and President Coleman can explain the intricacies of the position. Operations Committee members will be elected too, once the new Senate has been elected.
   - Finnie asks for 2-3 people to work with him on developing a caucus system for the Faculty Senate. It would allow more flexibility and opportunity to discuss issues that are not conducive to a senate meeting.
   - FHB Policy C07 was pulled off the SSTAR meeting agenda. It was not taken up for business. It was not tabled. Provost Holloway presented a list of concerns that University Counsel has. Ops will get it back to SSTAR as soon as possible.

5. **CONSENT AGENDA**
   The consent agenda was approved.
   
   Forms C from the Curricula Committee
**Technical and Professional Communication**  
**Graduate Certificate Proposal, English Department**  
**Form D**

Julianne Newmark, Ph.D.  
newmark@unm.edu

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**Rationale for the Program**

- The TPC 15-credit graduate certificate aims to provide students with a microcredential either sought as a standalone certificate or attached to an existing graduate degree that will boost a student’s hireability postgraduation, as skills in Technical and Professional Communication are prized in workplaces.

- For graduate students from English and other UNM departments, this microcredential will offer postgraduation access to communicativedense career fields, from nonprofits to governmental organizations to private companies, that many MA and Ph.D. programs alone do not directly facilitate.

- The program will focus on writing/communication/information design but will distinguish itself from other programs in the region through its focus on social justice issues; this focus will put us at the forefront for addressing technical communication in real-world situations that are relevant for the digital age, particularly in our region.
Ability to Teach the Program Effectively

- Current Rhetoric and Writing program staffing volume can accommodate this course release and still manage current RW course offerings.
- Faculty slated to teach the program’s courses have extensive publication records in TPC and in the specific target areas on the certificate’s core, required courses.
- Faculty designing the certificate’s new courses are nationally recognized experts in online course design, usability, and multimodality.

Needs served by the program

- This program supports UNM’s larger mission to “to contribute to the state and national economies;” specifically, by equipping Certificate-holders with ethically attuned communication skills, these individuals will be prepared to serve directly our “City and State,” in “health care, social services, policy studies” contexts, to produce the documentation that accompanies “commercialization of inventions,” and in seeking funding for “cultural events” and the governmental and non-profit organizations that seek funding for them.
- This certificate will serve national needs for a TPC skillset. Rosselot-Merritt (2020) explains that “The U.S. Bureau of Labor Statistics projects that the demand for technical writing will grow 11% between 2016, when 52,400 technical writers were working in industry, and 2026, when 58,100 are projected to be working in the United States.” Further, in their analysis of 142,000 job advertisements, Rios et al. (2020) indicate that “oral and written communication, collaboration, and problem-solving skills are in high demand by employers, with particular emphasis on the pairing of oral and written communication,” the paired skills that are the foundation of the TPC graduate certificate.
- A survey of existing MA and Ph.D. students in ENGL indicates the interest of current UNM graduate students in “adding in” a certificate along their way to their degree. Anecdotal evidence from correspondence with the TPC Coordinator from employed-in-industry community members also made interest evident.

Budget

- We are not asking for budget/resources in general right now, but if and when the program develops, we may require additional faculty to support it.
- Because it is already in the English Department hiring plan to bring on a new TPC faculty member within 3 years, we feel that at present, we have the staff and resources to launch the program and will assess future staffing needs as (and if) they emerge.
7. Faculty Handbook Policy D175
   Faculty Handbook Policy D175 was approved. It will now go to President Stokes for consideration.

8. Faculty Handbook Policy D176
   Faculty Handbook Policy D176 was approved. It will now go to President Stokes for consideration.

9. Banner 9 Faculty Self-Service Grade Entry
   Registrar Sheila Jurnak and Nadir Khalil Manager, Core IT Services: IT Applications presented the Following

   Banner 9 Faculty Grade Entry Project

   **Project Background**

   - Banner 9 Faculty Self-service application is a new implementation that provides a replacement of current functionalities such as grades entry and much more.

   - It will also replace the standalone application currently used to upload mass grades.

   - The implementation will enable the functional offices and faculty to use new functionalities, including:
     1. Final grade entry
     2. Mass grades upload
     3. Incomplete grades
     4. Student Academic Review

   - The new interface is more intuitive and mobile friendly.
Recent Activities

- Established the project team and identified the stakeholders
- Created the project charter document, which is now signed by the steering committee
- Created a draft communication plan
- Documented current and future states
- Configured the application in the test environment
- Set up the project team as faculty in the test environment and assigned them courses
- Created a draft of the support model
- Developed a fit/gap analysis to plan for the new changes in iMoboWeb
- Requested security vulnerability assessment
**Upcoming Activities**
- Complete the test cases
- Continue to test the application by the project team
- Investigate arising issues and resolve them
- Start sending communication to the appropriate groups according to the communication plan
- Create training videos
- Update the project documentation

**Important Dates:**
- Start Date: 12/07/2021
- Go-live Date: 06/24/2022
- Closeout Date: 08/08/2022

10. **COVID-19 Update**
David E. Pitcher, MD, Executive Physician for UNM Health System and Senior Associate Dean for Clinical Affairs presented the following.
COVID UPDATE
presentation to
Faculty Senate
January 25, 2022

DAVID E. PITCHER, MD, FACS
Executive Physician
Senior Associate Dean for Clinical Affairs
Professor of Surgery

New Mexico COVID-19 Cases by Date of Specimen Collection
January 17, 2022

Positive samples collected during this time may not yet be reported.

7 day moving average
Epidemic Growth Acceleration

Daily Change in New COVID-19 Cases, by New Mexico Region, through January 10, 2022

<table>
<thead>
<tr>
<th>Region</th>
<th>Growth Acceleration January 3, 2022</th>
<th>Growth Acceleration January 10, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Metro</td>
<td>95.4</td>
<td>108.6</td>
</tr>
<tr>
<td>2 Northeast</td>
<td>37.2</td>
<td>41.5</td>
</tr>
<tr>
<td>3 Northwest</td>
<td>29.6</td>
<td>36.3</td>
</tr>
<tr>
<td>4 Southeast</td>
<td>31.2</td>
<td>36.4</td>
</tr>
<tr>
<td>5 Southwest</td>
<td>44.2</td>
<td>50.2</td>
</tr>
</tbody>
</table>
Case, Hospitalization and Death Counts, Rates and Percentage of Cases by Vaccination Status During the Past Four Weeks

Percent of Cases Hospitalizations and Deaths by Vaccine Status
20 December, 2021 - 17 January, 2022

<table>
<thead>
<tr>
<th></th>
<th>Vaccinated</th>
<th>Not Fully Vaccinated</th>
<th>Vaccinated Rates**</th>
<th>Not Fully Vaccinated Rates**</th>
<th>Rate Ratios***</th>
<th>Percent (%) Vaccinated</th>
<th>Percent (%) Not Fully Vaccinated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>34500</td>
<td>45172</td>
<td>2796.7</td>
<td>5484.3</td>
<td>1.9</td>
<td>43.0</td>
<td>57.0</td>
</tr>
<tr>
<td>Hospitalizations</td>
<td>303</td>
<td>1266</td>
<td>24.3</td>
<td>147.3</td>
<td>6.1</td>
<td>19.3</td>
<td>80.7</td>
</tr>
<tr>
<td>Deaths**</td>
<td>139</td>
<td>198</td>
<td>1.0</td>
<td>22.9</td>
<td>6.2</td>
<td>93.8</td>
<td></td>
</tr>
</tbody>
</table>

Why Cloth Masks Might Not Be Enough as Omicron Spreads

Time it takes to transmit an infectious dose of Covid-19

PERSON NOT INFECTED IS WEARING

<table>
<thead>
<tr>
<th>Nothing</th>
<th>Cloth mask</th>
<th>Surgical mask</th>
<th>N95</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 min.</td>
<td>20 min.</td>
<td>30 min.</td>
<td>2.5 hours</td>
</tr>
<tr>
<td>20 min.</td>
<td>27 min.</td>
<td>40 min.</td>
<td>3.3 hours</td>
</tr>
<tr>
<td>30 min.</td>
<td>40 min.</td>
<td>1 hour</td>
<td>5 hours</td>
</tr>
<tr>
<td>2.5 hours</td>
<td>3.3 hours</td>
<td>5 hours</td>
<td>25 hours</td>
</tr>
</tbody>
</table>

It will take 25 hours for an infectious dose of Covid-19 to transmit between people wearing non-fit tested N95 respirators. If they’re using tightly sealed N95s—where only 1% of particles enter the facepiece—they will have 2,500 hours of protection.

Note: Results published in Spring 2021. The CDC expects the Omicron variant to spread more easily.
Source: ALL/HHS Pandemic Response Task Force
UNM Health System Bed Capacity

- UNM Hospital has been running at over 100% occupancy for greater than one year now, beginning with the first major surge that began in October of 2020.
- Even as the COVID positive census has surged with the Omicron variant, delayed care and a surge in non-COVID related illness has kept us in a very high census status.
- Crisis Standards of Care in place at UNMH and SRMC since November given the significant surge in patients from all causes and the ongoing high census status at both institutions.
- COVID positive census represents >20% of the overall health system patient census on any given day. UNM HS currently averaging a daily census of 140 COVID positive patients.
- Rural hospitals are struggling to keep staff and maintain services, so more patients are seeking care here and in other metro systems.
- Since January of 2021, UNMH has been running near 130 to 140% occupancy for both adult beds and adult ICU beds.
- Significant increase in utilization of traveling staff and locums providers to provide care.
- DOD has provided a team of physicians and support staff to assist UNMH. FEMA will be doing the same in the near future for both UNMH and SRMC.
- Continued limited ability to manage outside transfers in to the organization. Many non-urgent surgical procedures being cancelled or delayed to make room for COVID and other patients. Outpatient staff being redeployed to support inpatient care and clinics are reducing access as a result.
- Significant burnout and wellness concerns among faculty, staff, residents, and students.

11. Public Comment
   There was not public comment.

12. Meeting adjourned at 5:00 p.m.