

10-25-2011

Faculty Senate Summarized Minutes, 10/25/2011

UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

2011-2012 FACULTY SENATE
OCTOBER 25, 2011

The Faculty Senate meeting for October 25 was called to order at 3:02 p.m. in the Roberts Room of Scholes Hall. Senate Operations Committee Member Pamela Pyle presided until President Elect Amy Neel arrived at 3:10.

1. ATTENDANCE

Guests Present: Provost Chaouki Abdallah, Director PC Support Mike Campbell, Academic Advisement Manager Megan Conner (Anderson School of Management), Associate Professor Susan Copeland (Educational Specialties), and Deputy CIO Moira Gerety.

2. APPROVAL OF THE AGENDA

The agenda was approved as written.


3. APPROVAL OF SUMMARIZED MINUTES FOR SEPTEMBER 27, 2011 MEETING

The minutes were approved as written.

4. POSTHUMOUS DEGREE REQUEST FOR ROSE MARIE FUCHS

Academic Advisement Manager Megan Conner (Anderson School of Management) presented the following Posthumous Degree request for Ms. Rose Marie Fuchs. The Faculty Senate unanimously approved the degree with one abstention.

RECEIVED
OCT 03 2011
OFFICE OF SECRETARY



Posthumous Degree
Request Form

Requestor: Faculty Member Contact: Lisa Lindquist
 Relationship to student or UNM: DO's Staff
 Would you like the Dean of Students to contact the family regarding this request? Yes No
 Dean of Students Notification: sent - 9/28/11

Student Name:	<u>Rose Marie Fuchs</u>
Student ID:	<u>1000000000</u>
College/School:	<u>Anderson School of Management Degree: BBA</u>
Minor:	
Add to Major or Minors:	

The University of Utah does recognize that earning an academic degree is a matter of legitimate pride and achievement, not only for students themselves but also for their families and friends who provide support and encouragement during the course of their studies. That sense of pride and achievement and the emotional expression in such progress is an important element of an achievement which warrants special recognition.

Noting the University of Utah does offer a "rare" available "posthumous degree" of appropriate type and level to be bestowed upon a student who dies before she is able to complete her degree.

These degrees may be granted under the following circumstances and only if:

- The student has not yet received a degree or other terminal or other academic award previously to her death;
- The student has been completed a minimum of half of the credits required for the degree;
- Requests for posthumous degrees may be initiated by the student's family, the faculty of the institution and/or college or a UNM administrator;
- The department, college and/or the Faculty Senate must approve requests for posthumous degrees. The Senate Governance Committee must also review and provide recommendation or consensus to graduate level posthumous degrees;
- The degree will be noted as "posthumous" on both the diploma and the transcript.

Approvals	Name	Signature	Date
Department:	<u>Anderson Advisement</u>	<u>Megan Conner</u>	<u>9/29/11</u>
College:	<u>Anderson School of Management</u>	<u>[Signature]</u>	<u>09/29/11</u>
Faculty Senator:			
Senate Graduate Governance Committee:			

5. FACULTY SENATE PRESIDENT'S REPORT

Faculty Senate President Elect Amy Neel reported the following:

- The Board of Regents approved a one-time pay-equity bonus of \$950 per faculty/staff employee. There was substantial discussion and Regent President Jack Fortner was the only dissenting vote. UNM employees earning less than \$49,050 will receive the full bonus but the bonus cannot push the employee's salary above \$50,000. Employees earning above \$49,050 will receive the difference between their salary and \$50,000. Most employees will receive the bonus on their December 22, 2011 paycheck. The payday for union members is still being determined.
- The travel per diem issue will be discussed in January 2012. Further guidance will be provided to unit managers and instructions will be created.
- The Educational Retirement Board will meet November 21, 9:00 a.m., in the APS Boardroom to select a plan from the six solvency proposals on the ERB website.
<http://www.nmerb.org/newsstories.htm>
- Budget planning has begun for the next fiscal year. There are four teams working on the budget: the Strategic Budget Leadership team, Tim Ross and/or Richard Wood will be members; the President's Strategic Advisory Team is continuing from last year and it will include a member of the Operations Committee; President Elect Amy Neel is co-chair with Associate Vice President Andrew Cullen (Budget, Planning and Analysis) on the Tuition and Fees team; and there will be a Course Fee Team out of the Provost's Office with faculty members from the FS Budget Committee. More information is available on the Main Campus Strategic Financial Outline online through the main UNM website.
- The Faculty Senate Reorganization plan is being revisited. President Tim Ross has added transition plans. The proposal has been sent to the Operations Committee, the Committee on Governance, and the Academic Freedom and Tenure Committee for further feedback. Next, it will be sent to the FS Committee chairs and finally it will come to the senate for a vote.
- President Elect Neel updated the Senators on the status of Faculty Senate Committees:
 - The Operations Committee (Ops) is re-invigorating the Scholarship Committee. The committee will be working with the National and International Scholarships and Fellowships Office to serve as selectors for the Marshall Award, Rhodes' Scholarship, Udall Scholarship, etc. Faculty Senators will be encouraged to be reviewers for Regents' and Presidential Scholars.
 - The Ops Committee has been meeting with the Faculty Ethics and Advisory Committee to determine what needs to be done regarding ethics for faculty members, what procedures should be followed, what kind of cases should be referred to them, and where the committee fits into the Disciplinary Policy.
 - The Ops Committee has been revamping some of the policies and procedures for the Research Allocations Committee.
- The Endowed Chair Policy and the Lecturer Career Path Policy are being vetted by the Faculty Senate Policy Committee. The Policy Committee is also considering drafting a new Workload Policy after the end of the semester to allow time to review the information that Banner has been capturing.
- The Faculty Disciplinary Policy has passed the Main Campus Deans' Council and is now being vetted by the Health Science Center (HSC) Deans. It will then be sent to the Board of Regents (BOR) Academic and Student Affairs and Research Committee (ASAR). If approved, it will go before the full BOR for consideration.

6. FORM D – NEW GRADUATE CERTIFICATE IN SPECIAL EDUCATION

Associate Professor Susan Copeland (Educational Specialties) presented the request for a New Graduate Certificate in Special Education. New Mexico needs more individuals for behavioral assessment and intervention. There would be five students in the first year. There are no other programs in the state. The certificate can be stand-alone or part of a Master's or Doctoral program.

Executive Summary

Transcripted Graduate Certificate in Applied Behavior Analysis: Research-Based Interventions for Individuals with Disabilities who have Behavioral Challenges

The transcripted graduate certificate in Applied Behavior Analysis: Research-Based Interventions for Individuals with Disabilities who have Behavioral Challenges is designed to prepare in-service special and general education teachers and related professionals as well as community providers (e.g., behavior therapists, developmental specialists, early interventionists) to conduct behavioral assessment with children and adults in need of behavior intervention services, provide behavior analytic interpretation of the results and design and implement appropriate behavior interventions based on assessment results that will be implemented in home, school and community settings. The Graduate Certificate program is open to students pursuing a graduate degree in Special Education and in other related fields (e.g., Psychology) at the University of New Mexico and to individuals who minimally hold a bachelor's degree and are interested in advanced training in behavioral analysis and intervention. The certificate offers two options each developed prospectively with the designated faculty certificate advisor: (1) Students successfully complete a minimum of 18 hours of coursework and an approved final capstone project or (2) Students successfully complete the requirements of (1) and also successfully complete an additional 6 hours of advanced field experience to fulfill the field experience requirements for credentialing as a Board Certified Behavior Analyst (BCBA). Option (2) would prepare them to sit for the national exam for BCBA's.

Operations Committee member Pamela Pyle moved that the new certificate be approved. Senator Howard Snell seconded the motion. The request was unanimously approved.

CONSENT AGENDA

7. FORMS C FROM THE CURRICULA COMMITTEE

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

- Revision of Doctorate of Physical Therapy, School of Medicine
- Revision of Master of Science in Physician's Assistant Program, School of Medicine
- New Master of Arts in Sociology, College of Arts and Sciences

8. 2011-2012 FACULTY SENATE COMMITTEE APPOINTMENTS

Additions to the 2011-2012 Faculty Senate Committees were approved by unanimous voice vote of the Faculty Senate.

AGENDA TOPICS

9. FOOTBALL RESOLUTION

President Elect Amy Neel presented the following request letter regarding the hiring of the next UNM Head Football Coach. The letter was drafted by the Operations Committee after the September Faculty

Senate meeting. The point-of-view of the letter is to convey a reasonable voice on the issues the Faculty Senate has with the hiring of a new coach.

A senator mentioned that the letter should articulate a reasonable policy of “pause and hold.” Another senator suggested the possibility of not hiring the new coach under a long-term contract.

The Operations Committee is attempting to get a faculty member on the search committee. Athletic Director Paul Krebs will be invited to a future Ops meeting. The letter would give AD Krebs an opportunity to respond to the faculty.

Senator Zachary Sharp (Earth and Planetary Sciences) moved that the letter be accepted. There were many seconds.

The senate voted to accept the letter and that any version of the letter would be sent to the Committee on Governance and the Athletic Council for further vetting. There was one opposed vote and ten abstentions.

President Elect Neel asked that comments and suggestions be sent to her or Ops. The letter will be sent to the Committee on Governance and to the Athletic Council for vetting after suggestions are incorporated. The senate unanimously voted to keep the letter internal to the University and to only send it to AD Paul Krebs and the UNM upper administration. It will not be sent to the media. There were three abstentions.

In light of the recent firing of UNM football coach Mike Locksley requiring a large contract buyout, the UNM Faculty Senate wishes to voice its concerns regarding expenditures for the football program. Because of the poor economic conditions in New Mexico, UNM faculty, staff, and administrators have been required to “do more with less” in the last few years. We urge the Athletics Department to exercise financial restraint in hiring the next football coach.

Regarding the hiring of the next coach, the Faculty Senate requests the following:

1. The University should hold frank and open discussions about UNM's place in the football world. Vice President for Athletics Paul Krebs has stated that UNM should “compete at the highest level.” However, given the current realignment of athletic conferences and the relatively small size of UNM's fan base and television market, we are not confident that it is reasonable for UNM to attempt to compete at the highest level. The Athletics Department should provide cost and revenue projections showing that UNM has the resources to compete with powerhouse college football programs.
2. The University should carefully consider buyout clauses for future coaches. UNM has paid millions of dollars for coaches who no longer work for us over the past several years. Even though state funds have not been used to cover the contract buyouts, that money could be used for better purposes. The Faculty Senate would like to know the legal responsibility of the university if the Athletics Department is unable to raise sufficient funds to fully pay for current and future contract buyouts.
3. The University should review or create policies regarding off-field behavior. Consequences for not following those policies should be clearly delineated in future contracts.
4. The University should consider a “pause and hold strategy” in hiring the next football coach, waiting until the new President is in place before initiating the hiring process.
5. The University should explore the ranks of successful coaches from less prestigious football programs in order to obtain a good coach for a reasonable salary.

Rather than spending exorbitant amounts of money on a football team with no guarantee of becoming a football power, we encourage the University to spend its athletic funds on supporting academic access to UNM for a wide range of men and women athletes through athletic scholarships, allowing as many students as possible to participate in healthy, competitive experiences through extramural and intramural sports, fostering a sense of belonging and school spirit for UNM students, staff, and faculty, and connecting UNM with the wider community through entertaining sports programming.

10. PROVOST'S REPORT

Interim Provost Chaouki Abdallah reported the following:

- The Director of Faculty Contracts is on medical leave. Provost Chief of Staff Melissa Vargas will be leading the Faculty Contracts Office.
- The five-year evaluations of deans may be coming before the senate for a change to the Faculty Handbook.
- The latest graduation rate is 45.1%, which is an improvement but is not where UNM should be. Provost Abdallah will be sending out information in the next few weeks about what initiatives are being done to raise the graduation rate. Provost Abdallah said they may be calling on senators to assist.
- Provost Abdallah will be presenting the Promotion and Tenure Committee to the College of Education on November 15. The proposal has already been presented to the deans. Branch campuses will have their own P&T Committees with branch representatives. Branch campuses each have their own unique Faculty Handbooks and their own requirements for tenure and promotion. Richard Holder and Mike Dougher will sit on the branch P&T committees.
- The Strategic Academic Plan is awaiting the arrival of a new University President. In the meantime, Provost Abdallah has asked the deans to begin looking at a long-term academic plan. He hopes to start the conversation on where UNM wants to be in 10, 20, 30 years. There will be open forums across campus and two to three big-named speakers. The outcome is a draft plan that has some numbers behind it to push the financial aspects.
- Some Faculty Senators have been invited to sit on a Diversity Council. The Diversity Council will focus on initiatives for excellence. It will include faculty, staff, and students. There will be open forums and examination of what other institutions are doing. If nothing else, a snapshot of the campus diversity climate will be provided to the new president.

11. PRESIDENTIAL SEARCH UPDATE

Presidential Search Committee Co-chair Jane Slaughter (Associate Provost) reported the following:

- BOR President Jack Fortner has been very involved with this search. He is committed to making a different process work.
- This presidential search is extremely competitive. There are many universities searching for presidents. There are 15 presidential searches commencing nation-wide. Regionally, both Arizona and Utah are searching for presidents.
- It has been a very confidential process as some of the candidates are sitting Presidents and Provosts.
- The Presidential Search Committee met October 15. Associate Provost Slaughter was pleasantly surprised by the quality and number of candidates.
- The Committee will meet again on November 15. The goal is to have the preliminary cuts made and the candidates announced by the BOR in early December. The BOR hopes to have 6-8 names. Multiple candidates are mandated by state law. There are a small number of women and minorities in the candidate pool. The candidates have been curious about the campus climate.
- The Presidential Search Committee has 29 members. The community members and faculty members agreed that the president must be a PhD. Otherwise, faculty have been quiet.
- Candidates will be brought to campus during finals week for interviews

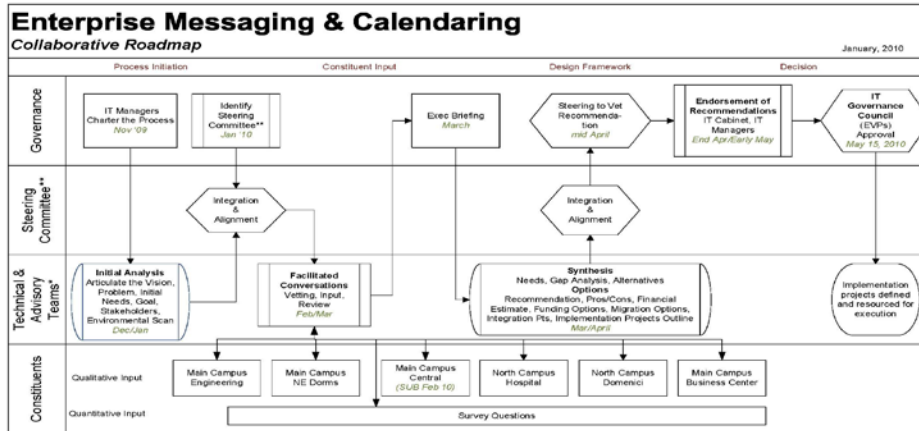
12. EMAIL, MESSAGING, & CALENDARING RFP UPDATE

Deputy CIO Moira Gerety and Director of PC Support Mike Campbell presented the following slideshow on the selection of the email, messaging, and calendaring system at UNM.

Email, Messaging & Calendaring Evaluation Team Recommendations

Mike Campbell, Co-Chair
Moira Gerety, Co-Chair
Tom Sanford, HSLIC Systems, Evaluation Team
Scott Parker, IT GW Lead, Evaluation Team
Rebecca Lubas, Chair of CUC, Evaluation Team
Aaron Jacob, MD, HSC, Evaluation Team and
Dilek Inal, Chair of Technical Team,
Barney Metzner, Chair of the Security/Compliance Team and
Kimberly Waseta, Chair of the Usability Team

Phase I Process



* **Core Technical Team:** HSCIT, HSLIC, IT, ASM, SOE, + Dept
Technical Advisory Comm: NMEL, Student IT, Web IT, ISM, Lib IT, FSM IT

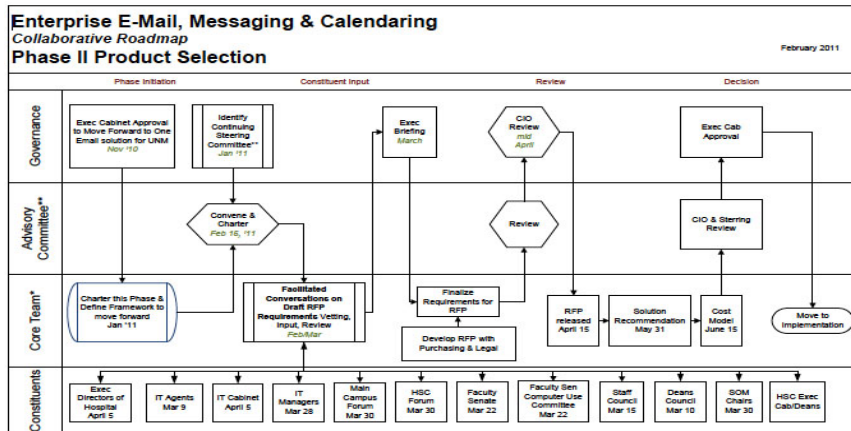
** **Steering Committee:** Seeking participation from : HSLIC, Faculty Main & HSC, Stu Govt, A&S, ASM, SOM, HSC Controller, HSC Admin, UH Admin, HR, Stu Svcs, ISS, Branches, UCAM



Phase I Results

- Move to a common underlying technology for all UNM units, if possible
- Continue the collaborative process to:
 - Investigate the tool set options to improve UNM communication
 - **Complete an RFP for messaging/ calendaring for UNM**
 - Include community in selection (including faculty)
 - Develop a campus-wide implementation approach
 - Develop multiple implementation scenarios
 - Develop cost models
 - Scope of implementation should include all campus and affiliated users
 - Develop a time table... accelerated with executive support, implementations from Fall '11 through Fall '12
 - Form Governance to oversee/support Program

Phase II Process



* Core Team: HSCIT, HSLIC, IT, ABM, SOE, +Dest

** Advisory Committee: Seeking participation from : HSLIC, Faculty Main & HSC, Stu Govt, ABS, ASM, SOM, HSC Controller, HSC Admin, LH Admin, HR, Stu Svcs, ISS, Branches, UCAM



RFP Recommendations

- The best system is a hybrid (cloud / premise)
 - Cost contained for students and other low risk users
 - Higher security provided with on premise solution
 - Common management
- 5 Respondents
- There was one software product that provided a good hybrid strategy along with a truly free cloud option along with “free” licensing for on premise solution
- None of the vendors offered a reasonable services strategy to implement this (or any other) option
- No award recommended from RFP, but instead

Recommended Direction

- Main campus and branches should aggressively to move students (Spring 12) to the cloud using MS O365 product which is essentially free. (Students are 60% of UNM accounts)
- Harden UNM's main campus existing Exchange Services for Faculty and Staff (Fall 12) leveraging strong central Directory with distributed organizational control (validate budget less than \$200K with storage at 5GB)
- Manage a migration plan over the next five years to move another 20-30% of users to the cloud
- Invest collaboration features in support of student success, employee productivity and faculty autonomy

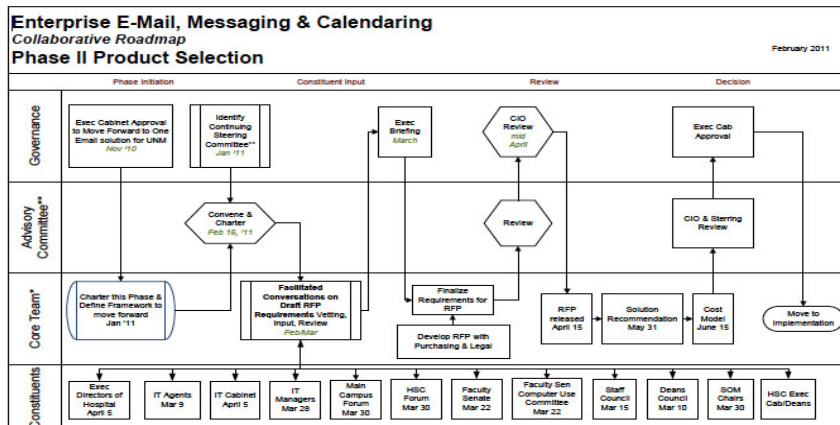
Highlight of Student Cloud Features/ Potential

- Email at @*.unm.edu with full directory
- Calendar including group scheduling and access to common resources (invest in Banner course schedule/Calendar integration)
- Collaborative document creation, management and sharing (could play into portfolio strategy)
- 25 GB of space
- Video and text chatting
- Sharepoint services
- No Advertising , Marketing or Data-Mining
- Cloud implementation will be HIPAA and FERPA compliant with on demand features (archiving, e-discovery, encryption)

Next Steps

- Migrate Students as soon as possible
 - Secure migration services with bid to contracted (local?) vendors
 - Be ready to populate calendars Fall '12
- Plan Fall '12 Faculty and Staff migration
 - Validate and harden current installation, ensure effective business continuity and disaster recover
 - Secure appropriate Staffing, likely blend of in-house, staff augmentation and consulting
- HSC next steps
 - Identity management focus
 - Messaging direction to follow

Questions



* Core Team: HSC/IT, HSLIC, IT, ASM, SOE, +Dept

** Advisory Committee: Seeking participation from : HSLIC, Faculty Main & HSC, Stu Govt, A&S, ASM, SOM, HSC Controller, HSC Admin, UH Admin, HR, Stu Svcs, ISS, Branches, UGAM



13. NEW BUSINESS AND OPEN DISCUSSION

A senator mentioned that the recent pay equity study did not include lecturers. The Ops Committee will make the Provost aware of the omission of lecturers.

No other new business was raised.

14. ADJOURNMENT

The meeting was adjourned at 4:43 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary