

The University of New Mexico Faculty Senate
Draft Meeting Minutes
January 31, 2023
3:00-5:00 P.M.
ONLINE

(Pending approval at the February 28, 2023, Faculty Senate Meeting)

1. Call to Order

The meeting was called to order at 3:06 p.m.

2. Approval of the Agenda

The agenda was approved.

3. Approval of the November 29, 2022, Meeting Minutes

The November 2022 minutes were approved.

4. Consent Agenda

Committee Appointments

Curricula Changes

The consent agenda was approved.

5. President's Report

President Garnett Stokes reported the following.

- There was a great Commencement in December.
- There was a great hanging of the greens. It is the oldest student-led tradition on campus.
- Julie Coonrod was appointed the interim Dean of the Anderson School of Management. Mitzi Montoya has moved to Utah. The search for the next dean will begin soon.
- Dean Arash Mafi is leaving to become the Dean of Arts and Sciences at the University of Kansas. Janie Chermak will serve as interim dean. The dean search process is currently underway.
- She thanked faculty for participating in the 3-part campus climate survey. It closed at the end of December. The Staff survey is currently underway.
- Dr. Yolanda Sanchez is the new Director and CEO of the UNM Comprehensive Cancer Center.
- Juneteenth has been added as one of the observed holidays. That will begin this year.
- President Stokes begins her traveling office hours tomorrow. She will be at Rodey Theatre.

- Yesterday was a very successful UNM Day at the capitol. It was the first time there was a large presence for UNM Day since early in 2020.
- She will attend the Higher Education Committee meetings and appropriation meetings at the legislature at the end of the week. Senate Finance meets next week.
- Increasing UNM's Instruction and General (I&G) is one of the Legislative priorities.
- Fully funded Increase in compensation for faculty and staff is another Legislative priority.
- Information on priorities is available on the Governmental Relations website.
- Regents transition off the board every couple of years. There is a process going on to determine replacements. Regent President Douglas Brown has decided not to remain on the board. He has served twice on the board. Sandra Begay is also rotating off; it is unknown if she is interested in serving again.
- This is the first Black History month that we celebrate since the creation of the Department of Africana Studies. It is a new experience for UNM and the black experience at The University of New Mexico.
- The leadership is examining continuing the mandate for COVID vaccination. They are actively seeking information to decide; this may lead to a change in the mandate.

6. Provost's Report

Provost James Holloway presented the slideshow in appendix 1.

7. Faculty Senate President's Report

Faculty Senate President Finnie Coleman reported the following.

- Policy C70: Confidentiality of Faculty Records, continues to be discussed.
- Policy C07: Faculty Disciplinary Policy, faculty need stronger control to police themselves.
- There has been some discussion about changing the term of the Faculty Senate President. How would a two-year term look? Should Ops membership be for two years, staggered?

8. New Graduate certificate in Maternal Child Health

Assistant Professor Tammy Thomas; and Student Success Manager Pam Sedillo; College of Population Health, presented the following request for a new graduate certificate.

Maternal and Child Health Graduate Minor & Certificate College of Population Health

Tammy Thomas, PhD, MSW, MPH



• Rationale for the program

- New Mexico ranks 49th in child well-being (Annie E. Casey Foundation, 2021)
- New Mexicans face a number of MCH challenges including low birth weight babies, infant mortality, maternal mortality, a lack of medical providers, and the lack of access to services in rural and frontier communities (New Mexico Department of Health).
- There are currently no Public Health MCH programs in New Mexico.

Courses

- 12-credit MCH minor and certificate
- Four 3-credit courses offered
 - Introduction to Maternal and Child Health
 - Seminar 1 MCH: History, Life Course Perspective, and Title V Programs
 - Seminar 2 MCH: Policy, Research, and Career Pathways
 - Seminar 3 MCH: Communities, Diversity, and Cultural and Linguistic Responsiveness.
- Students are also eligible to receive a certificate in Interprofessional Education Honors offered through UNM Health Sciences Center.

Potential Students & Workforce Outcomes

- All graduate and professional students are eligible to receive a minor in MCH.
- The MCH certificate will be available for non-university individuals who hold a bachelor's degree.
- Our aim is to recruit students from multiple disciplines to create a well-trained MCH workforce.
- The MCH minor and certificate will increase the MCH workforce and provide trained professionals for vacant MCH positions across the state. This is especially important in high-risk communities where MCH issues impact morbidity, mortality, and quality of life.

Budget Projection

- Faculty and staff from the College of Population Health are sufficient for the delivery of the MCH curriculum. No additional faculty or staff will be required for the graduate minor and certificate and no extra cost will be required.
 - The program will be budget neutral.
- We anticipate 10-15 students enrolling in the minor and certificate in the first year.
- We expect the enrollment to increase as a result of cross campus collaborations, as well as outreach to community and governmental community partners. Thus, increasing revenue.
 - The MCH courses have been approved for Interprofessional Education Honors credits offered through UNM Health Sciences Center and the courses are advertised through this program.
- We have been offering MCH courses:
 - Introduction to MCH (Fall 2021) 22
 - Introduction to MCH (Summer 2022) 23
 - MCH Seminar 2 (Fall 2022) 7
 - MCH Seminar 1 (Spring 2023) 28

The new graduate certificate was approved.

- 9. New Graduate Certificate in Secondary Education with 7-12 Licensure**
Professor Marjorie Krebs, College of Education and Human Sciences presented the following.

Graduate Certificate in Secondary Education with 7-12 Licensure

Presented by Marjori Krebs, Professor
Coordinator of Graduate Licensure
Department of Teacher Education, Educational Leadership, &
Policy



Rationale for Graduate Certificate in Secondary Education

- To **increase the number of qualified, competent, caring, and diverse teachers** of secondary students in grades 7-12 in New Mexico;
- To **prepare teachers who possess professional understandings, practices, and identities** that enable them to provide meaningful learning experiences of the highest quality for all secondary students; and
- To **meet accountability measures within the university and outside accrediting agencies and the New Mexico Legislature for tracking program “completers.”**
 - Identify those completing the Graduate Certificate as “completers” of a program.
 - Allow subject-area experts in other graduate programs (Science, Mathematics, English, History, Languages) to add this Graduate Certificate to their current programs.

Potential Students

- Career Changers with Bachelor's Degrees
- Current Graduate Students in content-area graduate programs
- Educational Assistants wanting to become teachers
- Those who already hold graduate degrees who want to become teachers
- Retirees with content area degrees to return to UNM to become teachers

Workforce Outcomes

- SOAR Report (2021)
 - 1,048 Teacher Vacancies in 2021
 - 376 of those were at the secondary level
 - Over 3000 students in middle schools and high schools without qualified secondary teachers
- Every District in New Mexico is seeking Secondary Teachers, especially Science & Mathematics



Budgetary Impact

- Currently, no increase in budget.
- If enrollment increases, we will need funds for additional
 - Content-area teaching methods instructors,
 - Seminar instructors, and
 - Field supervisors



The new graduate certificate was approved.

President Elect Cris Elder assumed control of the facilitation of the agenda from Faculty Senate President Finnie Coleman.

10. General Education Course (add PHYS 1150)

Richard Rand, Chair, Physics and Astronomy presented the following request to add PHYS 1150 to the core.

- This is a general physics course for non-majors.

- There has been a decrease in enrollment in Physics 1115.
- The new focus is approaching physics from the point of what a non-science student needs to know.
- The title will change, and the student outcomes will change.
- Students that have taken Physics 1115 from across the state will be given credit for the new Physics 1150.

The course was approved.

11. General Education Course (add ARCH 2125)

Aaron Cayer, Assistant Professor, School of Architecture and Planning presented the following request for adding ARCH 2125 to the core.

- This is an existing course to be added to the core.
- The course title is World Architecture History 2, which is a survey of architecture history from 1700 to the present. It considers western and non-western traditions. It would expand the geography of current humanities courses.
- It is similar in structure to Gen Ed humanities courses, such as US History 1 and US History 2 and World Civ 1 and 2.
- There will not be any budgetary impact as this course is always offered.
- It is a requirement for undergraduates in Architecture.
- The Dean has committed to support additional graduate assistants should the enrollment increase. It currently has enrollment of 80 and they are planning for 120 the first year, 140 year 2, and 160 for year 3.

The course was approved.

12. Governmental Relations Committee Update

Faculty Senate Governmental Relations Committee Chair Barbara Damron reported the following.

- The committee has been meeting regularly and is getting a lot done.
- The committee met regarding the capital outlay competition. Chair Damron thanked all those that participated. The winner was to request \$200,000, for the stage lighting in Keller Hall.
- There will be training for committee members and all those interested in participating in the legislature.
- The Committee works closely with the Office of Governmental and Community Relations.

13. Basic Needs Statewide Study Survey

Sarita Cargas, Associate Professor, Human Rights, Honors College presented the following.

- She is leading the Basic Needs Grand Challenge.
- The group was invited to participate in a state-wide study on housing and food security in Higher Education in New Mexico.

- The survey is launching on February 15, 2023. It is also translated into Spanish.
- Twenty-eight New Mexico Higher Education schools have at least given a verbal yes. New Mexico Military is not participating because they provide their students four meals a day.

14. The Wayfinder: A Resource Navigator for UNM Staff and Faculty

Elizabeth Hutchison, Professor of History and Associate Vice President for Equity and Inclusion, DEI, presented the slideshow for the UNM Wayfinder. The slideshow is Appendix 2 at the end of this document.

15. Public Comment

There was no public comment.

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

Appendix 1



Provost Report

James Paul Holloway

Provost & EVP for Academic Affairs

University of New Mexico

31 January, 2022



Dean transition in
Nursing



Carolyn Montoya
Interim Dean of Nursing



Julie Coonrod

Interim Dean,
Anderson School of
Management





Chuck Fledderman

Interim Dean,
School of Engineering



Donna Riley

Dean of Engineering
Designate (April 1)





Kris Goodrich, Interim Dean Education and Human Sciences



Jesse Aleman
Interim Dean of
Graduate Studies



Sabrina Ezzell

Chancellor, UNM Gallup





Arts & Sciences Search underway!

- Eric Lau, Dean of Honors College & University College,
- Heather Sweetser, Senior Lecturer, Languages Culture and Literature
- Finnie Coleman, Associate Professor of English
- Stephanie Hands, Director, Center of Academic Success
- Lloyd Lee, Professor, Native American Studies
- Karlett J. Parra, Chair Biochemistry, UNM HSC
- Joseph Galewsky, Professor, Earth and Planetary Sciences
- Marcy Litvak, Professor, Biology
- Carlos Irizarry-Pérez, Assistant Professor, Speech and Hearing
- Ryan Mummert, Alumni
- Krystah Pacheco, Student, Biology



Other searches

- Committee forming for Dean of ASM



UNM 2040

OPPORTUNITY DEFINED



Advance New Mexico: Education

Faculty Growth in Education & Human Sciences

- Approximately 20 faculty hires planned
- 8 on \$18M in new state endowments
- 6 funded by provost
- 7 funded by COEHS resources

Supports teacher residencies program, early childhood education, special education, K-12 math and science education, K-8 reading...



Advance New Mexico: STEM Workforce Development



- NIH FIRST Grant to grow neuroscience related faculty (Bio, Psych, Stats): 9 faculty lines
- Commitment to grow engineering enrollments and faculty: 20 positions over 5 years
- Growing UNM's strength in Quantum Science and Engineering
- ROSE RPSP proposal
- \$20M Special Appropriations request to state





Faculty Pandemic Impact Study

ADVANCE @ UNM

N = 343

April 30 – May 18, 2022

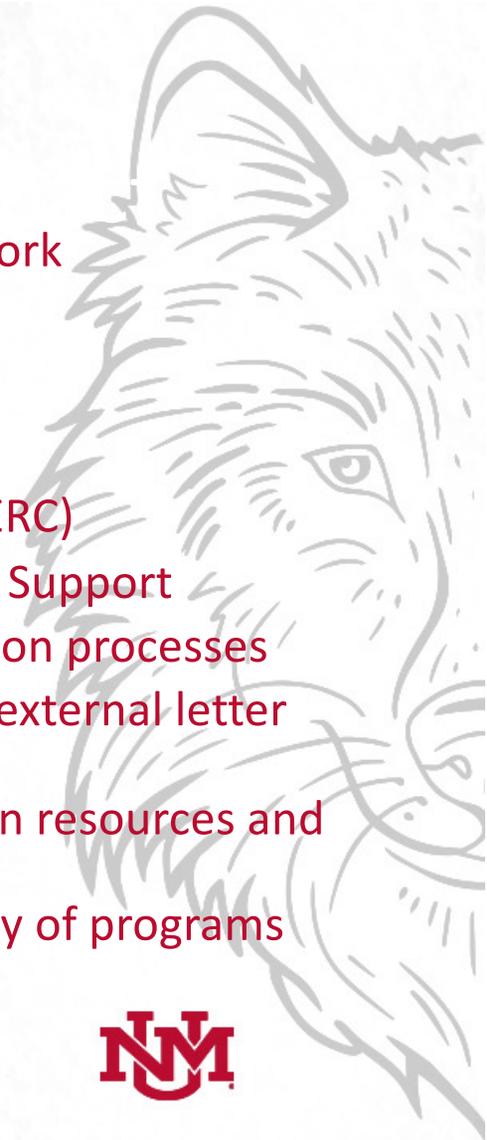
Some Key Issues

- Lingering barriers to scholarship
- Increased student support related work
- Stress / impacts to well being

Responses

- Continue WeR1 programs (FaST & PERC)
- Continue Provost Professional Travel Support
- Continue working on faculty evaluation processes
- Continue tenure supports: Opt-Out, external letter template, flexibility
- Scott & McIver presented to chairs on resources and support for students
- Work on communication and visibility of programs and supports

<https://advance.unm.edu/covid-impact-report/>



Budget

- State budgeting process
- Tuition rates
- Enrollment expectations
- Internal allocation processes (BLT)
- Academic Affairs
 - We request multi-year plans from deans in the fall
 - These plans include resource requests
 - These are reviewed and prioritized, and potential resource streams identified:
Core funds; one-time funds; reserves; FIN funds; state capital; etc.



Core Funds in Academic Affairs Supports

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

Our requests will address:

1. Advance New Mexico
2. Student Experience & Educational Innovation
3. Inclusive Excellence
4. Sustainability
5. One University

- 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, ...
- Critical Enabling Units
 - Enrollment Management, Office of Assessment, Advising, CTL, Ombuds, CARS, Student Affairs (Student Services, DOS, SHAC, SUB, etc), University Secretary, VPR, ...



Summary of Needs from Multi-Year Plans

- In the FY24 – FY26 Multi-year planning we received over 260 requests for new funding resources
- Total needs for FY24:

Type	Amount of need
Recurring needs for FY 24	\$20.6M
One time in FY 24	\$1.97M
Capital	\$31.6M

Focus Here

1. Must Fund
2. Critical Strategic Investment
3. High Need
4. Other

Academic Affairs also strongly endorses our 10% compensation request to the state legislature



\$12M in core funds requested for AA

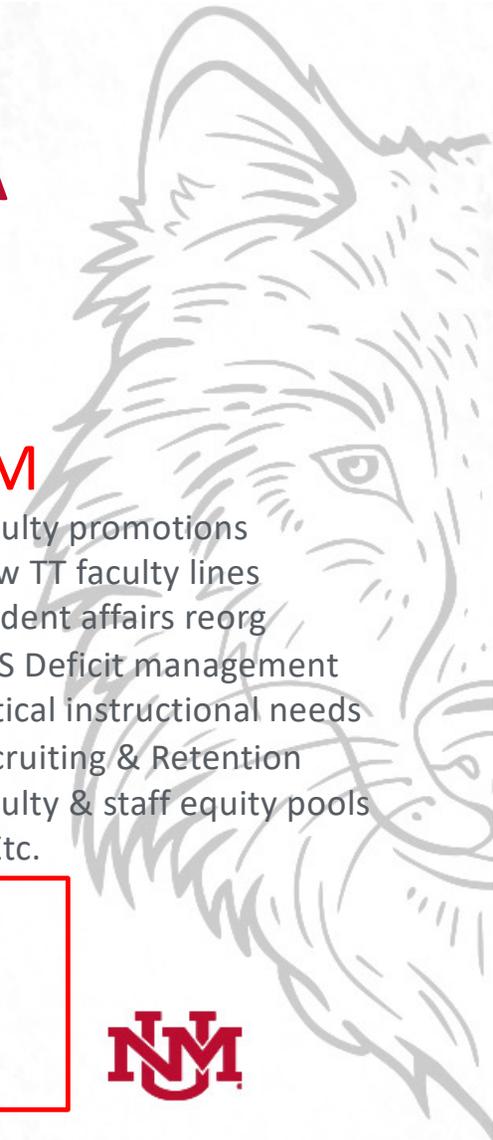
Category	Amount
Must Fund	\$2.195M
Critical Strategic Investments	\$2.875M
High Need	\$6.929M
<i>Other (not being requested)</i>	<i>\$8.6M</i>

\$12M

Faculty promotions
New TT faculty lines
Student affairs reorg
A&S Deficit management
Critical instructional needs
Recruiting & Retention
Faculty & staff equity pools
... Etc.

Why these items?

- Contractual commitments
- Advance New Mexico
- Student Experience
- Inclusive Excellence
- Sustainability
- One University



Spring Enrollment

Headcount

- Up overall by 3.41% in ABQ based programs
- Up by 6.9% overall for branches
- Down in graduate enrollments

SCH

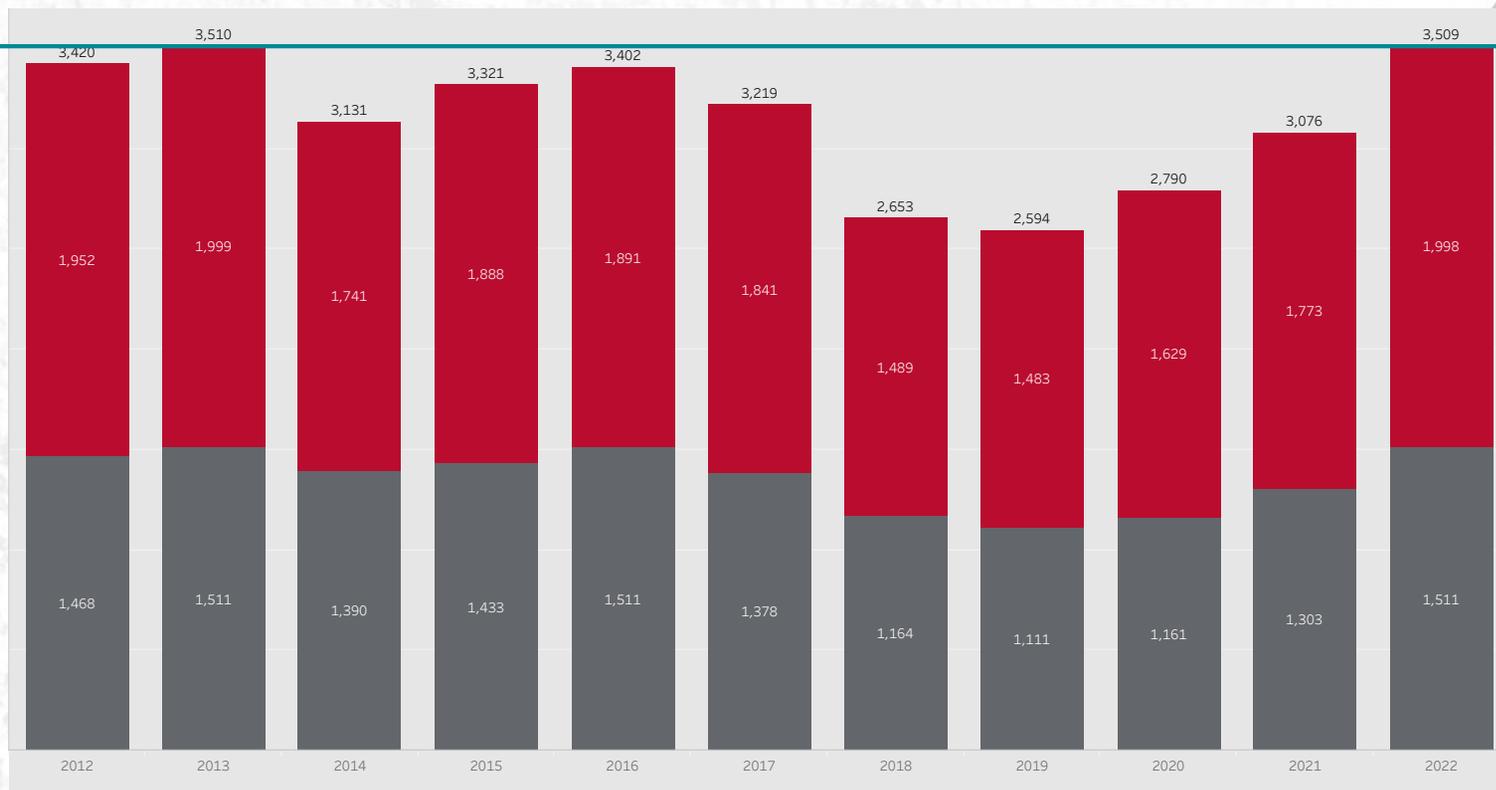
- Largest SCH growth in CFA and SAAP
- Down in health science schools
- Down in engineering

Albuquerque Campus Enrollment Status	Spring 2022	Spring 2023	Increase Decrease	Percent Change
Returning	18,129	18,747	618	3.41%
Re-Admit	397	458	61	15.37%
Beginning Freshmen	99	151	52	52.53%
Concurrent Enrollment	201	143	-58	-28.86%
UG NM Transfers	338	365	27	7.99%
UG NON-NM Transfers	265	274	9	3.40%
New Graduate	324	288	-36	-11.11%
New 1st Professional	0	0	0	
	19,753	20,426	673	3.41%

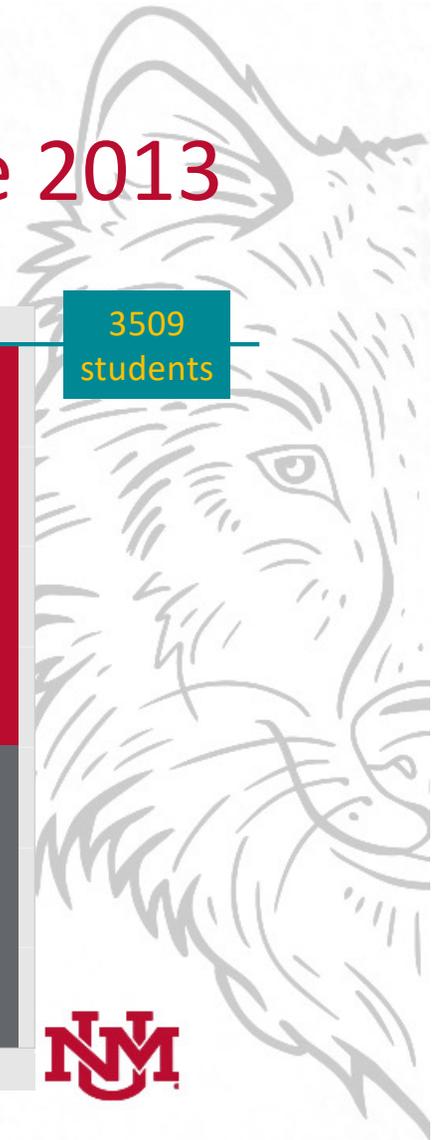
	Head Count			
Online, 1H, 2H, & Branch	Spring 2022	Spring 2023	Increase Decrease	Percent Change
Online Courses	9,881	10,327	446	4.51%
Accelerated Online	775	1,096	321	41.42%
1st Half Courses	4,376	5,086	710	16.22%
2nd Half Courses	5,833	6,701	868	14.88%
Gallup Branch	1,651	1,910	259	15.69%
Los Alamos Branch	1,274	1,091	-183	-14.36%
Taos Branch	1,058	1,248	190	17.96%
Valencia Branch	1,919	2,091	172	8.96%



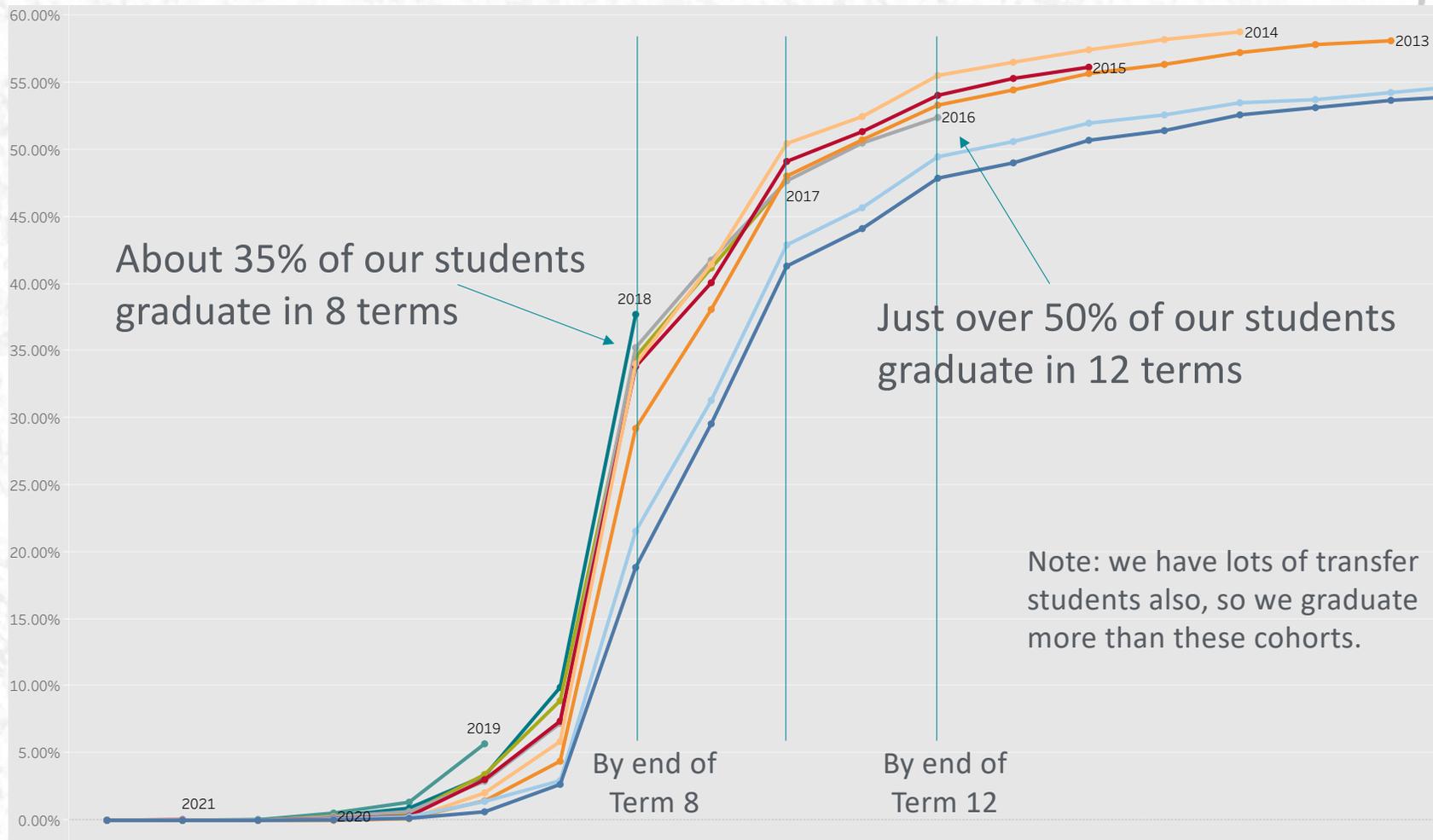
Fall 2022: largest entering cohort since 2013



3509
students



Fraction of first year students to graduate



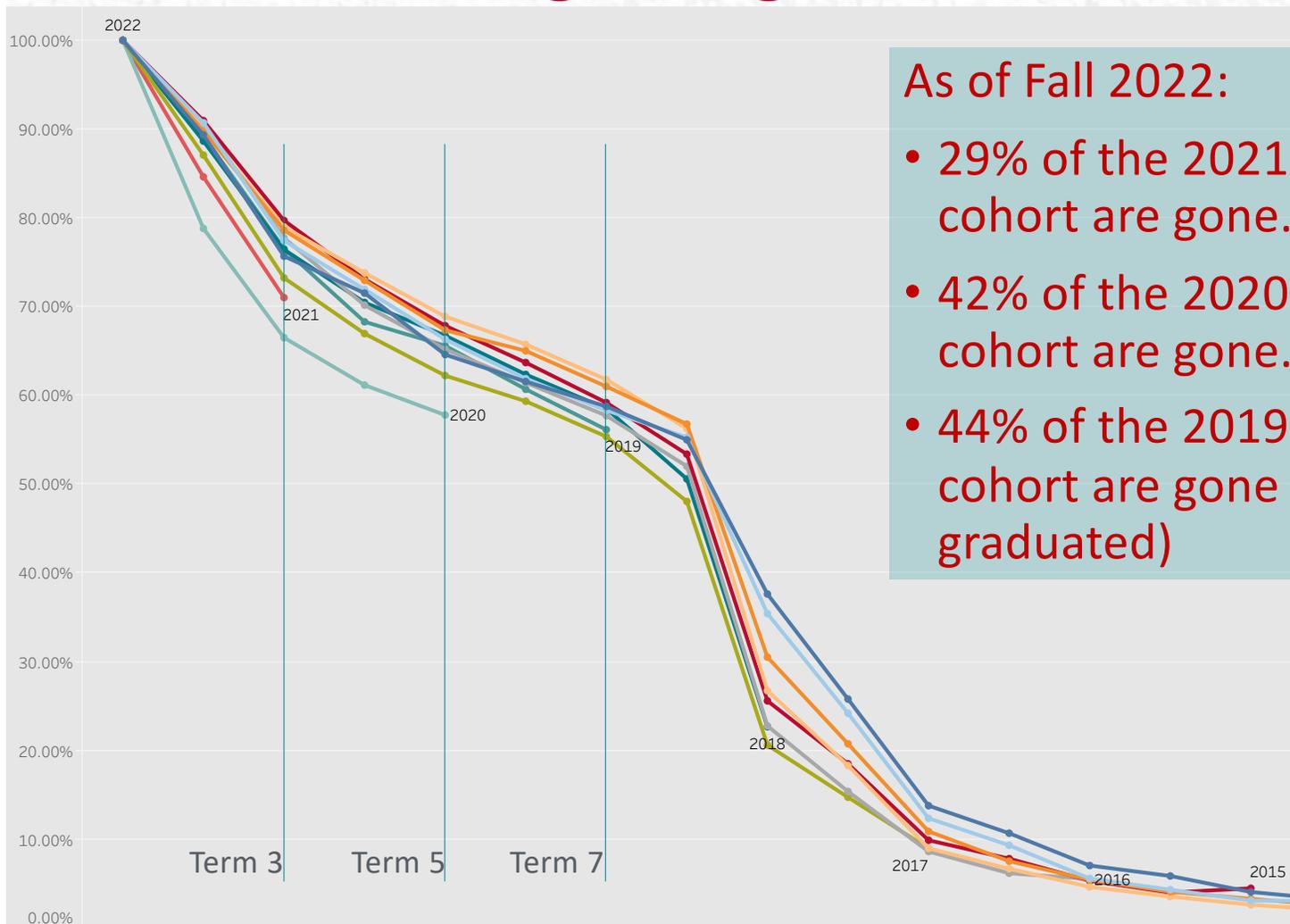
About 35% of our students graduate in 8 terms

Just over 50% of our students graduate in 12 terms

Note: we have lots of transfer students also, so we graduate more than these cohorts.



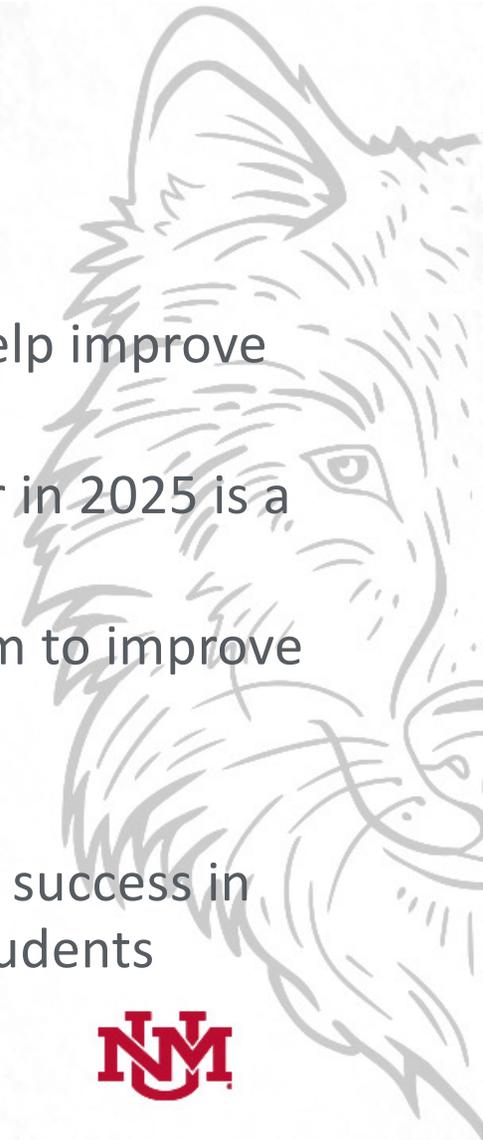
Retention at beginning of term:



60 BY 30

- We are just beginning to organize additional efforts to help improve undergraduate student success to graduation
- Having a 60% 5-year graduation rate for those who enter in 2025 is a tentative goal: hence 60 by 30.
- We can identify systemic barriers and try to address them to improve graduation outcomes

Note: We are just starting to also look at graduate student success in the same systematic way that we follow undergraduate students





Thanks!



Appendix 2

The Staff-Faculty Wayfinder Website

A user-centered, private, intersectional, and trauma-informed website for employees at The University of New Mexico who have experienced or witnessed bullying, harassment, or discrimination.



Wayfinder

A Resource Navigator for UNM Staff and Faculty. Visit [Wayfinder.unm.edu](https://wayfinder.unm.edu).

Research Foundations

- University websites: predominantly direct users to policy, contain contradictory information, or are insufficiently trauma-informed risk causing further harm to targets of sexual harassment (Kennon, 2020; Dietkus, 2022)
- Social support for targets: importance of providing information and support, and effective institutional response to sexual harassment (NASEM Report on Sexual Harassment of Women, 2018; Smith and Freyd, 2014; Cortina and Magley, 2003)
- Harm to specific communities: BIPOC, persons with disabilities, and sexual- and gender-identity minorities experience higher rates of misconduct, and may face additional barriers to reporting misconduct and seeking support (Brubaker, 2017; Cantalupo, 2019; Gómez, 2021)
- Conflict resolution: providing multiple access points, confidential resources, and control over pathways for those experiencing workplace conflict reduce barriers to navigating the system (SPIDR, 2001; Rowe & Bendersky, 2002; Wood, Voth Schrag, Hairston & Jones 2019; Ahmed, 2021)

Design Goals

- User-centered: build user self-efficacy by enhancing control, building knowledge about available options for getting support or making reports
- Private: address user concerns about confidentiality, retaliation and further harm
- Intersectional: address users' experience of different but simultaneous harms, showing how and where the university may support and address their effects
- Trauma-informed: Jargon-free text, minimal "clicks," exit and confidential resource buttons

Usability Studies and Evaluation

June and October, 2022: Website Development Usability Studies

- Current state and Beta studies asking staff and faculty to identify:
 - Where targets could go for information, support, and/or to report their experience, and
 - university policies or other guidelines that might apply to the situation described.
- Study findings incorporated into site development

November-December, 2022: Accessibility and Campus Partner Evaluations

January-June, 2023: Ongoing Website Evaluation

- Feedback from campus partners and wayfinder@unm.edu
- Faculty and staff focus groups

Using the Staff and Faculty Wayfinder



More Information

Website: Division for Equity and Inclusion, [The Staff and Faculty Wayfinder Website Project](#)

News: Steve Carr, [“New website designed to help UNM staff and faculty get help when they experience harm,”](#) UNM Newsroom, December 14, 2022.

Email contact: Liz Hutchison, ehutch@unm.edu