

1-22-2013

## Faculty Senate Summarized Minutes, 1/22/2013

UNM Faculty Senate

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# FACULTY SENATE SUMMARIZED MINUTES

## 2012-2013 FACULTY SENATE

January 22, 2013

*(Draft – Awaiting Approval at the February 26, 2013 Faculty Senate meeting)*

The Faculty Senate meeting for January 22nd was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Senate President Amy Neel presided.

### 1. ATTENDANCE

**Guests Present:** Cassie Thompson-ASUNM, Tim Nisly-TEDx, Caroline Muraida-ASUNM, Marisa Silva-GPSA, Charlie Steen-History (Admissions & Registration Committee Chair), Vanessa Harris-Provost/Advising, Terry Babbitt-Division of Enrollment Management

### 2. APPROVAL OF THE AGENDA

The agenda was approved as written.

### 3. APPROVAL OF SUMMARIZED MINUTES FOR January 22, 2013 MEETING

The minutes were approved as written.

### 4. Faculty Senate President's Report

1. The Governor has selected two new members for the Board of Regents, Heidi Overton, replacing student regent Jake Wellman, and Conrad James, replacing Don Chalmers. Neither has yet been approved by the legislature. The Regent to replace Carolyn Abeita has not yet been named or announced.
2. According to the Legislative Finance Committee recommendations, there should be several million dollars in the works for UNM. There are also hopes for at least a 1% compensation increase for all state employees. The Governor wants to hold the higher education budget flat and not give raises to any state employees which included higher education.
3. The Responsibility Centered Management (RCM) Budget Committee's discussions are progressing slowly in trying to figure out how to implement RCM budgeting. When information becomes available, an update will be given.
4. Several members of the Faculty Senate are participating in budget committees for this current budget cycle at the university level. Faculty Senate President Elect Richard Holder is on the Tuition and Fee Team; Faculty Senate President Amy Neel is on the Strategic Budget Leadership Team. Information on how the next fiscal year budget as it goes through its processes will be able to be provided to the Senate.
5. The following is information given on the UNM 2020 strategic planning process. Faculty Senate President Amy Neel attended a meeting where 95 people worked on goals that came out of the online survey and in person regarding the UNM 2020 process. There are now seven large goals for the university (which are all subject to change):
  - a. Becoming a Destination University
  - b. Prepare Lobos for Life-Long Success
  - c. Promote Institutional Citizenship
  - d. Enhance Health and Health-Equity in New Mexico
  - e. Advance Discovery and Innovation
  - f. Ensure Financial Integrity and Strength
  - g. Advance Economic Diversity

Members from the Faculty Senate are being asked to participate on the committees for the seven goals as they become more developed. If Senators are unable to serve on the committee, please make suggestions of others who are able to participate. There will be another meeting sometime in February.

6. The Student Success Summit will be in February. George Koo, a noted expert on student success from Indiana University, will be giving the keynote address. The Foundations of Excellence Committees, the Nine Dimension Committees will be giving final reports on the process undertaken to look at the first year experience at UNM.

## **5. TEDx-Tim Nisly**

TEDx (Technology Entertainment Design) was started in 2009, where volunteers and groups can put together regional conferences which are about highlighting innovation that comes out of New Mexico. In partnership with UNM, the conference is moving to Popejoy and the recruitment process starts next week. Tim Nisly wants to encourage members of the Faculty Senate to apply to be a TEDx speaker when applications come up in February. The application process consists of three questions. People can be nominated by applying and answering the three questions on the application. The event is September 7, 2013. Speakers will be selected by the first week of July. The nominations are requested to be in by mid-April.

## **6. Provost's Report**

This year, the effort of Academic Affairs has been focusing on trying to get a reasonable compensation package for faculty and staff. Provost Abdallah discussed his five-to-seven year plan for catching-up UNM faculty salaries to the average faculty salaries at peer institutions. Provost Abdallah will present his plan to the Board of Regents Finance and Facilities Committee. The source of funds to bring faculty salaries in-line with their peers has not yet been identified.

## **CONSENT AGENDA**

### **7. Committee Appointments**

Additions to the Campus Development Advisory Committee (CDAC) were approved by unanimous voice vote of the Faculty Senate.

### **8. Committee Encouragement**

Faculty Senate President Elect Richard Holder encourages all current Faculty Senate members to talk with their constituents for next year's Faculty Senate Committee selections.

## **AGENDA TOPICS**

### **9. Admissions and Registration Proposal**

Admissions and Registration Committee Chair Charlie Steen (History) reported that the proposal's purpose is to accept a transfer courses in non-major status with the grade of 'D'. He explained that there was instant negative response when first approached with this proposal, but after getting into the subject it is found out that in the past, the Commission on Higher Education provided a provision that stipulated that if a student were from an in-state school they could transfer a D.

Chair Steen stated that with the nature of a 'D' however, it is almost as if students are being penalized before transferring. This can be a hindrance towards certain progress towards some degrees, but also help others. An argument in favor of this proposal is that you have some flexibility in terms of transfer courses, particularly when a student is short one hour in a course that is not relevant to the student's major or minor.

The proposal is to accept courses that are not going to amount to much in terms of a degree program and according to the proposal; any department has the right to examine on a case-by-case basis. The acceptance of D's is not allowed from an out-of-state institution, There have been inequities and concerns brought up with this revision that certain students, in certain situations, would benefit from them if it is for student academic progress, financial aid(on occasion), an elective for graduation, or for athletic eligibility.

The proposal does not impact any of the current rules from keeping a 'D' relevant; it cannot count for a core course. The case-by-case situation would not change the policy, but would allow a student to have an elective as a 'D' credit for the mentioned circumstances.

The motion was approved with three abstentions.

**Re:** This proposal is presented to the UNM Faculty Senate through the Admissions and Registration Committee to allow an appeal to transfer courses with grades of "D" from institutions outside the state of New Mexico.

**Background:** Current policy allows the transfer of "D" courses to UNM from institutions within the state of New Mexico but not from those outside of New Mexico:

**Transfer of Credits**

*The University of New Mexico evaluates without prejudice courses from post-secondary institutions that are regionally accredited or are candidates for regional accreditation. Course work completed with a minimum grade of "C-" provided the classes are similar or equivalent to courses offered at the University, can be accepted as transfer credit. (Transferable courses with grades of "D" from New Mexico state institutions are accepted.)*

*The University of New Mexico does not accept technical/vocational, remedial, personal development or dogmatic religion courses. Credit is not awarded for work or life experience, cooperative education or for courses from out-of-state in which the grade received was lower than "C-."*

*Transferable credits from an accredited junior college will be accepted up to a maximum determined by the University of New Mexico college in which the student enrolls.*

*Grades earned in courses taken at other institutions are not included in calculation of the University of New Mexico grade point average. This grade point average will reflect only classes taken at the University of New Mexico.*

**Proposal:** Due to the inequity of the policy allowing transfer of courses with "D" grades from New Mexico institutions, it is proposed to allow, on appeal, grades with a "D" to be transferred from institutions outside of New Mexico when it benefits a student. Examples of when a student could benefit include courses needed for graduation, credit hours toward satisfactory academic progress for financial aid eligibility or athletic eligibility.

The instances where an appeal would be beneficial are very limited considering that courses with a "D" grade cannot be used to meet core or graduation requirements but having the option could be valuable to a small number of students. An alternative considered included unifying the policy to not accept courses with "D" grades from any institution whether in-state or out-of-state was not viable due to state support for this policy sometimes in the past and the large volume of courses currently accepted from in-state institutions (Table 1).

**Table 1**

19 NM Schools Transferred Credit		
	# of Courses	Hours
AY 09-10	1817	5363
AY 10-11	1478	4409
AY 11-12	871	2635
<b>Total</b>	<b>4166</b>	<b>12407</b>

**Additional:** A survey of several institutions and their policies of transferring courses with a "D" are included in Table 2 and indicate support for either policy of accepting or not accepting courses with "D" grades.

**Table 2**

**Survey of Policies Accepting Ds for Transfer**

Akron	Accepts D's as Transfer Credits
Boise State	Accepts D's as Transfer Credits
Central Michigan	Accepts D's as Transfer Credits
Florida State	Accepts D's as Transfer Credits
Fresno State	Accepts D's as Transfer Credits
Georgia	Accepts D's as Transfer Credits
Hawaii	Accepts D's as Transfer Credits
Idaho	Accepts D's as Transfer Credits
Illinois State	Accepts D's as Transfer Credits
Iowa State	Accepts D's as Transfer Credits
Kansas State	Accepts D's as Transfer Credits
Louisiana Tech	Accepts D's as Transfer Credits
Miami of Ohio	Accepts D's as Transfer Credits
Minnesota	Accepts D's as Transfer Credits
Mississippi State	Accepts D's as Transfer Credits
Nevada	Accepts D's as Transfer Credits
New Mexico State	Accepts D's as Transfer Credits
North Carolina	Accepts D's as Transfer Credits
North Carolina St.	Accepts D's as Transfer Credits
Oklahoma	Accepts D's as Transfer Credits
Oklahoma State	Accepts D's as Transfer Credits
Purdue	Accepts D's as Transfer Credits
South Florida	Accepts D's as Transfer Credits
TCU	Accepts D's as Transfer Credits

Texas	Accepts D's as Transfer Credits
Texas A&M	Accepts D's as Transfer Credits
UCLA	Accepts D's as Transfer Credits
UNLV	Accepts D's as Transfer Credits
Utah State	Accepts D's as Transfer Credits
Virginia Tech	Accepts D's as Transfer Credits
Washington State	Accepts D's as Transfer Credits
Wyoming	Accepts D's as Transfer Credits
San Diego State	Accepts D's in Certain Majors
Memphis	Accepts D's in Most Cases but not in English or Student's Major
Air Force	Does not recruit transfer students
UTSA	Does not accept D's as Transfer Credits
Arizona	Does not accept D's as Transfer Credits
Arizona State	Does not accept D's as Transfer Credits
Clemson	Does not accept D's as Transfer Credits
Colorado State	Does not accept D's as Transfer Credits
Illinois	Does not accept D's as Transfer Credits
Indiana	Does not accept D's as Transfer Credits
Michigan State	Does not accept D's as Transfer Credits
New Mexico	Does not accept D's as Transfer Credits
Northwestern	Does not accept D's as Transfer Credits
Penn State	Does not accept D's as Transfer Credits
Rutgers	Does not accept D's as Transfer Credits
South Carolina	Does not accept D's as Transfer Credits
Syracuse	Does not accept D's as Transfer Credits
Tennessee	Does not accept D's as Transfer Credits
Tulsa	Does not accept D's as Transfer Credits
Vanderbilt	Does not accept D's as Transfer Credits

**Summary:** Accepting transfer of courses with "D" grades is currently allowed for work from New Mexico institutions. We request an appeal process be available for a very limited number of circumstances when transferring a course with a "D" from an out of state institution could benefit a student. The credit could only count for general, elective hours. Current restrictions for the use of "D" grades would remain intact under all circumstances.

The Faculty Senate Academic Council has endorsed this plan with the stipulation that the appeal and review process take place through the Admissions and Registration Committee. The Council emphasized the importance of tracking student progression for those who undergo this process to help inform future and longer term decisions regarding "transfer of Ds" policy.

## 10. Endowed Chair Policy

The policy is presented today for discussion only. The Endowed Chair Policy is a new policy that was revised by the Policy Committee. Faculty Senate Past President Tim Ross drafted a policy in December of 2012 because there was a lack of uniformity across campus of how endowed chair positions were filled. This policy will require a minor change in Section B of the Faculty Handbook because it is a new Faculty Title. It is not yet ready for approval by the Faculty Senate. The policy is awaiting the Academic, Freedom and Tenure Committee to approve the new language in Section B. The approval process for section B revisions is from AF&T, to the full Faculty, and then to the Board of Regents. The Faculty Senate would approve the section C policy C170.

## 11. University Advising-Vanessa Harris

Director of University Advisement Vanessa Harris reported that there are some changes that are coming to University Advisement within the next few months. There has been a search to find the best retention software that will benefit the university. The search yielded that the best solution is new software called Starfish Retention Solutions Tool. This tool will help with tracking students more effectively by allowing advisors across campus to better track their students and look at them through the activities they are involved in.

With Starfish, faculty will now be able to fill out alerts online rather than through paper form. A benefit for students is that it will allow them to schedule meetings with advisors. I will also provide a community of support for students through Starfish. Starfish also interfaces with WebCT. Starting soon, advisor awards are being implemented for all advisors. It is very important that all advisors, including faculty advisors and professional advisors, keep lines of communication open amongst each other.

**Starfish and Faculty at UNM**

The use of Starfish Retention Solution is a campus wide initiative that is supported by the President and the Provost Office to assist with a uniform way of capturing advising notes and to improve student success and retention. Starfish will assist UNM:

- Identify:** Which students are at risk
- Guide:** Where should students go to get help
- Connect:** How students make appointments with their advisors

Starfish will allow for a more comprehensive connection with advisors, faculty and other support services.

CONNECT	EARLY ALERT
<b>Educational Support Network system</b> <ul style="list-style-type: none"><li>Waiting room</li><li>Online scheduling for both individual and group appointments for advising and tutoring</li><li>Appointment confirmation by email</li><li>Documentation of contact with students through private and shared notes</li><li>Each student will have access to their personal network of support</li><li>Add notes to students' private file</li></ul>	<b>Early Warning &amp; Student Tracking System</b> <ul style="list-style-type: none"><li>Flags and Kudos can be raised through periodic Academic Status Reports and manually when observed</li><li>Flags and kudos will be communicated to students</li><li>Advisors will be informed of flags raised and cleared</li><li>Faculty will be notified of progress</li><li>Attendance can be tracked in Starfish</li><li>No more emailed or paper early alerts</li></ul>

Administration	Students	Faculty	Advisor
<ul style="list-style-type: none"><li>Accelerate the chances of seeing an at-risk student and tuition dollars.</li></ul>	<ul style="list-style-type: none"><li>Know immediately when the institution has a concern about academic performance of behavior which could have a direct impact on success.</li></ul>	<ul style="list-style-type: none"><li>Easily communicate concerns about a student to people who are trained to provide help.</li><li>Save time by eliminating outdated data entry by accessing Starfish through the course management system.</li></ul>	<ul style="list-style-type: none"><li>Help students faster by having "one-click" access to a student's full academic performance history.</li><li>Close the loop with faculty, letting them know that a reported concern has been followed up, increasing faculty utilization of the process.</li></ul>

Starfish will integrate with L3 and Microsoft Exchange. Starfish will be access through Blackboard or from [loboachieve.unm.edu](http://loboachieve.unm.edu).

For more information or if you have questions/concerns, please contact Vanessa Harris at 277-2868 or [vharris@unm.edu](mailto:vharris@unm.edu).

**Office of the Provost**

### Starfish Retention Solution Timeline

- March 2013- Training**
  - Online
  - In-Person
- April 2013- Pilot with students in UAC**
  - Connect
- June 2013 - Pilot with Summer session**
  - Will identify faculty to participate in Early Alert
- August 2013 - Full campus go-live for undergraduates**

## 12. Government Relations Committee

Faculty Senate President Amy Neel reported that Government Relations Committee Chair Antoinette Sedillo-Lopez (Law) has been very active in talking with legislatures, representing issues from the Education Retirement Board to Compensation. Faculty Senate President Amy Neel stated if any items arise that need Faculty Senate input she will inform the Senate and give instructions on how to contact legislatures to address issues.

## 13. Research Policy Committee Report-Walter Gerstle

Within the Research and Creative Works Council there are four committees: Intellectual Property Committee (IPC), Research Allocations Committee (RAC), Research Policy Committee (RPC), and University Press (UPC). The IPC is currently inactive and has no members. The RAC has been chaired by Peter Vorobieff from Mechanical Engineering. The RPC has had several initiatives this year consisting of increasing RAC funding to \$1.5 million per year, which is currently on hold; working on a new Facilities and Administrative Funds Policy with the idea of having the Research Office report Facilities and Administrative funds in a uniformed manner over the year in order to compare past years to future years through filling out a form; ERAC should merge with RPC so that faculty senate is advising the Research Office rather than a handpicked group of people. An advantage for ERAC aligning with the Faculty Senate is that ERAC currently does not have any connection with the faculty. RPC is also working on a new Centers and Institutes Policy to have a more uniformed policy. The UPC is currently chaired by Durwood Ball.

#### **14. Faculty and Staff Benefits Committee**

One important topic that the Faculty Senate Benefits Committee has been working on is the solvency problem with retiree healthcare benefits. For retirees who retire before the age of 65, UNM pays for their healthcare insurance, once the retiree hits the age of 65 Medicare takes over. The benefits are quite expensive of those retirees who are under the age of 65. Due to changes in the Government Accounting Standards Board requirements for financial statements for university, that liability for retirees for the next 30 years now have to be reflected on the university's financial statements. The Regents are concerned that this liability may affect bond rating; therefore the Retiree Healthcare Taskforce is trying to find a solution to this solvency issue.

#### **15. New Business and Open Discussion**

#### **16. ADJOURNMENT**

The meeting was adjourned at 4:56 p.m.

Respectfully submitted,

Reyna Myers  
Office of the Secretary