

Hello everybody!

I have been working on a letter for the governor and legislators, emphasizing to them the reasons why R1 is an impossible goal without more attention to faculty salaries, given that we are hemorrhaging early- and mid-career faculty. That has been my main senate-related goal this month.

I also went to several meetings on September 12 and here are my takeaways:

**ADAC: There was no ADAC meeting on the 5th due to labor day, so it got pushed to the 12th.**

1. There was a discussion about ASNMSU Senate's decision to allocate \$15 million for the football locker room, and Garrett, the President of ASNMSU explained that this is a regent priority rather than an ASNMSU priority.
2. Then there was a long discussion of digital badging. There is already some digital badging offered through NMSU on demand, which is mostly for employers wanting their future employees to come in with certain training. There is a new movement afoot to offer academic digital badging that will give students a way to capture the skills that they are learning rather and to show their academic identity on social media and whatever. Tony Garcia, the Associate Dean of Engineering, is a big advocate of badging and thinks that eventually universities won't exist and that people will cobble together skill sets by collecting badges from many different institutions. Anne Hubbell was concerned that digital badging is expensive for departments to set up and incurs an additional expense for students to earn.
3. There is a shortage of Minimester 2 classes but as always, there is a monetary constraint and nobody has received any inkling of whether there is enrollment management money available.

### **Space Committee, September 12 2022**

DLR group, which was hired by the administration to do a major retooling of central campus, is presenting about reconfiguring "central campus," but they basically mean the classroom and office space for the college of arts and sciences.

They did a survey of faculty and met with student leaders.

1. They are seeking to update the space metrics, including shrinking faculty office sizes to an average of 160 sq ft. “Reclaim and repurpose that space.” Some programs and departments will be relocated.
2. “Pilot multiple opportunities for workplace environments”
3. All classrooms need to be set up for hybrid
4. All classrooms need to be scheduled centrally because departmentally scheduled classrooms are not improved at the same rate.
5. Labs need to be flexible enough to support multiple courses to increase utilization.

954 faculty and staff participated in the survey: but 66 percent of those were staff. 79 percent of people went to campus 5x a week before the pandemic, 51 percent now.

The top things people wanted were parking, more shaded space, more student assistance. Faculty want classrooms that are more flexible, supporting both lecturing and student collaboration. People were not fond of hy-flex or traditional lecturing classroom environments.

They are talking about setting a standard number of square feet for offices, and letting departments fight it out. It does not appear that DLR has ever seen the inside of a faculty office at NMSU and has no idea what faculty do in there. They also didn't know the range of class sizes. I am the only faculty member on the space committee and so even though I was a loud voice, I was only one voice. The upshot of this meeting was that I called an emergency meeting of FSLC so that DLR could talk to more faculty, but there were only about 7 people present at that meeting.

### **Policy Steering Committee, September 12, 2022**

Yes, this was my third zoom meeting of the day.

There is a new process for proposing revised ARP policies and Gaylene and I are on that committee. Policy changes can come to faculty senate in two different ways: one by being introduced to the PSC originally, or through the faculty senate as a bill. Either way, if it's an academic policy, it will hit faculty senate as a stakeholder. It seems quicker to directly introduce proposed policy changes to PSC rather than having them come through FS as a bill because otherwise FS is on its own writing the proposed policy draft rather than having help from Ermelinda.

Then the group discussed 10.50, the policy that enables investigation and discipline of faculty. I asked specifically what part of the policy appeared to enable NMSU to hire an outside law firm to investigate a faculty member since it was nowhere in the policy; and why supervisors were not being consulted as the first line of inquiry since that IS listed in the policy. Gaylene asked how anyone would know, if someone approached them from an outside entity, that the investigation

was legitimate. Ermelinda said in fraud investigations it is often best not to let the person being questioned know the questions beforehand so that they are “fresh” answers, and provided a link to a shrm page.

I also asked about due process and that people being investigated were not being told what the investigation was about or who had alleged something about them. Mariah, who was at the meeting representing the University General Counsel’s office, said that if faculty are being investigated without being told about what and on whose allegation, they are being denied due process, and she noted that even the flawed policy as written was not being followed consistently. She recommended that in addition to the policy being rewritten, that all entities empowered to conduct investigations on campus be trained on following policy, and have it impressed upon them that there are legal consequences to not following policy.

Mariah promised to follow up with me but has not done so to date.

Finally, I also attended UPAC, and the biggest thing to note there is the approval of both the Chicano Studies and Borderlands and Ethnic Studies minors. All of this is related to Prop 1, the recognition that the BEST department is in the process of moving to the HEST college.

My office hours are Mondays from 8-9 am in Breland 225 and by appointment; I’m happy to meet with anyone by zoom really almost any day of the week, so feel free to shoot me an email.

All best,  
Jamie Bronstein  
Vice-Chair, Faculty Senate