

NMSU Faculty Senate Meeting

April 6, 2023; 4:00 p.m.

Milton 85 and Zoom

MINUTES

1. Call to Order - Meeting called to order at 4:03 p.m.

2. Recognition of Guests

Carlos S. Lobato, Chief Information Security Officer

- WordPress – change to personal web hosting

Carlos Lobato gave a briefing on Risk-based Cybersecurity. His focus, in terms of cybersecurity, is to enable the NMSU business and the academic side is at the very heart of that. They have to balance cybersecurity with the business. They want to ensure they are enabling the mission of the University and that they are doing it in a safe way, because there are hackers out there.

He provided an explanation about the change to personal web hosting and presented concise information about cybersecurity breaches and threats, including

- How they happen
- WordPress vs Cascade (WordPress has lots of security vulnerabilities; Cascade is more secure)
- Data Breaches and Cost (damage to brand, financial expense, regulatory compliance)
 - NMSU has a program participation agreement with the US Department of Education and some of the terms and conditions have to do with being cybersecurity compliant.

NMSU currently has two web platforms, as far as personal web hosting at NMSU (Web.NMSU.edu and Wordpress.nmsu.edu). Carlos also provided data related to the number of NMSU personal websites that are active/live, updated in the last year, and those that have not been updated nor logged in over a year. He also discussed:

- Risk-based cybersecurity approach-Principals (e.g., protecting the brand of NMSU. The impression that people get from NMSU when websites have not been updated in over a year.)
- Personal Web hosting change
- Change timeline and options
 - April 15 – they are planning to archive, not delete, inactive personal websites that haven't been updated in a longest time. Then they were going to move the remaining personal web sites behind the firewall on May 14, but as part of a recommendation from faculty at the Senate Leadership last week, they decided to extend it to the end of the fiscal year.

Carlos is open to faculty ideas and faculty can reach out to him to answer any additional questions.

Question and Answer session followed.

3. Approval of Agenda

Moved and seconded to approve agenda.

Agenda approved.

4. Approval of Minutes of March 2, 2023 meeting

Moved and seconded to approve minutes.

Minutes approved as submitted.

5. Reports of Officers

FS Chair, Gaylene Fasenko

- Legislature – It seems that NMSU got most of the things we asked for, but it's not official until the Governor signs the budget.
- Incoming Provost will be joining NMSU on April 17.
- Chair Fasenko, on behalf of faculty, staff, and students, thanked Interim Provost Campbell for all the good work she has done for NMSU.
- The position for Dean of the Grad School is progressing. Some good candidates have been identified and hopefully we will be doing some interviews in the coming weeks.
- Office of Institutional Equity Director – The search committee is continuing to recruit and they hope to have someone in place by June.
- Board of Regents – NMSU has two new regents: Mr. Garrett Mosely and Ms. Debbie Romero.
[See full chair report on FS website.](#)

FS Vice-Chair Jamie Bronstein

- We seem to have hit a wall, in terms of the Policy Steering Committee, and getting any of the policies proposed by the Faculty Senate into beginning step of the policy flow chart. There have been committees that have worked hard all year to look over policies and make changes, and we're pretty much getting rejected by the executive team.
- Chair Bronstein commented that she's heard back from some of the senior senators who are running elections for next year's senate seats. It seems there have been some ICT related issues with creating the vote ballots in a timely manner. One of things the Faculty Sente might want to consider next year is alternate means of conducting the senate elections.
[See full Vice-Chair report on FS website.](#)

6. Reports of Standing Committees

Budget and Resources – Vimal Chaitanya, Chair

Committee Chair Chaitanya unavailable to present committee report.

Senator Erickson noted that at the end of the committee meeting they set up a subcommittee. They summarized pretty much what the Committee's thoughts were during the meeting. The document will be reviewed later in this meeting.

[BR Committee recommendation for faculty compensation increases](#)

University Planning

Committee Chair Pina unavailable to present report.

Chair Fasenko noted that the committee was granted an extension of a month to continue to work on Proposition 05-22/23 related to faculty workload.

[See UP committee report on FS website.](#)

Curriculum and Programming – Megan Papesh, Chair

Committee met on March 9.

They discussed potentially meeting to talk about LEADS 2025 Goals, 5 & 6, and the Key Performance Indicators for those, but they were never sent to the committee.

They finished their draft of a proposition for changes to the Viewing the Wider World catalogue language and it's been forwarded along.

The committee also finished all of their revisions for Chapter 4 ARP, with the exception of ARP 4.69 because it needs o be handled by the office of Digital Learning.

[See full CP committee report on FS website.](#)

Research and Creative Activity - Erik Lehnhoff, Chair

Committee chair Lehnhoff unavailable to present committee report.

Senator Arslan commented that the committee's current mandate is evaluate ARP 11.01 to study performance evaluation of the University Research Institutes and Centers. They have analyzed some of the institutions such as Colorado State and some benchmarking institutions. The committee is working on the initial draft they put together.

[See RCA committee report on FS website.](#)

Diversity, Equity, and Inclusion

Committee is waiting on feedback on Proposition 05-22/23, which is being reviewed by University Planning Committee.

Senator Price met with Dr. Scholz, DEI VP and making sure that faculty are being considered in DEI efforts. The committee are going to help draft some KPIs that align with the DEI VP office.

[See DEI committee report on FS website.](#)

Student Success

The committee finished up their revisions for ARP 4.46, authorized absences. They are going to look over one more time at their next meeting and pass it on to the Policy Revision Committee. They are still working on the flowchart.

[See SS committee report on FS website.](#)

7. New Business - None

8. Unfinished Business - None

9. Other Business

a) Review of equitable salary distribution recommendation from Faculty Senate

Faculty reviewed the salary distribution data and recommendation and discussed how they would like to provide input to upper administration regarding faculty salaries. Minimum and median salary data for each faculty category was provided.

Based on feedback from faculty who responded to the email requesting input, the big theme across the board was that faculty felt that anybody that doesn't meet their minimum of what is expected of them shouldn't get any raise.

Chair Fasenko put together four suggestions based on feedback received from faculty. Lengthy discussion followed in favor or against each of the four suggestion and at the end of discussion the faculty was given the opportunity to cast an anonymous vote for their preferred selection.

Votes cast (43) - 42 online, 1 on telephone

Option A:	YES: 18	42%
Option B:	YES: 10	23%
Option C:	YES: 9	21%
Option D:	YES: 6	14%

b) Faculty advocate at future legislative sessions

Chair Fasenko asked the standing committees to take time in their upcoming meetings to discuss how we might appoint or recruit someone from faculty who can serve as advocate at legislative sessions.

- c) Review and revision of Faculty Annual Review Procedure and Processes
Tabled.

Other discussion: Faculty member remarked there is a big uptick in grievance being filed and a short discussion and comments followed:

- It has become clear that there is not any office or mechanism for holding people accountable (i.e., administrators, deans or sometimes department heads).
- Faculty need to band together in support of a set of grievance procedures that are contractually enforced.

10. Remarks and Announcements

- a. FS Chair, Gaylene Fasenko

Chair Fasenko thanked the senators for representing their constituents in their respective colleges.

- b. FS Vice-Chair / SLC Chair, Jamie Bronstein

11. Adjournment - Meeting adjourned at 5:20 p.m.

Present: Chair G. Fasenko, Vice-Chair J. Bronstein, A. Abdelkefi, T. Aguirre, T. Allred, S. Angadi, F. Arslan, H. Badawy, L. Bittner, F. Boutsen, M. Burkardt, T. Cole-Dorn, T. Conner, C. DeBlieck, G. Duff, D. Edgar, M. Elshinawy, C. Erickson, M. Fahrenbruck, J. Flora, S. Gordon, N. Hamilton, B. Hampton, J. Hoffman, D. Irvin, A. Lanasa, S-R Lee, T. Manz, M. Niculescu, L. Olivas, M. Papesch, T. Price, S. Ramos, G. Romero, L. Saiki, J. Schulz, R. Schultz Chiovitti, T. Schumacher, K. Sharp-Hoskins, P. Skelton, J. Tomaka, P. Toups Dugas, M. Valadez-Barnet, H. Wang, RecSec. Podruchny

Absent: F. Arakawa, A. Ashley, M. Buenemann, V. Chaitanya, T. Cleveland, M. Darapuneni, W. Fedio, R. Figueroa, E. Gamboa, I. Hansen, K. Kopera-Frye, E. Lehnhoff, W. Lyra, M. Mapp, J. Mullen, S. Noe, G. Pina, S. Rahman

Guests/Other: Provost Campbell, Incoming Provost Shoho, J. McAteer, C. Lobato, C. Bond, R. Villegas Arguelles, R. Becker, M. Hout, S. Koukel, S. Beck, B. Drach, M. Finno-Velasquez, Sharon, N. Camp, A. Santiago, U. Peters