



## Faculty Senate

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*Happy New Year! We start the semester at NMSU with on-campus interviews from four Provost candidate finalists. Please make every effort to attend the sessions open to faculty as your schedule allows and encourage undergraduate and graduate students to participate as well. For your convenience, the schedules and link to information about the candidates is below.*

*Warmest regards,  
Gaylene*



### Schedule for on-campus open forums for Provost candidate finalists:

#### **Dr. Adolfo Santos:** Thursday, Jan. 12

- 10 to 11 a.m.: Open forum for everyone (including community members ([Zoom](#)))
- 1:30 to 2:30 p.m.: Faculty and staff forum: ([Zoom](#))
- 2:45 to 3:45 p.m.: Graduate and undergraduate students forum ([Zoom](#))

#### **Dr. G. Eric Skipper:** Thursday, Jan. 19

- 9:20 to 10:20 a.m.: Open forum for everyone (including community members ([Zoom](#)))
- 1 to 2 p.m. Faculty and staff forum: ([Zoom](#))
- 2:15 to 3:15 p.m.: Graduate and undergraduate students forum ([Zoom](#))

#### **Dr. Alan L. Shoho:** Monday, Jan. 23

- 9:15 to 10:15 a.m.: Open forum for everyone (including community members ([Zoom](#)))
- 1 to 2 p.m. Faculty and staff forum: ([Zoom](#))
- 2:15 to 3:15 p.m.: Graduate and undergraduate students forum ([Zoom](#))

#### **Dr. John Z. Kiss:** Thursday, Jan. 26

- 9:15 to 10:15 a.m.: Open forum for everyone (including community members ([Zoom](#)))
- 1 to 2 p.m. Faculty and staff forum: ([Zoom](#))
- 2:15 to 3:15 p.m.: Graduate and undergraduate students forum ([Zoom](#))

Information about each finalist, including résumés, cover letters and online feedback forms, can be found at <https://talent.nmsu.edu/hire/open/provost-search-finalists.html>.

For more information, contact search committee chair Rolando A. Flores Galarza at 575-646-3748 or [acesdean@nmsu.edu](mailto:acesdean@nmsu.edu).

## Faculty Senate Chair January Report

for activities between 12/01/2022 to 1/11/2023

**Chair Office Hours:** Mondays 12 noon to 1 pm via Zoom <https://nmsu.zoom.us/j/96076588455>

Tuesdays 11am-12 noon in person: Hadley Hall Room 20

By appointment 575-646-3402 or [gfasenko@nmsu.edu](mailto:gfasenko@nmsu.edu)

### **Chair Fasenko would like to express gratitude to the following people:**

- Gloria Podruchny (*Faculty Senate (FS) Administrative Assistant*).
- The members of the FS Leadership Committee (FSLC), Chairs of the FS Standing Committees, and all Faculty Senators. Your time and expertise on behalf of your colleagues is valued and greatly appreciated.

### **Ad hoc Search Committees on which Chair Fasenko serves:**

#### **1) Provost and Chief Academic Officer – Finalist on-campus interviews during January 2023**

- Finalist on-campus interviews are scheduled throughout January 2023
- Search committee will convene on Thursday, February 2, 2023 to discuss candidate's strengths and weaknesses; faculty, staff, students and community members are encouraged to fill out the on-line surveys to provide input on each of the candidates
- A report regarding the four finalists will be submitted by the Search Committee Chair (Dean Rolando Flores Galarza) to the Chancellor; Chancellor Arvizu will make the final decision

#### **2) Executive Director (ED), Office of Institutional Equity (OIE)**

- A small pool of candidates applied by the deadline of November 30, 2022
- Search committee members felt that the importance of this position warranted hiring a search firm to recruit a larger pool of qualified candidates
- Anthem Executive Search has been hired to assist in the search
- In the interim, Annamarie Delovato, Deputy Director, is serving as the designated team leader at OIE, and affirmative action responsibilities have moved under Dr. Linda Scholz (Vice President for Equity, Inclusion, and Diversity (EID)) and Gerard Nevarez.
- The OIE investigator positions are back to being fully staffed and the investigators are addressing the cases; caseload numbers are moving in a favorable direction.

|                          | 08/13/22 | 12/22/22 | 1/6/23 |
|--------------------------|----------|----------|--------|
| Title IX                 | 89       | 44       | 46     |
| Incidents                | 327      | 199      | 198    |
| Accommodations Pending   | 137      | 24       | 25     |
| Accommodations Monitored | 206      | 47       | 47     |

### 3) NMSU Chancellor

- Chancellor Arvizu announced that he will be leaving NMSU when his contract ends on June 30, 2023. (***See Appendix of this report for the official announcement.***)
- The NMSU Board of Regents are in the very early stages of arranging a search for the next chancellor; to date, no search firm has been hired and no announcements regarding selection of search committee members have been made
- Chair Fasenko will keep faculty posted as this process continues and will ensure there is faculty representation on the Search Committee

## Regularly Scheduled Board of Regents (BOR) and Committee Meeting Highlights:

### 1) Board of Regents

#### Regular meeting December 8

- Agenda, binder, and archived webcast of the meeting can be found [here](#)

#### Special meeting December 28:

- Notice, agenda and archived webcast of the meeting can be found [here](#)
- Topic 1: A collective bargaining agreement between the BOR of NMSU and the United Electrical radio and machine Workers of America (which represent the NMSU graduate students) has been reached. The full contract can be found [here](#).
- this contract will run through January 1, 2025 but allows for the contract to be re-opened in spring 2023 should the State of New Mexico legislature appropriate money for tuition coverage; if there is no appropriation from the NM legislature, the contract continues
- the contract also allows either party to request to reopen negotiations (only on the issue of compensation) between September and November 2023
- Topic 2: The BOR also voted unanimously in favor to authorize and instruct the NMSU administration to begin the formal process of an executive search for the University Chancellor position.
- The next BOR meeting will be held in Santa Fe on Friday, January 27, 2023 (special meeting) and the notice and agenda will be posted [here](#)

### 2) Regents Student Success

- No meeting in December

### 3) IT Strategic Planning

- Cybersecurity is a continuing ongoing concern but is working to prevent many malicious attempts at accessing the NMSU system
- IT is working towards unifying email across campus as well as upgrading to Banner 9

- IT requested Faculty advisory input as initiatives progress; Chair Fassenko put out a call via email to all Faculty for Faculty to volunteer to serve in an advisory capacity on general IT initiatives as well as cybersecurity
- General IT Initiatives Faculty Advisory Committee Members: Donovan Bailey, Oladayo Bello, Muhammad Dawood, Joan Erben, Myra Garcia, Randee Greenwald, Michael Gregory, Stephanie Nuñez, Carlos Posadas, Lisa Smoak, Erin Wahl
- Cybersecurity Faculty Advisory Committee Members: Hameed Badawy, Christopher Brown, Jovani Catalan, David Daniel, Karen Henry, Brook Milligan, Joshua Reynolds

#### 4) Policy Steering Committee

- Several policies (including revision to [ARP 10.50](#) – *Faculty Alleged Misconduct, Investigation, Discipline, and Appeals Process*) are currently under Policy Steering Committee review
- Drafts of the revised policies will be posted on the NMSU Policy Hub to obtain input from Faculty and other NMSU stakeholders; Chair Fassenko will notify Faculty when policy is available for review and comment

#### 5) Branch Leadership Team

- No meeting in December

#### 6) FSLC/NMSU Leadership (Chaired by Vice Chair Bronstein)

- [Council of University Presidents](#) is taking the lead on advocating to the State of NM Legislature on behalf of all Faculty at all NM institutions of higher learning. They are still advocating for an average 10% salary increase.
- Proposed addition of Equity, Inclusion, and Diversity and NMSU-O as two new Leads 2025 goals were discussed. Many informational forum opportunities were provided to Faculty during November and December 2022. NMSU Board of Regents will be given a presentation on the new proposed goals from Dr.'s Kollmann and Schulz and will ultimately vote on the decision to include them as goals in Leads 2025.
- Chair Fassenko is continuing to work with Clayton Abbey (NMSU Interim VP for Government Relations) to distribute the letter Faculty Senate approved to send to legislators ([Proposition 02 -22/23](#) - *A Resolution to Authorize the Chair of Faculty Senate to Send a Letter to Legislators and the Governor on Behalf of the NMSU Faculty Senate*)
- Clayton recommended that Chair Fassenko bring multiple copies of the letter to Santa Fe on January 27; he will assist Chair Fassenko in distributing the letter to legislators and advocating for Faculty salary increases.

## 7) Campus Planning Committee

- No meeting in December

## 8) University System Budget Committee

- No meeting in December

## 9) Goal 4 Team: Building a Robust University

- January meeting held just prior to Faculty Senate meeting – Chair Fasenko could not attend because of the conflict

### **Additional Regularly Scheduled Meetings:**

#### 1) NMSU Employee and Student Leaders (ASNMSU, Grad Student Council, Employee Council, Faculty Senate) (Bi-Monthly)

- Bimonthly meetings in December & early January were cancelled as all leaders were busy serving as members of the Provost Search Committee

#### 2) BOR Chairwoman Ammu Devasthali (Monthly)

- December 6 – discussion primarily regarding: 1) plan to address the identified disparities in salary between women and men faculty at NMSU, and 2) advocating during the legislative session for NMSU faculty salary increases

#### 3) BOR Vice-Chair Arsenio Romero

- December 21 – discussion was centered around the future direction of NMSU, what broad changes are needed and how to implement positive change

#### 4) Vice Chancellor Johnston (Monthly & Ad hoc)

- Discussion focused on the search for the next Chancellor at NMSU and the NMSU Board of Regents initiating and leading the genesis of this process

#### 5) Provost Campbell (Monthly & Ad hoc)

- No discussions pertaining to NMSU during December

#### 6) Senior Associate Provost Dr. R.T. James McAteer

- Met January 11 along with Vice Chair Bronstein to express concern that the Policy Steering Committee were suggesting waiting to review revisions to ARP 10.50 ([Faculty Alleged Misconduct Investigation, Discipline, and Appeals](#)) until the new Provost arrives
- Chair Fasenko and Vice Chair Bronstein expressed concern that a philosophy of “wait for the new Provost” is not conducive to fairness in due process for faculty, and revising this policy will benefit not only faculty, but NMSU as well as the new Provost
- Faculty Senate executive will continue to advocate for forward progress of this policy and others through the policy revision process

## Ad-hoc Meetings During December:

- 1) **Development of a One-Stop Website Regarding Student Success Resources specifically designed for Faculty** – Dr. Tony Marin (Assistant Vice President Student Affairs Student Engagement) and Rafael Delgado, Associate Director, NMSU Aggie One-Stop
  - Met to continue discussion regarding website for faculty to have one-stop access to all resources that students may need (i.e. mental health, tutoring, financial aid, etc.)
  - Further discussion regarding where the website would be housed
- 2) **Summary of findings provided to Chair Fasenko from Ad Hoc Faculty Annual Evaluation Improvement Committee**
  - Committee Co-chaired by Dr.'s Patricia MacGregor-Mendoza and Martha Mitchell were charged to study the policies and practices across campus regarding faculty annual reviews. Many Faculty Senators were members of this committee.
  - Committee goal was to examine the alignment of college and departmental policies with those found in the NMSU Administrative Rules and Procedures (ARP)
  - Committee found that there was great variability and gaps between department and college policy on Faculty Annual reviews
  - This finding is concerning because the Summer 2022 Faculty salary increase in some colleges was merit based from faculty annual reviews; Chair Fasenko will advocate for continuation of this committee's work and interaction with Faculty Senate
  - ***See Appendix of this report for the committee's findings and recommendations.***

## Appendix

### January 2023 Faculty Senate Chair Report




## Office of the Chancellor

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DATE: January 5, 2023

TO: Our NMSU Community

FROM: Dan E. Arvizu, Chancellor 

SUBJECT: Reflections and My Future Plans

First, let me wish you all a happy New Year. As has been reported, I will end my term as NMSU System chancellor on June 30, 2023, at the conclusion of the five-year contract I signed in 2018. When I first took this job, I had no expectations of receiving another contract or an extension, which is why I've devoted so much energy toward addressing our tasks at hand with urgency. While no one anticipated a global pandemic, or some of the other issues we've encountered along the way, I'm proud of all we've be able to accomplish together.

More than 50 years ago, NMSU changed my life by providing an opportunity to a first-generation kid from Alamogordo who wanted to become an engineer. My time as an NMSU student gave me a head start on a life that would take me around the world. In the last five years, I've done everything I could to pay that forward. I have been rewarded by engaging with our students and their leadership – and I have no doubt in my mind they will go on to do incredible things in the future.

I trust you all recognize that our university is stronger and better-positioned today than it was five years ago, thanks to the tremendous work done by so many in our NMSU community. That process has been enabled by a clear vision and compelling goals and strategies as part of our LEADS 2025 strategic plan. Thank you to everyone who gave so much of yourselves during this time to help advance the mission of our university. Each of you should be proud of our progress – though of course there is still much to do.

My goal over the next six months is to do everything in my power to ensure a smooth transition for our next NMSU leader and position our university to be on the best footing going forward. I have been assured by our regents that I continue to have the full authority of the chancellor position, and I intend to keep our momentum strong for the remainder of my tenure.

I want to again extend my gratitude for the privilege of serving this institution for five wonderful years. This continues to be an outstanding university, and serving NMSU as chancellor has been my honor.

Go Aggies!



# Faculty Annual Evaluation Improvement Committee

## Summary of Activities

**Objective:** This committee was founded to study the policies and practices in place across campus regarding the annual review for faculty. Our goal was to examine the alignment of college and departmental policies with those found in the university Administrative Rules and Procedures (ARP).

### Recommendations

Based on the findings, Martha, Patricia, and Lauren make the following recommendations for proceeding with the project:

- Colleges should engage in an internal examination of their policies to ensure that their policies and procedures are explicitly outlined and aligned with relevant policies in the ARP. This step will likely require intervention on the part of the incoming Provost to advance in meaningful ways.
- Colleges may wish to examine the College of Arts and Sciences for examples of policy alignment.
- Policy documents should use terminology regarding faculty classifications consistent with ARP that clarifies to whom the annual faculty review policies apply.
- Future committees charged with examining policy documents should begin with college-level documents before proceeding to departmental level documents.

### Establishment of Committee

Drs. Martha Mitchell and Patricia MacGregor-Mendoza were chosen as co-chairs of the committee. We met with Drs. Lauren Goldstein, Interim Provost Dorothy Campbell, and Vice Chancellor Ruth Johnston to clarify the mission of the committee. With great support from Lauren, we established the committee's charter, timeline and overall workflow. We invited colleagues from a variety of disciplines intentionally including representation from Faculty Senate and tenured and college track faculty from NMSU and DACC. We held a kickoff meeting, informed the members of the objective, took on recommendations and made adjustments to the charter with input from them and Dr. Campbell. We met with another faculty member (Priscilla Bloomquist) whose interest in intersected with that of the committee regarding documenting credit for interdisciplinary efforts but opted for her and our committee to work in parallel with each other staying in touch as needed.

### Work plan

Dr. Campbell requested department heads and deans submit policies and forms related to the annual review process. These documents were submitted to Lauren via OneDrive. Given the enormity of the task, we intended to focus first on the college-level policy documents. Patricia prepared a chart containing the relevant policy stipulations regarding the annual review process for all faculty and developed a work plan that envisioned a lead and two reviewers for each college policy (attached separately). Martha, Patricia and Lauren met on several occasions to examine the feasibility of the plan with the documentation that had been received and realized that there were serious deficiencies in the quantity and quality of the documentation available. The three of us met with Associate Provost James McAteer for guidance, and he advised that we summarize our findings and provide brief recommendations for the incoming Provost and subsequently inform the committee members.

### Summary of Findings

Our review of the policy documentation provided indicated that

- The College of Arts and Sciences had the most explicit set of policies that could be evaluated for alignment with the ARP.
- Many other colleges did not have specific policies outlined, rather simply referred to or invoked sections of the ARP in a sentence or paragraph.
- College policies were inconsistent in their terminology at times referring to "all faculty" "regular faculty" "college-track faculty" "part-time faculty" "non-regular faculty" without making distinctions between them.
- Many college policies conflated the faculty annual review process (representing the performance evaluation of college-track, pre-tenured and tenured faculty and has implications for salary increases) with the annual review of progress toward promotion and tenure.