

1-27-2009

## Faculty Senate Summarized Minutes, 1/27/2009

UNM Faculty Senate

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# FACULTY SENATE SUMMARIZED MINUTES

2008-2009 Faculty Senate  
January 27, 2009

The Faculty Senate meeting for January 27, 2009 was called to order at 3:07 p.m. in the Lobo Room of the Student Union Building. Senate President Howard Snell presided.

## 1. ATTENDANCE

**Guests Present:** Staff Council President Elect Elisha Allen (New Media and Extended Learning), Associate Vice President Duane Arruti (Human Resources), Associate Dean Holly Barnet-Sanchez (College of Fine Arts), Professor Sever Bordeianu (University Libraries), Manager Marie Chestnut (School of Medicine Faculty Services), Professor John Geissman (Earth and Planetary Sciences). Deputy Provost Richard Holder (Provost Office), Assistant Professor Joe Kniss (Computer Science), Teaching Assistant Dennis Lester (College of Education), Acting Dean Jim Linnell (College of Fine Arts), Faculty Affairs and Services Director Raqui Martinez (Provost Office), Program Operations Director Joyce McCarthy (Human Resources), Program Coordinator Beverly Ortiz (College of Fine Arts), Academic Advisement Specialist Deanna Sanchez-Mulcahy (College of Fine Arts), Assistant Professor Pradeep Sen (Electrical and Computer Engineering), and Deputy Director Timothy Thomas (Center for High Performance Computing).

## 2. APPROVAL OF THE AGENDA

The agenda was approved as written.

## 3. APPROVAL OF SUMMARIZED MINUTES FOR NOVEMBER 25, 2008 MEETING

The minutes for the November 25, 2008 meeting were approved as written.

## 4. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

The Faculty Senate President Howard Snell presented the following reports he gave to the Board of Regents on December 18, 2008 and January 13, 2009 at their full board meetings.

UNM Faculty Senate Comments - 12/18/08 BOR Special Meeting, Howard Snell  
(snell@unm.edu)

Thank you, Regent Koch, for the opportunity to address this special meeting.

As a university, UNM is an institution that deals in knowledge. Our staff and faculty discover and refine knowledge via research and creative activities, our students, staff, and faculty promote the sharing of knowledge via instruction and teaching, and all of us apply knowledge to serve the public that supports us. Thus our currency is knowledge and we use it to fulfill our three primary missions of research & creative activities, teaching and public service.

Today, the goal of the Faculty Senate is to communicate 5 points that we feel must guide UNM's budgetary strategies as we develop policies to handle potential shortfalls in State funding.

1. The direct involvement of Deans and Department Chairs in formulating policy is crucial. The current efforts to consult Deans and Department Chairs about implementing policy are important, but we need to use these central levels of the UNM community to formulate policy as well. In an ideal situation Deans and Department Chairs would be directly involved in deciding what needs to be done and then our administrative levels would help decide how to do it. Many administrative levels are experts in how to get things done (process) – that is how it should be, but deciding what needs to be done must come from Deans and Department Chairs.
2. Faculty/Staff/Administrative effort is finite. Thus proposing to “do more with fewer” means either a drop in quality of teaching, which harms student progress, reduces retention/graduation; or a drop in the quantity & quality of research & public service; thus failure of our mission. The ratio of students to faculty at UNM has been declining (14 – 1 in 1998, currently 19 or 20 – 1). And we rank towards the bottom of our peers in this metric. Our ranking in terms of creating knowledge may also be slipping. Thus we can’t propose to “do more with less” or even “do the same with less”. Having fewer faculty and/or staff at UNM will require a trade off between quality/quantity of teaching, or quantity/quality of research & creative activities, or quantity/quality of public service.
3. Therefore reasonable solutions to our budget short falls can't be restricted to just cutting costs within academic programs. Reasonable solutions will involve combinations of cutting costs elsewhere as well (reduces the academic programs burden), using previously harvested funds currently in our central reserve, and using other funds as well (possible contributions from UNM Foundation, Regent's Endowment, etc?). To meet these challenges while meeting our missions requires innovation – innovation such as you, the BOR, demonstrated in finding creative ways to finance the construction of the Rio Rancho Campus by partnering with the Sandia Foundation. We challenge the regents to apply that sort of innovation towards diversifying revenues for academic programs at UNM.
4. We must maintain the distinction between the 2008/09 potential rescission and the now-likely-greater 2009/2010 reduced budget so that we can work on long term solutions. President Schmidly’s earliest messages suggested that the need for quick and decisive action set the stage for a more-or-less inflexible approach for the 2008/09 situation, but stressed that flexibility and innovation among the schools and colleges was going to be extremely important for the long term solutions (2009/10 & beyond). Now there's some suggestion that the "savings" realized with "pause and hold" might be applied to 2009/10. The originally proposed flexibility for long-term solutions must be recovered. This could be facilitated by allowing individual units to decide whether or not it was appropriate to apply pause & hold savings to 2009/10 reductions, or whether they need a new exercise to meet 2009/10 reductions.

Faculty Senate President’s Report, BOR Meeting, 13 January, 2009. Howard L. Snell, President, UNM Faculty Senate

Good morning and welcome to 2009. The Faculty Senate has several points for this morning's report. Several of them represent follow ups of the five points we presented at the Special BOR meeting of 18 December 2008.

1. As we’ve communicated previously, the Faculty Senate encourages increasing the direct involvement of Deans and Department Chairs in setting and implementing all policy at UNM. We are encouraged to hear that this is happening to some degree and we’re ready to help the process in any way possible. At the last BOR meeting, a point was made suggesting that financial resources could be conserved by limiting searches for Deans to

internal candidates. While the Faculty Senate recognizes that current employees of UNM could include the best candidates for future Deans in some cases, we also realize that can only be determined when internal candidates are compared to those identified in a national search. Thus we plan to work with the Administration to formulate policy that would require national searches for tenure track faculty, Deans, and upper level administrative positions. The goal of that policy will be to encourage internal applications for such positions to make the pools of potential applicants as broad as possible.

2. At the 18 December 2008 BOR meeting some questions were raised about how funds required to service debt associated with bonds at UNM flowed through our financial systems. Those questions arose after we learned that those funds were not reflected on the budget summaries provided at BOR meetings. Faculty Senate President-Elect Doug Fields met with Executive VP David Harris and VP Andrew Cullen who explained some of the issues associated with servicing bond-associated debt. Based on those discussions, the Faculty Senate would like to recommend that the budget summaries be amplified to reflect a summary of bond-associated debt and the flow of revenue used to meet those obligations.
  
3. The Faculty Senate realizes that we still don't have a full appreciation of the potential budgets for 2009/10 nor the details of 2008/09 budget rescissions. However, recent statements by Governor Richardson suggest that we'll be facing cuts. The Faculty Senate would like to emphasize points we've made before: Reasonable solutions for facing those cuts can't concentrate only on reducing costs of academic programs. We need to find additional funds for academic programs if we are to maintain the quality at UNM that we hope will increase our enrollments and move us into the American Association of Universities. Furthermore, it is extremely important that the academic units of Departments and Colleges/Schools along with their leaders – Department Chairs and Deans, be allowed complete flexibility in determining how they will allocate resources to meet their missions.
  
4. At a previous BOR meeting, there was some discussion about reviewing UNM's policies regarding Honorary Degrees. Because the Honorary Degree Committee is a Faculty Senate committee, I recommended a review team to the President's Office on 19 November 2008. That review team should consist of:
  - a. The current Chair of the Honorary Degree Committee.
  - b. The past Chair of the Honorary Degree Committee.
  - c. Because the Honorary Degree Committee is a subcommittee of the Senate Graduate Committee, the Chair of the Senate Graduate Committee should be invited to participate or name a delegate from the faculty currently on the Senate Graduate Committee.
  - d. Because Honorary Degrees are Graduate Degrees, the Dean of the Graduate School should be invited to participate or name a faculty delegate (if the Dean wished - that representation could be delegated to the Senate Graduate Committee as in C, but if the Dean wants direct representation then that should be provided).
  - e. Because this relates directly to issues of Faculty Governance, there should be a representative from the Governance Committee.
  - f. Because the granting of degrees is an academic issue usually vested in the faculty, there should be a representative from the Academic Freedom and Tenure Committee.
  - g. Because we're reviewing a long standing policy within the Faculty Handbook, we should invite the Chair of the Faculty Senate Policy Committee to participate or name another member of their committee.
  - h. A representative from the Faculty Senate Operations Committee.
  - i. A representative from the Board of Regents.

This review team has yet to meet and the Faculty Senate is concerned that one of our important committees will fail to fulfill its duties for 2008/09. Thus the Faculty Senate Operations Committee will meet with the current Chair of the Honorary Degree Committee this afternoon to discuss how we should proceed. Hopefully, my next report to you will include progress by this important committee.

The Long-Term Care resolution that was passed by the senate in November 2008 was delivered. Some points of the resolution have been met. The information regarding long-term care has been updated on the Human Resources web site. Past President Jackie Hood and President Elect Doug Fields have met with HR Vice President Helen Gonzales. They discussed that there needs to be better cooperation with HR and the Faculty/Staff Benefits Committee.

Two deans have been placed on the President's Executive Council. The council meets weekly.

President Schmidly has stated that UNM will hire 10 new tenure track faculty. President Snell said that these should be 10 net new faculty and not replacements for vacated positions. There may have been a loss of 40-50 voting faculty since the General Faculty meeting in April 2008.

There is a petition circulating to call a general faculty meeting. This is not a Faculty Senate sponsored initiative, but some on the Faculty Senate feel that a general faculty meeting is a good idea.

## **5. PROVOST'S REPORT**

Deputy Provost Richard Holder reported on the following:

The deans were added to the President's cabinet at the Provost's request. One dean will represent Graduate programs and one will represent undergraduate programs. The deans chosen are the dean of Graduate Studies and the dean of Arts and Sciences; it is by position and not the person.

Dean Christopher Mead (Fine Arts) is stepping down. He is going on sabbatical this semester. Jim Linnell will be acting dean, and then interim dean as a search is conducted.

The Board of Regents Academic and Student Affairs subcommittee meeting is Thursday, January 29, 2009. Provost Ortega invites faculty to attend. The committee only meets quarterly.

There are some task forces formed in the last few weeks. There is a graduate enrollment task force, a study abroad task force, and a lecturer status task force.

There are approximately 120 main campus classrooms that are being renovated this year. There is a mock classroom set up in the Testing Center, Room 140 of Woodward Hall.

The pause and hold on hiring is still in place. Holder approves faculty hiring exceptions and Vice Provost Wynn Goering approves staff hiring exceptions. No searches have been stopped. There has been no hiring, primarily because this is the wrong season. There have not been many hires made. Most faculty are hired over the summer.

## **CONSENT AGENDA**

### **6. FORMS C FROM THE CURRICULA COMMITTEE**

The following Forms C were approved by voice vote of the Faculty Senate:

- Revision of Concentration in BBA International Management, Anderson School of Management

- New Concentration of Southwest Studies in AA Liberal Arts, Los Alamos
- Revision of MBA in Policy and Planning, Anderson School of Management
- New Dual Degree in MCRP/MWR, School of Architecture
- Revision of AA Liberal Arts, Los Alamos
- New Concentration of Public Safety in AA Liberal Arts, Los Alamos
- Delete Concentration of MPA Public Budgeting and Financial Management, School of Public Administration
- Delete Southwest Studies AA, Los Alamos
- Revision of BA Biology, College of Arts and Sciences
- Revision of BA American Studies, University College
- Revision of Navajo Language and Linguistics Minor, College of Arts and Sciences
- Revision of Major in MPH Program, School of Medicine
- Revision of Concentration in MPH Program, School of Medicine
- New Department and Subject for Interdisciplinary Film and Digital Media Program, College of Fine Arts
- New Distributed Minor in Fine Arts. College of Fine Arts
- New BBA Concentration in Interdisciplinary Film and Digital Media Program, Anderson School of Management
- New Concentration in Journalism-Digital Field Broadcast for Interdisciplinary Film and Digital Media Program, College of Arts and Sciences
- New Concentration in Communication for Interdisciplinary Film and Digital Media Program, College of Arts and Sciences

## **7. APPROVAL OF THE FACULTY SENATE APPOINTMENTS**

The following Faculty Senate Committee appointments were unanimously approved.

Teresa Cutler, GPSA Rep, Admissions & Registration Committee  
 Louis Martinez, GPSA Rep, Athletic Council Committee  
 Cynthia Martinez, GPSA Rep, Campus Development Advisory Committee  
 Carolyn Hilton Miney, GPSA Rep, Computer Use Committee  
 Khrisna Doddikadi, GPSA Rep, Computer Use Committee  
 Beatrice Dominguez-Meiers, GPSA Rep, Curricula Committee  
 Whitney Purvis, GPSA Rep, Faculty Ethics Committee  
 Max Fitzpatrick, GPSA Rep, Library Committee  
 Sarah Wentzel-Fischer, GPSA Rep, Library Committee  
 Elizabeth Browning, GPSA Rep, Research Policy Committee  
 Steven Samford, GPSA Rep, Scholarship Committee  
 Laura Burr, GPSA Rep, Teaching Enhancement Committee  
 Stefan Posse, Associate Professor, Neurology, Policy Committee  
 Steve Chreist, Alumnus, Athletic Council Committee  
 Scott Hughes, Professor, School of Law, Budget Committee  
 Randy Truman, Professor, Mechanical Engineering, Faculty & Staff Benefits Committee  
 Rebecca Lubas, Assistant Professor, University Libraries, Computer Use Committee  
 Mario Rivera, Professor, School of Public Administration, Governmental Relations Committee  
 Kim Fredenburgh, Associate Professor, Music, Graduate Committee  
 Marek Osinski, Professor, Electrical Computer Engineering, Research Policy Committee  
 Peter Zimmer, Research Assistant Professor, Physics & Astronomy, Research Policy Rep for Computer Use Committee  
 Tim Lowrey, Professor, Biology, Policy Committee  
 Robert Busch, Lecturer III, Chemical and Nuclear Engineering, Teaching Enhancement Committee  
 Tang-Tat Ng, Professor, Civil Engineering, Library Committee

Yemane Asmerom, Professor, Earth & Planetary Sciences, Library Committee  
Jack Trujillo, Lecturer II, English, Library Committee  
Rosalie Otero, Director, Assoc Professor, University Honors Program, Teaching Enhancement Committee  
John Russell, Professor, Mechanical Engineering, Curricula Committee  
Shannon De La O, ASUNM Rep, Campus Development Advisory Committee  
Nick Torres, ASUNM Rep, Computer Use Committee  
William Brizzee, ASUNM Rep, Computer Use Committee  
William Brizzee, ASUNM Rep, Library Committee  
Michael Westevelt, ASUNM Rep, Teaching Enhancement Committee  
Abdullah Feroze, ASUNM Rep, Scholarship Committee  
Jake Wellman, ASUNM Rep, Scholarship Committee  
Chris Duvall, Assistant Professor, Geography, Library Committee  
Mark Ondrias, Professor, Chemistry, Admissions & Registration Committee

## **AGENDA TOPICS**

### **8. FORM D FROM THE CURRICULA COMMITTEE**

Operations Committee member and Director of the Physician Assistant Program Nikki Katalanos presented a new graduate degree in the Physician Assistant program. The new graduate degree replaces the current undergraduate degree program. For-profit schools have been offering a graduate degree for some time. Of the 140 Physician Assistant programs in the United States, 130 of them are masters programs. There are several PhD programs. The new graduate program addresses a need for UNM, as many students are being lost to the competing programs.

The new graduate degree in the Physician Assistant program was unanimously approved.

### **9. FORM C FROM THE CURRICULA COMMITTEE**

Acting Dean Jim Linnell (Fine Arts) presented the new degree, major, and concentration in the interdisciplinary Film and Digital Media program. The disciplines involved are the College of Arts and Sciences, the College of Fine Arts, and the School of Engineering. The new program addresses the broad convergence of interest from across campus. The state legislature and Governor Richardson have been in support of a Film and Digital Media program.

There is a 32 hour common core. The core will act as a hub that other colleges can use to connect to the film and digital effort. The College of Fine Arts created one new degree with two concentrations. One concentration is in production (film making, theatre, electronic arts, etc.), and the other concentration is in critical studies or theory (practice in the world of new media).

The new degree, major, and concentration in the Interdisciplinary Film and Digital Media program were unanimously approved.

### **10. VICE PRESENT FOR RIO RANCHO MARC NIGLIAZZO**

Vice President for Rio Rancho Marc Nigliazzo introduces himself to the senate and reported the following:

He is trying to develop the concept for the Rio Rancho campus on the west side. The concept for Rio Rancho is changing, however.

He is a resident of Rio Rancho and he is trying to become greatly involved with the community. He serves on the Rio Rancho Chamber of Commerce, and on the Rio Rancho Economic Development Board. He is trying to bring the university into the community and get community support for the university. Rio Rancho continues to grow despite the current economic climate. There is the potential of explosive growth on the west side again after the recession passes. There needs to be a greater presence of UNM on the west side, not just for Rio Rancho.

The original concept for a west side campus was a big picture view. It was conceived as a comprehensive campus with 12,000 students and everything expected on a university campus. The concept was parallel to Arizona State West. Things have changed with the budget issues. There were many concerns from faculty and deans.

The concept is now to start small and take three to five years to get something established on the west side. Demonstrate to west side residents that UNM is listening and is going to respond. UNM will do what it can under the current circumstances to try to provide a base to build for the future. The master plan will look at the 200+ acres UNM has on the west side and what it can support.

The first building and initial operation is an incubator.

The budget and staff that supported the UNM field center are now supporting UNM West. Adjunct faculty members have been teaching on the west side since the mid-1990s. After the memorandum of understanding was signed with Central New Mexico Community College (CNM), UNM will focus primarily on upper level courses and graduate level classes.

UNM West is currently self-supported, driven by the tuition that is generated by the classes that are taught there.

The first building should be completed in the fall of 2010. The first building will be funded by the Sandia Foundation. After completion, UNM will purchase the building. The funds are mostly coming from the City of Rio Rancho gross receipts tax. The City of Rio Rancho has agreed to pay for half of the new building. The University of New Mexico Medical Group will be the first tenant with some administrative offices. The building will be about 42,000 square feet with around 12 classrooms, conference space, and a learning commons area.

## **11. POLICY COMMITTEE INTRODUCTION**

Policy Committee Chair Nikki Katalanos introduced the members of the Policy Committee. The members are: Floyd J Kezele, Associate Professor, Gallup Branch; Timothy Lowrey, Professor, Biology Department; Roli Varma, Professor, School of Public Administration; Martha Miller, Assistant Professor, Pediatrics Infectious Disease; Stefan Posse, Associate Professor, Neurology; and Jane Slaughter, Professor, History Department.

The main purpose of the committee is to review policy. In the past, no one committee reviewed policies. The committee will review policies in the Faculty Handbook and other policies as well.

## **12. EMRITI POLICY**

Policy Committee Chair Nikki Katalanos presented the following revised Emeriti Policy for senate approval. After brief discussion, the revised draft was passed by unanimous vote.

### **DRAFT REVISED EMERITA/EMERITUS POLICY**

The status and title of Emerita/Emeritus are conferred upon faculty described below who retire or resign after having served the University under honorable circumstances for a significant period of time. Emerita/Emeritus status is considered for voting faculty (including members ex-officio) of the University. Eligible faculty seeking Emerita/Emeritus status must receive a majority recommendation of their department through a vote of the senior faculty. The conferred title will be their rank at separation with Emerita/Emeritus added. The title of Emerita/Emeritus is honorary and without obligation to the recipient. In addition to the right to use the title, the recipient is encouraged to continue to participate in the academic activities of the University. The

recipient also receives a standing invitation to participate in formal academic processions including Convocations.

The University of New Mexico recognizes the loyalty and the continuing scholarly contributions of its Emerita/Emeritus faculty. In order to continue and facilitate these contributions, departmental chairs and deans should endeavor to provide office, laboratory or studio space for Emerita/Emeritus faculty. This should be decided on a space-available basis, with priority given to non-retired faculty. Emerita/Emeritus faculty shall also be entitled to full computer privileges, letters of introduction, institutional identification and other non-financial privileges enjoyed by non-retired faculty.

Emerita/Emeritus faculty may be invited to serve as:

- a guest lecturer in areas of scholarly expertise
- a member of a Doctoral or Masters committee
- an academic advisor to undergraduate honors program
- a member of University or College/School advisory committee, unless prohibited by the Faculty Handbook
- a participant in academic department meetings to the extent permitted by College/School/Department policies

in addition to other responsibilities as deemed appropriate.

Eligible faculty seeking Emerita/Emeritus status who have been denied may seek recourse through the AF&T committee as in cases of tenure and promotion (section B.6).

Emerita/Emeritus faculty may have their title terminated for reasons outlined in the Faculty Handbook for the University-initiated termination of services of faculty members with tenure following procedures specified in section B.6.

### **13. UNMJOBBS**

Associate Vice President Duane Arruti (Human Resources) reviewed the following presentation on the implementation of the new hiring software and web site UNMJobs.

#### Implementation of New Web-Based Application and Tracking System

In alignment with President's Schmidly's stated strategic priorities of increasing accountability, transparency, efficiency, and performance management at UNM, the University of New Mexico has contracted with PeopleAdmin, a company specializing in the automation of on-line application and hiring processes for institutions of higher education, to develop the "UNMJobs" system. The system will provide the tools to automate and streamline the University's position management, applicant tracking, hiring, and performance management functions. This implementation will improve our external and internal compliance reporting and enhance other data reporting needs while providing a unified approach to hiring across employment areas at the University.

The "UNMJobs" implementation will accomplish three primary business objectives at the University:

1. The project will utilize the PeopleAdmin Position Management module to provide a comprehensive process for managing Position/Job Descriptions.
2. The project will utilize the PeopleAdmin Applicant Tracking module as a comprehensive tool to process hiring at the University, including areas such as job requisitioning, job posting, applicant review and tracking, and completion of the hire. This information will be integrated with Banner HR/Payroll and with Banner Budget and Salary Planner. While the process will have a common look and feel across all employment areas (Faculty, Staff, and

Student), it will build in the necessary features to accommodate the unique business requirements for different employment types.

3. The project will utilize the PeopleAdmin Performance Management component to provide a comprehensive process for managing performance evaluations for staff and student employees. Faculty performance evaluations will not be managed using this system at this time.

The electronic and administrative procedures, once in place, are intended to create seamless systems to simplify such duties as classifying a title, creating and posting a position, hiring a candidate, and evaluating staff and student employees, with less effort and greater efficiency.

Over 450 leading colleges and universities across the country, such as Columbia University, the University of Arizona, the University of Oklahoma, the University of Kentucky, several campuses of Texas A&M University and the State University of New York, Texas Tech University and Texas Tech University Health Sciences Center, Wake Forest, Oregon State, Brigham Young and the University of Pennsylvania, have selected PeopleAdmin to dramatically reduce the time and costs associated with the application process, applicant tracking/hiring and the position management process. In addition, SunGard Higher Education identified PeopleAdmin as a Collaborative Partner in 2003 to provide these web-based services to their Banner customers.

Helen Gonzales, Vice President for Human Resources, is the Executive Sponsor for the project. The steering committee includes Ava Lovell, Vice President for HSC/UNM Finance and University Controller; Pug Burge, Associate Vice President for Administration and Chief Administration Officer for HSC; Terry Babbitt, Interim Vice President Enrollment Management; Moira Gerety, Director ITS; Art Gonzales, Director of the Office of Equal Opportunity; Raqui Martinez, Director of Faculty Affairs and Services; and Andrew Cullen, Associate Vice President for the Office of Planning, Budget and Analysis. The project is also supported by Business Process Owners and various work teams that reflect representation from all key University stakeholders.

In conclusion, we have created a project website at [UNMJobs.unm.edu](http://UNMJobs.unm.edu) with additional information for your review regarding this significant project that is scheduled for implementation November 1, 2008. This site will be frequently updated as the project moves forward.

I would be happy to respond to any inquiries directly. I can be reached at 277-1312.

The screenshot shows the 'HUMAN RESOURCES' section of the University of Arizona website. It features a navigation menu on the left and a table of job listings. The table has columns for Position Title, Job Open Date, Limited to Current UA Employees Only?, Department, Posted Rate of Pay, Review Date, and Closing Date. The following table represents the data shown in the screenshot:

Position Title	Job Open Date	Limited to Current UA Employees Only?	Department	Posted Rate of Pay	Review Date	Closing Date
Visiting Assistant Professor (2 Positions - FT & PT) <a href="#">View Job Details / Apply</a>	07-22-2008	No	School of Architecture	DOE	07-28-2008	Open Until Filled
Visiting Assistant Professor <a href="#">View Job Details / Apply</a>	09-18-2008	No	Mathematics	\$40,000 Annually		12-31-2008
Transplant Nephrologist (Assistant, Associate or Full Professor) TE or NTE (Open Rank) <a href="#">View Job Details / Apply</a>	01-29-2008	No	Medicine	DOE	02-12-2008	Open Until Filled
Teaching Post-Doc <a href="#">View Job Details / Apply</a>	09-18-2008	No	Mathematics	\$40,000 Annually		12-31-2008
Richard S. Pierce Postdoctoral Visiting Assistant Professor <a href="#">View Job Details / Apply</a>	09-18-2008	No	Mathematics	\$40,000 Annually		12-31-2008
Rheumatologist / Assistant Professor (Tenure or Non-Tenure) <a href="#">View Job Details / Apply</a>	12-12-2007	No	Medicine	DOE	12-19-2007	Open Until Filled
Race Track Industry Program Endowed Chair <a href="#">View Job Details / Apply</a>	08-18-2008	No	Animal Sciences-Ins	DOE	08-25-2008	Open Until Filled
Pulmonary Section Chief - Associate or Full Professor (TE or NTE) <a href="#">View Job Details / Apply</a>	04-29-2008	No	Medicine	DOE	05-11-2008	Open Until Filled

Job Title	Organizational Unit	Requisition No.	Minimum Requirements	Salary Range	Grade Level	Posting Date	Deadline to Apply
<a href="#">Public Health Faculty</a>	College of Public Health - Health Services Mgmt	SPS23963		Commensurate with experience	0	10-04-2008	10-10-2008
<a href="#">Dentistry Faculty</a>	Oral Health Practice	SPS23889		Commensurate with experience	0	09-30-2008	10-31-2008
<a href="#">Librarian - Desktop Support Director</a>	Library Administration	SPS23836		Commensurate with experience	0	09-29-2008	10-31-2008
<a href="#">Horticulture Faculty</a>	Horticulture	SPS22862		Commensurate with experience	0	09-17-2008	10-31-2008
<a href="#">Computer Science Faculty</a>	Computer Science-RCTP	SPS23712		Commensurate with experience	0	09-16-2008	03-01-2009
<a href="#">Computer Science Faculty</a>	Computer Science	SPS23713		Commensurate with experience	0	09-16-2008	03-01-2009
<a href="#">Mining Engineering Faculty</a>	Mining Engineering	SPS19590		Commensurate with Experience	0	09-10-2008	12-31-2008
<a href="#">Biosystems and Agricultural Engineering Faculty</a>	Biosystems & Agricultural Engineering	SPS23575		Commensurate with experience	0	09-08-2008	11-14-2008
<a href="#">Chemical Engineering Faculty</a>	Chemical and Materials Engineering	SPS23199		Commensurate With Experience	0	08-27-2008	12-31-2008
<a href="#">Mechanical Engineering Faculty</a>	Mechanical Engineering	SPS23242		Commensurate with experience	0	08-25-2008	12-01-2008
<a href="#">Part Time Instructor</a>	Music	522241	Master's Degree		N/A	08-18-2008	
<a href="#">Electrical and Computer Engineering Faculty</a>	Electrical and Computer Engineering	SPS23184		Commensurate with experience	0	08-14-2008	11-15-2008
<a href="#">Instructor</a>							

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◆ Texas AgriLife Research  
◆ Texas AgriLife Extension Service  
◆ Texas Forest Service

**Search Results**

To view the position details, click on the 'view' link below the Job Title. To sort, click on the arrow next to the column title.

*Starting salaries for positions may be negotiable based upon qualifications and experience*

Job Title	Job Open Date	Job Type	Job Category	Department Name	Work Location	N.O.V. Number	Salary	Position open to internal candidates only?
<a href="#">Statewide Integrated Pest Management Coordinator and Associate/Full Professor &amp; Extension Specialist</a>	09-02-2008	Full-Time	Faculty (2)	Entomology Department	Other (see position announcement)	03716	Negotiable	No
<a href="#">Associate Dean for Student Development</a>	08-07-2008	Full-Time	Faculty (2)	College of Agriculture & Life Sciences Administration	College Station	03652	Commensurate	No
<a href="#">Assistant/Associate Professor</a>	06-23-2008	Full-Time	Faculty (2)	Uvalde - Texas AgriLife Research & Extension Center	Uvalde	03532	Commensurate	No
<a href="#">Assistant/Associate Professor</a>	09-05-2008	Full-Time	Faculty (2)	Corpus Christi/Beeville - Texas AgriLife Research	Beeville	03736	Commensurate	No
<a href="#">Assistant Professor of Entomology</a>	09-09-2008	Full-Time	Faculty (2)	Lubbock-Texas AgriLife Research & Extension Ctr.	Lubbock	03746	Negotiable	

**TEXAS TECH**

**Online Employment Site**

Job Title	Extended Job Title	Requisition Number	Work Location	Job Open Date	Job Type	Campus/Unit	Department
<a href="#">Assistant Professor</a>	Assistant Professor of Livestock, Environmental and Nutrient Management-2010TLF02	77034	Lubbock	10-07-2009	Full Time Tenure Track	Texas Tech University	AGA09-Animal And Food Sci-Ag Sci
<a href="#">Associate Professor</a>	Director of Choral Studies-2010TLF001	77830	Lubbock	10-06-2008	Full Time Tenure Track	Texas Tech University	ASM05-Music-Perf Art
<a href="#">Assistant Professor</a>	Assistant Professor of Music Theory/Composition-2010TLF004	77825	Lubbock	10-06-2008	Full Time Tenure Track	Texas Tech University	ASM05-Music-Perf Art
<a href="#">Associate Professor</a>	Director of Jazz Studies-2010TLF002	77818	Lubbock	10-06-2008	Full Time Tenure Track	Texas Tech University	ASM05-Music-Perf Art
<a href="#">Assistant Professor</a>	Asstist/Assoc 2009 TLF 030	77813	Lubbock	10-06-2008	Full Time Tenure Track	Texas Tech University	AS301-3000 Andros Soc Work- Arts & Sci
<a href="#">Assistant Professor</a>	Pediatric Surgeon	77786	El Paso	09-29-2008	Full Time Non-Tenure Track	Texas Tech University HSC - El Paso	3CHSURGY-Surgery-Elp-SCM
<a href="#">Faculty Member</a>	Assistant Professor, Orthopaedic Hand Surgeon	77774	Lubbock	09-30-2008	Full Time	Texas Tech University HSC - Lubbock	1LMORTH0-Ortho Surgery-Lbk-SCM
<a href="#">Assistant Professor</a>	Construction Engineering Technology Faculty Member	77768	Lubbock	09-29-2008	Full Time Tenure Track	Texas Tech University	EGT05-Engr Techno-Engr
<a href="#">Assistant Professor</a>	2008 TLF 053	77765	Lubbock	10-02-2008	Full Time Tenure Track	Texas Tech University	AS302- Mathematics-Arts & Sci
<a href="#">Department Chairperson</a>	Chair, Department of Pediatrics	77764	El Paso	09-26-2008	Full Time	Texas Tech University HSC - El Paso	3EHFADEV - Fac Affairs & Development
<a href="#">Assistant Professor</a>		77763	Lubbock	09-29-2008	Full Time	Texas Tech University	AGA07-Ag Educ & Extension-Ag Sci

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Position Title	Posting Title	Position Type	Job Posting Number	Job Open Date	Department	Campus
<a href="#">Senior Instructor View</a>	Emergency Department Attending Physician (FT)	Faculty	805539	10-06-2008	20253-SRG-EM MED DIV Clinical	UCD: Anschutz Medical Campus in Aurora
<a href="#">Associate or Full Professor View</a>	Associate or Full Professor of Accounting (Tison Professorship)	Faculty	805557	10-03-2008	10255-Leeds School of Business	UCB: Boulder
<a href="#">Asst of Assoc Professor View</a>	Assistant or Associate Professor-Communication	Faculty	804873	10-03-2008	10207-Communication	UCB: Boulder
<a href="#">Professor View</a>	Professor in Management and Entrepreneurship	Faculty	805543	10-03-2008	10255-Leeds School of Business	UCB: Boulder
<a href="#">Asst Professor View</a>	Tenure Track Faculty	Faculty	804939	10-03-2008	10109-Dept of Atmos & Ocean Sci	UCB: Boulder
<a href="#">Asst Professor View</a>	Assistant Professor in Geophysics	Faculty	804955	10-03-2008	10100-Physics	UCB: Boulder
<a href="#">Asst Professor View</a>	East Asian Studies Research & Instruction Librarian	Faculty	805556	10-03-2008	10369-Library Administration	UCB: Boulder
<a href="#">Asst Prof-BMT View</a>	BMT-HemeMalig Assistant Professor	Faculty	805492	10-02-2008	20164-MED-BoneMarrow Transplant	UCD: Anschutz Medical Campus in Aurora
<a href="#">Asst Professor View</a>	Assistant Professor African/African American Studies	Faculty	804949	10-01-2008	10212-Ethnic Studies	UCB: Boulder

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Position Title	Location	Posting Date	Best Consideration Date	Closing Date	Grade	Salary
<a href="#">Assistant Professor View</a>	No Response	10-03-2008			99	
<a href="#">Adjunct Professor View</a>	No Response	10-02-2008			99	
<a href="#">Assistant Professor - Edna Cisneros y Luna View</a>	Health Sciences Center	10-01-2008	10-30-2008	Open Until Filled	No Response	100,000. to 125,000.
<a href="#">Open View</a>	Health Sciences Center	09-25-2008	10-05-2008	Open Until Filled	No Response	dependent upon education and experience
<a href="#">Professor_LG View</a>	Main Campus (Albq)	09-24-2008	10-15-2008	Open Until Filled	No Response	min-max
<a href="#">Vice Provost - Deb H Test View</a>	No Response	09-24-2008	10-01-2008	Open Until Filled	No Response	100K-300K
<a href="#">Professor Amanda View</a>	Main Campus (Albq)	09-24-2008	10-31-2008		No Response	
<a href="#">Assistant Professor - Lisa Romero View</a>	No Response	09-24-2008	10-13-2008	Open Until Filled	No Response	210,000
<a href="#">English Professor-Stella View</a>	Valencia Campus	09-24-2008	10-24-2008	Open Until Filled	No Response	75000.00
<a href="#">Acting Dean -Deb View</a>	Taos Campus	09-24-2008	10-04-2008	Open Until Filled	99	Open
<a href="#">Visiting Professor_VB Test View</a>	Rio Rancho Campus	09-24-2008	10-15-2008		No Response	Negotiable

## 11. NEW BUSINESS AND OPEN DISCUSSION

The senate felt that they should formulate a statement to be presented at the general faculty meeting on February 25, 2009.

The statement should reflect the concern and the commitment of the faculty. Senator Kim Gauderman (History) and Faculty Senate President Howard Snell will begin to work on a statement and will forward to the senate for comment and refinement.

**12. ADJOURNMENT**

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Rick Holmes  
Office of the Secretary