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FACULTY SENATE SUMMARIZED MINUTES

2003-2004 Faculty Senate

November 25, 2003

The Faculty Senate meeting for November 25, 2003 was called to order at 3:12 p.m. in the Roberts Room, Scholes Hall, Room 230. Senate President Beverly Burris presided.

1. **ATTENDANCE** (follows minutes)

Guests Present: Professor Emerita Beulah Woodfin (Biochemistry and Molecular Biology)

2. **APPROVAL OF THE AGENDA**

The agenda was approved as written.

3. **APPROVAL OF SUMMARIZED MINUTES FOR October 28, 2003 MEETING**

The minutes for the October 28, 2003 meeting were approved.

4. **PRESIDENT'S REPORT**

The President reported on the following:

- Determining the things that will systematically make a big difference for UNM and indicating three areas of importance. Those areas are private support fundraising, requesting support from parents whose income is above the median, and support from alumni.
- Additionally, the President is looking at strategic development initiatives over the next few years. These are issues that define what UNM is about, what it is capable of doing, and proof that UNM is going out and improving its skills and abilities in securing major gifts.
- President Caldera noted that the Legislative Finance Committee hearings and the Higher Education hearing are upcoming. He wants to be able to emphasize UNM's importance in the state with facts indicating that UNM has specific needs based on its enrollment of half of all the undergraduates in the state. Other issues that need to be discussed are capitol budgets, special projects, etc., and not just workload funding. In addition, UNM needs to develop not just one-time resources, but instigate changes in the way CHE and the legislature does business to increase recurring funds. In order to do this the system must be learned and understood, and the players must be identified.
- Other concerns the President has for UNM include the possibility of a deputy of higher education, the integration of a preschool through grade level twenty designation that integrates preschool through graduate school, delivery methods for education and research, and engaging the faculty.
- With regard to a deputy of higher education, President Caldera feels this would establish another layer of bureaucracy between the governor and/or legislature and UNM. UNM will not appear to be a special case in this scenario.
- The President feels the issue of a P-20 designation would not be in the best interest of UNM. The problem will be how to keep from alienating the governor, members of the Education Committee, or sponsors of those ideas.

- Delivery methods for education and research are important because there are many outdated systems at UNM. The structure and reporting relationship will need scrutiny.
- Engaging the faculty is something the President wants to maintain as a mission as well as the impact on the people with regard to issues facing UNM.
- A question arose from Senator Byron Lindsey (Foreign Languages and Literatures) regarding the possibility of a faculty member sitting on the Executive Cabinet. The President said he will seriously consider a faculty position and other ways to receive input from the faculty. He added that he would like to find a way to communicate information about decisions that have to be made with the awareness that there are budgetary, regulatory, and other pressures that have to be considered.
- Senator Pauline Turner (Individual Family & Community Education) expressed concern that the compensation issue may have been forgotten. The President said that it still is an important issue, and the CHE or legislature take credit for certain revenues that UNM generates. He wants them to stop because they are draining the few remaining revenues that UNM has left for any flexibility in this area.

5. PROVOST'S REPORT

The Provost reported on the following:

- Dr. John Whittaker has replaced Max Kerlin as Director of Resource Management. Dr. Whittaker is currently the Vice Chancellor for Administrative Affairs at the University of Hawaii at Hilo. He will begin around January 5, 2004.
- The search committee had its first meeting for the Dean of Anderson Schools of Management. Dean Reed Dasenbrock of Arts and Sciences is chairing that search committee.
- Interviews for the Latin American and Iberian Institute Director have been completed. It will be brought to closure rather quickly.
- The search for a Director of International Programs has just been initiated.
- Currently we have a clinical and instructional presence in Rio Rancho but it is not very imposing. The median family income is above the rest of the Albuquerque area, and Rio Rancho has rapidly growing economic development. It is important for us to have a presence, and there needs to be a better reflection of UNM.
- UNM has rented part of the Chalmer's Ford property. The University will have an imposing presence as you drive up NM Highway 528. UNM will be looking at expanding programs, and perhaps linking clinical and instructional sites. Vice Provost Jerry Dominguez is providing the lead. Rio Rancho will not be a branch campus but rather an extension of the main campus. UNM will serve the needs of the community and the needs of the major employers like Intel Corporation and Eclipse Aviation. UNM was asked 10 years ago to provide higher education in the area and passed on the opportunity. In the meantime, other educational institutions have established a presence, for example New Mexico Highlands University. UNM can do things there that no one else can do. The discussion between UNM and Rio Rancho is underway. It will be two to three years in implementation.

6. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

- There is a new staff person in the University Secretary's office. Rick Holmes is the Administrative Assistant providing limited support to the Faculty Senate.
- The "Future of UNM" forum on October 30 was a success. Hundreds of people attended. Many faculty came and spoke about low salaries and various other concerns. It was a good opportunity for UNM to come together as a community. Faculty, staff, students, regents, administrators, all shared ideas. It was democracy in action. Contingent faculty

issues were highlighted. President Caldera asked Provost Foster to investigate ways to improve certain situations.

- The New Mexico Faculty Senate Presidents' Council meeting was held in Socorro on November 7, 2003. The Council includes representatives from all of the universities in the state. Five of the six were represented at this meeting. Each school can send two. The meeting was attended by President Burris and President-Elect Edward DeSantis. Beverly Burris agreed to remain as President of the Council for 2003-2004. The Council drafted a statement regarding their legislative priorities. It also voted to endorse the council of University Presidents' priorities with the exception of making compensation the highest priority rather than full-formula funding.
- A Senator commented that compensation packages tend to be linked with elementary and secondary school teachers and there is no opportunity, even with sincere lobbying, to differentiate from the amounts the legislature is allocating for secondary and primary schools. Would a major lobbying effort apart from the primary and secondary schools be worthwhile? President Burris responded it is a matter of some debate. The Council feels it is worth a try and worth lobbying. This was presented to the CHE. It is hard to know if five percent compensation is realistic this year. President Burris said she is not as optimistic after the CHE meeting as she was a month ago. Things have shifted to a more negative view of the budget.
- The Council wants to plan to meet in January with the Governor. At a prior meeting last year with the Governor, he stated that this year would be the year for higher education. Some people in the Council recall the Governor saying he would try for a six percent compensation increase for faculty this year. President-Elect DeSantis added that the Governor might have said six percent at a reception.
- The Committee on Higher Education Meeting was held November 13 and 14 in Carlsbad. President Burris read the Council statement at the Finance Subcommittee meeting, but it was basically too late. Legislative recommendations have already been set. The CHE was adamant at a three percent compensation increase and a four percent tuition credit. President Burris spoke as strongly as she could for a five percent compensation increase. President Burris abstained from the voting and voiced a strong statement of dissent. Concerning the tuition credit, President Burris argued for zero percent. There is a sense of "realism" given the constraints of the state budget this year.
- President Burris asked President Caldera if it would be worth reading the Council statement at the Legislative Finance Committee (LFC) meeting. He responded we may not get an opportunity to present. There may only be five minutes given and he is not sure if LFC is going to take public testimony. Discrete lobbying can be effective, but the stories they need to hear are of retention and offers made by other institutions with whom UNM could not compete, thus losing people.
- Professor Emerita Beulah Woodfin made the comment that the legislature needs to hear the same story, and we need to continue making the same story. There are new legislators every two years, and they may not know how the institutions are funded. Any information they are given is of great value. Membership in the committees changes, and she encourages a presence in Santa Fe.
- President Burris stated that the Government Relations Committee would do some lobbying and anyone interested can be involved. She asked for informal lobbying if anyone knows legislators.
- Press coverage on counter-offers was mixed. The letter President Burris wrote to the *Daily Lobo* editor was not printed. The original article was not well written. The *Lobo* misquoted her and Dean Dasenbrock. President Burris was the only faculty member interviewed. The *Albuquerque Journal* coverage was reasonable. It promotes transparency and discussion of controversial issues. President Burris had personal discussions with the Provost and Dean of Arts & Sciences (A&S) about counter-offers. The guidelines and policy are being considered, including equity adjustments. The Dean of A&S will consider counter-offers. Regarding the faculty survey, counter-offer questions are being added.

- Bill Tierney will be at UNM on Wednesday February ¹⁸20, 2004 for the full day. The sponsors of his visit are: Faculty Senate, College of Education, the Provost, the President, Office of Advancement, and American Association of University Professors (AAUP). Currently, plans include Mr. Tierney conducting a public lecture, seminar discussion, and reception. Meals are being planned and more information is forthcoming in January. He has two fields of expertise. One is changing faculty governance structures at universities, and the other is diversity access to higher education issues. The sponsors will try to get him to speak on both of those.
- A Review of Deans was presented by President-Elect Edward DeSantis. Discussion regarding specific questions and structures of the survey ensued. Several suggestions may be considered.
- President Burris called roll.

CONSENT AGENDA

7. APPROVAL OF NOVEMBER 2003 COMMITTEE APPOINTMENTS

CURRICULA COMMITTEE

Margaret Mactavish (Taos Education Center), Term ends 2005

Approval of the November 2003 Committee appointments passed by unanimous voice vote of the Faculty Senate.

8. APPROVAL OF FORMS C FROM THE CURRICULA COMMITTEE

- Revision of B.S. in Dental Hygiene, *Dental Hygiene*
- Name change of M.A. in Family Studies, *Family Studies*
- Revision of Family Life Education, *Family Studies*
- Name change of M.A. in Family Studies: Concentration in Human Development, *Family Studies*
- Revision of M.A. in Family Studies: Concentration in Human Development, *Family Studies*
- New concentration of M.A. in Family Studies: Concentration in Family Relations, *Family Studies*
- Revision of M.A. in Physical Therapy, *Physical Therapy*
- Revision of M.S. in Health Education
- Revision of major in Health Education

Approval of the Forms C from the Curricula Committee passed by unanimous voice vote of the Faculty Senate.

9. Approval of Fall 2003 Degree Candidates List

Approval of the Fall 2003 Degree Candidates passed by unanimous voice vote of the Faculty Senate.

DISCUSSION AGENDA

10. REVIEW WEEK

Jennifer Onuska brought back a revised proposal to the Senate after working with a group of five Faculty Senate volunteers to rework the proposal addressing the concerns raised.

The FS Operations Committee had seconded the motion, therefore the issue moved to discussion. After Ms. Onuska presented the proposal, the issue was raised that although the language was softened, how does the proposal avoid violating academic freedom. Others felt that this is not an academic freedom issue. It is a calendar issue. Extensive discussion ensued regarding the academic freedom issue versus the calendar issue, and one final change was made to the proposal. The Faculty Senate approved the proposal. It now reads as follows:

- o The week before final exams will be known as "Review Week."
- o Regular classes will still occur during Review Week; however, this class time should be devoted to integrating, summarizing, and reviewing material.
- o During Review Week, no new material should be introduced, no tests, quizzes, or final exams are to be given, and no new assignments are to be due.
- o Assignments including projects, presentations, portfolio reviews, critiques, recitals, performances, and rehearsals may be due during Review Week if they are included in the Syllabus the first week of classes.
- o All papers will be due to faculty members no later than the Friday prior to Review Week. However, if a paper is in lieu of a final exam, then the paper may be due when the final exam was scheduled to take place.
- o This policy is only applicable to main campus undergraduate students enrolled in 16-week courses.

The measure passed with eighteen votes in favor, five votes against, and four abstentions.

11. COALITION ON INTERCOLLEGIATE ATHLETICS (COIA)

- Senator Hugh Witemeyer (English) reported on the Coalition On Intercollegiate Athletics (COIA). It is a new faculty organization a couple of years old. It consists of faculty leaders and faculty senates across the U.S. with representatives from major public and private universities. The coalition drafted a statement called "A Framework for Comprehensive Athletics Reform." The COIA is inviting faculty senates' support on framework. The coalition is working with the NAAUP, the Association of Governing Boards and the new National Collegiate Athletics Association (NCAA) leadership.
- **On student welfare:**
 - o The COIA would like an increase of the eligibility standards for college athletic participation.
 - o Members would agree to maintain quality academic programs. There will be no bogus courses for students participating in sports.
 - o The COIA would like to see an improvement in academic advisement for student athletes.
 - o The COIA supports the enforcement of the NCAA twenty-hour weekly maximum for athletics activities.
 - o The COIA favors scheduling of games and tournaments so they do not conflict with students' academic obligations.
 - o The COIA favors full integration of student athletes into campus life.
- **In areas of governance and finance:**
 - o The COIA seeks to strengthen the rolls and the voice of the Faculty Athletics Council and the NCAA Faculty Athletics representative at each institution.
 - o The COIA advocates the transparency in athletics budgets, revenue sharing within conferences.
 - o The COIA would like the de-commercialization of college sporting events.
- **On issue of athletic scholarships:**
 - o The COIA would like the way athletic scholarships are awarded to be addressed.
- The coalition web site is www.coia.umd.edu. It has the statement and other information on the coalition and its members.

- The new president of NCAA is Myles Brandt, Former President of Indiana University.
- Senator Witemeyer sees the framework as a moderate reform agenda, but one that will encounter considerable resistance.
- Emerita Professor Beulah Woodfin said the COIA came up with a best practices documents. She found that the UNM Faculty Athletics Council has a great deal more power than those of other institutions. Some campuses do not have any. There was a preliminary report on a study about effects of increased athletic spending increasing wins, and the increase in wins resulting in the increase in contributions.
- Senator Bopanna Ballachanda (Speech and Hearing Sciences) inquired about how are faculty to know the difference between this charter and the existing one. Senator Witemeyer said that the COIA is a best practices statement and sets forth ideal formation of a Faculty Athletics Council. It may be finalized before the next Faculty Senate meeting in January.
- Senator Fred Hashimoto (Internal Medicine) made a comment about the anniversary attendance at the Las Vegas Bowl and the problems with a few players being involved in illegal activity. He felt there should be some sanctions because those students represent UNM. A discussion ensued regarding issues of events occurring externally versus internally and legal implications of any sanctions by UNM.
- Professor Breda Bova (Athletic Council) said that in a past athletic scandal, the Athletics Council took a very strong stance and placed sanctions on the President, the Athletic Director, and the faculty member involved. At the COIA meeting Professor Bova discovered the UNM Athletics Council listens to the voice of the student athletes whereas at many other universities this does not occur.
- Professor Bova was asked if the student athlete signs a code of conduct. She answered that it is typically up to the coach of the particular sport.
- Senator Witemeyer commented the COIA wants the faculty voice to be heard in the national discussion on athletics reform, which is currently gathering momentum.

11. NEW BUSINESS

- Senator Barry Kues (Earth and Planetary Sciences) asked if the senate is involved in looking at the core curriculum. President Burris replied that she and Associate Provost Nancy Uscher are looking at it and setting up a committee. Anyone who is interested is invited to participate.
- Professor Lindsey asked President Burris what she felt about President Caldera's reluctance for higher education involvement with the Department of Education. President Burris said that until today she thought it was a moot point, and she did not think there was a choice. She stated that the CHE has just hired an executive director. A further discussion developed about the faculty importance of lobbying and the results K-12 have achieved in Santa Fe.
- President Burris announced there would be no December meeting.

12. ADJOURNMENT

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Rick Holmes
Administrative Assistant III

NM Faculty Senate Presidents' Council
Statement to the CHE

The NMFS Presidents' Council met at NMT in Socorro on November 7, 2003, with representatives attending from UNM, NMSU, NMT, WNMU, and ENMU.

One item on our agenda was to agree upon our legislative priorities for the upcoming 2004 legislative session. The following statement represents the consensus of our meeting.

The NMFS Presidents' Council endorses the three legislative priorities of the Council of University Presidents: full formula funding, 5% compensation increase for faculty and staff, and minimizing the tuition credit. However, our Council would like to particularly emphasize the need for a minimum 5% compensation increase as our highest priority.

Faculty salaries at NM universities have stagnated in recent years, barely keeping up with inflation in most years, and in some years falling below the rate of inflation. Given the rising cost of health insurance, in particular, minimal salary increases have been insufficient, and 0% salary increases have in fact been pay cuts. The result is that all of the state's universities have struggled both to retain faculty and to recruit new faculty.

NM faculty salaries are significantly below those of other states; UNM average faculty salaries, for instance, are approximately 10% below those of our peer institutions, and 20% below national averages for large universities. Moreover, these average deficits mask even larger disparities for some faculty, especially senior faculty. Given these figures, a 5% salary increase in 2004 should be the minimum. The future of higher education in NM depends upon maintaining a productive faculty with good morale, and this will only occur if the faculty workforce is adequately compensated for their considerable contribution to the state.

Other issues of concern to faculty include a reconsideration of the state library funding formula, which is out of date. In particular, the current formula does not recognize the increasing importance of electronic periodicals and electronic access to resource materials. Yet another issue is the maintenance of the 135 mile tuition waiver, which is of particular importance to NMSU, ENMU, and WNMU.