

**The University of New Mexico Faculty Senate
Meeting Minutes
September 28, 2021
3:00-4:30 P.M.
ONLINE**

(Awaiting approval at the October 26, 2021, Faculty Senate Meeting)

1. Approval of the Agenda

The agenda was approved.

2. Approval of the August 24, 2021, Meeting Minutes

The August 24, 2021, minutes were approved.

3. President's Report

University President Garnett Stokes presented the following.



President's Report
UNM Faculty Senate
Tuesday, September 28, 2021



OPPORTUNITY DEFINED

UNM 2040: Opportunity Defined

Identifying Areas of Strategic Focus for the Future

Draft Vision Plan Framework



Phased Timeline



Phase 1: Project Planning & Launch
(April-May 2021)

Phase 2: Listening Conversations
(April-August 2021)

Phase 3: Strategic Directives and Pathways
(August-October 2021)

Phase 4: Stakeholder Engagement
(November-December 2021)

Phase 5: Financial and Business Plan
(November 2021-January 2022)

Phase 6: Final Vision Plan
(January-February 2022)



OPPORTUNITY DEFINED

THE UNIVERSITY OF NEW MEXICO

3

DRAFT Goal One: One University



To create an environment of greater knowledge generation and innovation, we will connect and integrate all our distinctive academic, research, patient care, and service components and be known for our enterprise-wide collaboration.

T H E U N I V E R S I T Y O F N E W M E X I C O

4

DRAFT Goal Two: Student Experience and Educational Innovation



UNM creates supportive, intellectually challenging, exciting, diverse, joyful learning environments both inside and outside of the classroom to ensure the success of all learners. We support lifelong learning and engagement with UNM. Through the education of people, our University contributes to the growth of human societies in New Mexico and across the globe.

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5

DRAFT Goal Three: Advance New Mexico



Seek out the needs and unique opportunities of our distinct New Mexican cultures and peoples, economic enterprises, and communities to address critical issues and opportunities facing humanity and contribute to the quality of life, growth, prosperity, and advancement of New Mexico.

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6

DRAFT Goal Four: Inclusive Excellence



Be the national model for how a research-intensive university engages all its internal and community stakeholders, values all voices, and uses this culture to better create new knowledge, educate learners, and provide service

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7

DRAFT Goal Five: Sustainability



Harness the creative talent of UNM to transform the business model for higher education to create long term sustainability and ensure the resources – human, financial, and physical – will secure the success of our mission and achievement of our aspirations while respecting the natural environment that supports all people of the state and the world.

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8

DRAFT Goal Six: Enablers



Identify, refine and further develop enterprise-wide infrastructure and high-yield, efficient support systems that enable successful outcomes for UNM 2040's goals and priorities, including data and analytics, cultural assets, infrastructure, marketing and branding, investments, and external relations.

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9

Stakeholder Engagement



- Focus Groups
 - 17 1-hour focus groups
 - Virtual Launch, mixed audience (1 group)
 - Students (4 groups)
 - Faculty & Staff (7 groups)
 - Deans & Academic Leadership (2 groups)
 - Donors (1 group)
 - Steering Committee (1 group)
 - President's Leadership Team (1 group)
 - 681 people registered; 317 participated
 - Questions were designed by the project team, varied by audience and were crafted to be aspirational in nature and to spark dialogue among participants
- Individual and Small Group Conversations
 - 11 individual and small group interviews with internal and external influencers
- Government Leaders
 - In progress



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11

Steering Committee



- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Pam Agoyo, Director of American Indian Student Services 2. Milena Carvalho, Graduate Student in Anthropology 3. Cash Clifton, Academic Foundations Coordinator 4. Ellen Fisher, Vice President for Research 5. Lloyd Lee, Associate Professor of Native American Studies 6. Ryan Lindquist, Director of the Student Activities Center 7. Jason T. McConville, Professor of Pharmaceutical Sciences 8. Steve McLaughlin, Department Chair in Emergency Medicine 9. Larissa Myaskovsky, Professor of Nephrology in Internal Medicine 10. Meeko Oishi, Professor of Electrical Engineering 11. Gregory Romero, Undergraduate Student and ASUNM President 12. Cynthia Rooney, UNM Los Alamos Branch Chancellor and UNM Taos Interim Branch Chancellor | <ol style="list-style-type: none"> 13. Gabe Sanchez, Professor of Political Science 14. Kimberly Sanchez Rael, Regent Vice President 15. Scott Sanchez, Alumni Relations Officer and Staff Council President 16. Jamie Silva Steele, Sandoval Regional Medical Center President and CEO 17. Harris Smith, Dean of the College of Fine Arts 18. Randy Velarde, Foundation Board 19. Katie Witkewitz, Professor of Psychology 20. Assata Zerai, Vice President for Equity and Inclusion |
|---|---|

Ex Officio Participants/Project Group

1. James Holloway, Executive Vice President for Academic Affairs and Provost
2. Douglas Ziedonis, Executive Vice President for Health Sciences and CEO of the UNM Health System
3. Teresa Constantinidis, Senior Vice President for Finance and Administration
4. Jeff Todd, UNM Foundation President and CEO

Chair

Garnett S. Stokes, President

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11

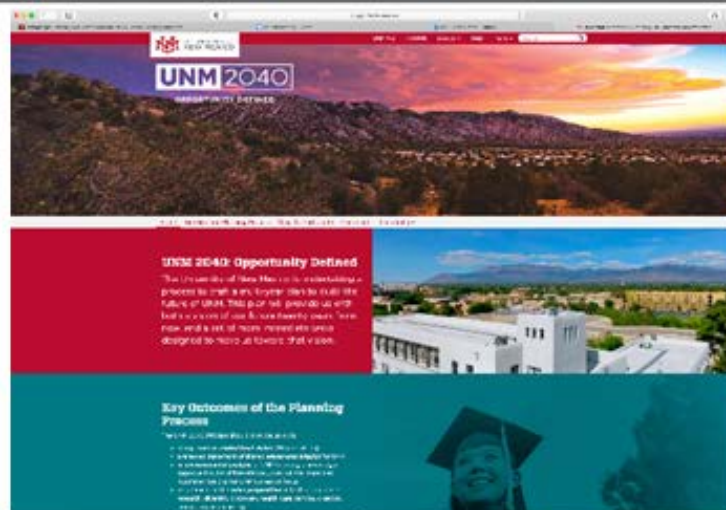
Next Steps



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15

Project Information and Updates



opportunity.unm.edu

UNM Vaccination Requirement - Summary of Responses



As of 9/27/21

Vaccination Strategy Response	Total Not or Partial Vaccinated %	Total Exceptions/Exemptions	% No Response
Min			
Faculty	0.74%	0.0%	2.7%
Staff	0.70%	4.7%	7.0%
Student	0.72%	4.7%	0.0%
Min Total	0.70%	5.0%	0.7%
ISC			
Faculty	0.00%	0.0%	1.7%
Staff	0.00%	5.0%	2.3%
Student	0.00%	1.0%	0.0%
ISC Total	0.00%	2.7%	3.3%
College Total	0.00%	1.0%	3.0%
Los Alamos Total	0.00%	5.0%	10.0%
Term Total	5.50%	5.0%	4.7%
Vaccine Total	3.0%	4.0%	5.0%
Grand Totals	Total Not or Partial Vaccinated %	Total Exceptions/Exemptions	% No Response
Faculty	0.72%	1.0%	1.0%
Staff	0.70%	5.0%	5.0%
Student	0.00%	5.0%	0.0%
Grand Totals	0.50%	5.0%	7.0%

T H E U N I V E R S I T Y O F N E W M E X I C O

15

President's Goals 2020 - 2022



- Goal 2. Emphasize Educational Outcomes and Student Achievement
 - 2.1 Implement strategies to improve graduation rates, including equity across student segments, socioeconomic status and ethnicities.
 - 2.2 Align institutional offerings with positive post-graduation outcomes including employability, satisfaction in their chosen careers, good citizenship and socioeconomic advancement
 - 2.3 Expand programming that addresses New Mexico workforce needs.
 - A. Emphasis should be on training effective teachers to support K-12 needs in New Mexico, training nurses and other professions that are in high demand.
 - B. Commit to an ambitious program to increase nursing grads - including streamlining process, developing a dual bachelor's degree program, expanding electronic delivery of course work, and coordinating with other universities on joint programs, recognizing that a significant barrier to be overcome is expanding clinical placements.

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16

- Goal 3. Improve Alignment, Inclusion, Productivity and Quality
 - 3.1 Align all UNM programs and entities to work together to achieve common goals.
 - 3.2 Develop a plan to attain nationally competitive salaries for faculty.
 - 3.3 Implement equity and inclusion practices that address faculty diversity, restorative justice, inclusive workplace culture and equity in undergraduate and graduate education.
 - 3.4 Improve CMS and other ratings in clinical quality, safety and patient experience.
 - 3.5 Implement strategy to increase research productivity and external funding.
 - 3.6 Implement best known teaching methods in multiple modalities.

Thank You!



4. Provost's Report

Provost James Holloway was unable to attend the meeting.

5. Faculty Senate President's Report

Faculty Senate President Finnie Coleman reported the following.

- President Coleman is working on filling committee vacancies. There are 2,000 faculty members at UNM but only 83 faculty members filled out the committee preference survey for service on committees. Faculty Senators get first choice on committees.
- The Branch Campus Council will be up and running soon. Its charge will be posted soon.
- The Campus Development Advisory Committee will be restructured. There will be some interesting things happening with the Master Plan of the University. There are a few faculty vacancies that need to be filled.
- The Admissions and Registration Committee still has a couple of vacancies. Curricula Committee is now full. Please encourage colleagues to fill out the survey when it comes. The process of filling the committee vacancies will be changing this fall. It will be a rolling process rather than trying to complete it all at one time.

6. CONSENT AGENDA

The consent agenda was approved.

Faculty Senate Committee Appointments

Forms C from the Curricula Committee

7. Faculty Handbook Policy C07 Faculty Discipline

- Today is a discussion of the policy with a vote coming at the October meeting.
- Policy language “above the line” requires Faculty Senate approval. Language “below the line” requires Operations Committee approval.
- A memo detailing the changes was included with the policy draft.
- What defines a faculty-record needs to be clarified, i.e. What information? Where is it kept? etc. Records of complaint must be maintained.
- Policy C70 defines what is contained in the personnel file. Policy C70 will be discussed and revised. What goes into the personnel file and the extent of what needs to be reported will be addressed.
- The current state of C07 is not good for the faculty and not good for the institution.
- An article of the newly signed collective bargaining agreement addresses progressive discipline.
- There are very different scenarios where something would or would not be kept in a personnel file.
- C70 should present an opportunity to address those issues more directly and more completely.
- Section 1, paragraph 3, should include the allowance for a bargaining unit faculty to bring union representation.
- Deans and above get representation from University Counsel whereas all faculty are on their own.

8. COVID-19 Update

Associate Vice Provost for Curricula Pamela Cheek and Director of Academic Personnel Emily Luhman presented the following.

Monday, September 27, 2021: Students Response to Mandate

Total

% Confirmed Vaccinated	% Pending Vaccinated	% SelfReported Vaccinated	% Partially Vaccinated	% Total Full or Part Vaccinated	%Total Exemptions Exceptions	% No Response
76.5%	2.8%	0.4%	2.3%	82.0%	3.8%	14.0%

Main campus: 81.4% confirmed vaccinated

593 approved exemptions (including a large proportion of fully online exemptions)

Main campus housing: 94.5% fully vaccinated, 3.7% no response

HSC: 87.3%

20 approved exemptions

UNM-LA: 71.3%

8 approved exemptions

UNM-Gallup 60.3%

12 approved exemptions

UNM-Taos 39.9%

20 approved exemptions

UNM-Valencia 26%

36 approved exemptions

Timeline for Students on Complying with the Mandate

- to September 30: Incentives and information before compliance deadline
vaccination available on main campus daily
\$100 incentive available
weekly, biweekly, and daily reminder messaging progressing in frequency through September
text messaging and calling campaigns
training on communicating with people experiencing vaccine hesitancy
engagement of ASUNM and GPSA/ ASUNM wellness fair
- October 1-8: Daily Notices to non-responsive students of:
pending registration hold for non-responsive students
pending disenrollment effective beginning November 5, 2021
option to opt in actively to weekly testing for Fall 2021 only
- October 8: Last day to comply with opt-in to weekly testing
- October 9: Registration hold applied; notification on October 9 to non-responsive students of status, pending disenrollment, registration hold, and information on right to appeal
- October 9-end of semester: Review of appeals
- November 5 or later: Disenrollment with "W"

Student may meet mandate at any time by providing a proof of vaccination.

Action Required - UNM Vaccine Requirement



Vax the Pack

Sat 9/25/2021 7:32 AM

To: VAXTHEPACK-L@LIST.UNM.EDU <vaxthepack-l@list.unm.edu>

Good morning,

You can upload proof of your first COVID-19 vaccination in the next few days, and before September 30, to avoid a registration hold being placed on your record on October 1, 2021.

Upload proof of your first vaccination and let us know your plan for getting your second shot at the [UNM vaccine verification site](#).

UNM is offering the Pfizer-BioNTech vaccine at its vaccination clinics on main campus in the Student Union Building atrium weekdays from 10am – 2pm until September 30. The vaccine is free, and no appointment is necessary. COVID-19 vaccination is also available at a variety of locations, including local pharmacies, and may be scheduled through the NMDOH vaccination website: <https://goodtimes.vaccinenm.org/stay-ahead-nm/>.

The consequences for failing to comply with the [Administrative Mandate on Required COVID-19 Vaccination](#) are disenrollment from the University and a registration hold. Students have until September 30, 2021 to comply with the mandate. Students who have not complied with the mandate will receive notice of pending disenrollment and registration hold beginning October 1, 2021 and will receive notice of finalized disenrollment on or after November 5, 2021.

The Mandate also applies to Spring 2022. Students who have not submitted proof of vaccination or who have not received a validated medical or religious exemption or a Spring 2022 exemption for a fully online schedule will not be able to enroll and attend UNM.

Compliance with the mandate requires uploading proof of vaccination to the [UNM vaccine verification site](#) or requesting and receiving an [exemption for medical or religious reasons](#) or, [for students who are enrolled in entirely online classes, attestation](#) that they will not visit the university in Fall 2021. Students who are not able to receive a

Action Required - UNM Vaccine Requirement

Compliance with the mandate requires uploading proof of vaccination to the [UNM vaccine verification site](#) or requesting and receiving an [exemption for medical or religious reasons](#) or, [for students who are enrolled in entirely online classes, attestation](#) that they will not visit the university in Fall 2021. Students who are not able to receive a vaccination immediately because they have tested positive for COVID-19 should request a temporary [medical exemption](#) and become vaccinated as soon as possible.

Students who do not comply with the mandate by October 1, 2021 must begin submitting proof of a medically validated COVID-19 tests (PCR by saliva or nasal swab) on request beginning October 8, 2021. Students who submit these tests regularly will not be disenrolled for Fall 2021. **However, all unvaccinated students who do not have a valid medical or religious exemption or who do not have an exemption based on a fully online schedule will be unable to register for future semesters at UNM. The testing option described in this paragraph will not be available in Spring 2022 or in future semesters.**

To understand the consequences on failure to comply with the Mandate, please see the [Expedited Disciplinary Action and Conduct Procedure for Student Failure to Comply with the Administrative Mandate on Required COVID-19 Vaccination](#). This document clarifies the provisions for disciplinary action in the UNM Administrative Mandate on Required COVID-19 Vaccination. Answers to some of your questions about the mandate are available in this [FAQ](#).

UNM has also extended eligibility for its Vax the Pack incentive program through September 30th, providing \$100 incentive payments to students who submit proof of their full vaccination prior to September 30th. More information on the Vax the Pack incentive program is available at <https://bringbackthepack.unm.edu/protecting-the-pack/vax-the-pack.html>.

It's important that you get vaccinated so that your community in and outside of the university can be protected and so that you can stay in school. Please get vaccinated and upload proof of your first shot at the [UNM vaccine verification site](#).

Sincerely,

Dr. Pamela Cheek
Associate Provost for Student Success

9. Public Comment

There was not public comment.

10. Meeting adjourned at 4:30 p.m.