NEW MEXICO STATE UNIVERSITY

Faculty Senate Leadership Committee (FSLC) Meeting

MINUTES

Facilitator and Chair: Oladayo Bello
Date: 29 October 2026
Time: 4:00-5:00pm
Location: ROOM: **Senate Gallery, Room 304, Corbett Center Student Union (CCSU)**
ZOOM: https://nmsu.zoom.us/j/86577180548

Attendance: Senators (Abdelkefi, Bello, Bengtson Burkardt, Campbell, Cook, Erickson, Garay, Hanson, Holguin, Kemp, Lopez Gallagher, Manis, Murga, Obregon, Palacios, Pimentel, Sandstrom, Sievert. Guests: AVP Hernadez and FS Chair Finlator. Recording Sec: Mari. Cisneros

Call to Order

- At 4:01pm, the meeting was called to order, and Sen. Bello welcomed all attendees.

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1. Welcome and agenda approval

- The agenda was presented for approval, there were no additions or changes, a motion to approve the agenda was moved, seconded and the agenda was approved.

2. Approval of minutes of 09/24 meeting

- The minutes of the previous meeting were presented. There were no additions or changes, a motion to approve the minutes was moved, seconded and the minutes were approved.

3. Guest introduction and presentation

- NMSU Higher Learning Commission (HLC) Accreditation by Associate Vice Provost for Institutional Effectiveness, Cecilia Hernandez, who is in charge of the institution's accreditation. She presented an update on NMSU's upcoming 10-year comprehensive review by HLC, scheduled in just over 15 months. Her talking points are as follows:
    - A writing team has been working on the review for over a year and is making good progress on the four accreditation criteria.
    - Criteria 1 and 2 are progressing well, as they rely largely on historical data already on hand. The main challenge is Criterion 3, which focuses on assessment, academic program review, and student success. During the previous mid-cycle review, concerns were raised regarding insufficient assessment data and supporting evidence. Inconsistent reporting of student learning outcomes across academic programs has been flagged particularly those without external accreditation requirements. and NMSU is working to strengthen its evidence base. Criterion 4 covers institutional operations, including financial and structural matters.
    - There are changes to federal compliance requirements, including additional student reporting and increased emphasis on risk indicators related to student success, completion, and graduation rates. Efforts are underway to improve assessment reporting and strengthen the supporting documentation.
    - She emphasized the importance of faculty and departmental participation in preparing for the review to ensure NMSU maintains its continuous accreditation, which has been in place since 1926 and the institution is committed to preserving that record.
    - Faculty Senate volunteer is needed to support the writing team for Criterion 4.in addition the perspective of the faculty senate leaders may be required anytime and she can call on the faculty senate leadership to review, provide feedback and edit to achieve thoroughly assessed submission though the document is limited to 35,000 words. The review is for a 5 year cycle so data ids from 5years ago.

Questions/Comments	AVP Cecilia's Hernadez's response/s
Sen Erickson asked about the specific federal guidelines that have changed, and how they might affect NMSU's accreditation. He also asked about salaries post-graduation for graduate programs, whether it is going into effect.	AVP Hernadez mentioned that the HLC is now requiring more detailed student count reporting and has added student success risk indicators related to completions and graduation rates. She said that salary reporting for graduate program completers is expected to go into effect sometime next summer but has not yet been implemented.
Sen. Sievert asked about the type of data that may be lacking and whether this deficiency in Criterion 3 assessment data is systematic or isolated	AVP Hernadez responded saying that it is systematic. Programs have not been consistently reporting student learning outcomes. Programs with external accreditors tend to be more diligent, and have stronger assessment practices, while others without that oversight have fallen behind. She acknowledged that Students' Learning Outcomes have not been consistently tracked
Sen. Sandstrom wanted to know specifically what Faculty Senate needs to provide for the accreditation review.	AVP Hernandez said Faculty Senate should provide access to evidence files such as meeting minutes and agendas that demonstrate a functioning shared governance structure. A volunteer is also needed for the Criterion 4 writing team.
Se. Bello encouraged senators interested in volunteering to assist with Criterion 4 to contact her or Dr. Hernandez directly.	AVP Hernadez noted that Faculty Senate as a whole may be asked to review draft sections and provide feedback. She mentioned that Sen. Erickson is a volunteer on the writing team. Sen. Bello is also a part of the Criterion 2 writing team. There may be an output by December from the executive writing team and Faculty Senate may be approached for feedback and perspectives on the document.

4. Committee reports and feedback

1. Standing committee

- Access, Opportunity, and Outreach Chair, Sen. Lopez-Gallagher reported that the Access, Opportunity, and Outreach Committee met on October 21st with a quorum. There were no guests attending the meeting and they did not have any legislation assigned at this time. However, members reviewed and suggested revisions to the Faculty Senate elevator speech document, with comments posted to a shared OneDrive file. The committee also discussed the Compact for Higher Education 2.0 and unanimously recommended that NMSU not engage with or respond to the national call document from the Department of Education, citing concerns about potential repercussions and vulnerability to future federal policy changes.

- Budget and Resources Chair, Sen. Erickson reported that the Budget and Resources Committee met and was briefed by Clayton Abbey, Assistant Vice President for Government and Community Relations, aka the lobbyist, on NMSU's legislative ask for the upcoming session. The committee discussed concerns regarding the largest single funding request being allocated to athletics. Mr. Abbey explained that the University of New Mexico (UNM) is also requesting significant funding for athletics and that there appears to be legislative interest in supporting these requests. He emphasized the importance of seeking funding opportunities where legislative support is available while also pursuing funding for other university priorities. Mr. Abbey encouraged faculty to support NMSU's legislative requests and emphasized the importance of presenting a unified message. He encouraged faculty members with concerns or questions to contact him directly to obtain information and better understand the university's funding priorities. Sen. Erickson, drawing on his expertise in state and local economics, also discussed the state budget outlook, noting that increased revenues, particularly from higher oil prices, have resulted in additional funding available for the upcoming fiscal year. NMSU's legislative requests include salary increases for faculty and staff, as well as additional funding for university operations. He noted that although revenue growth is projected to slow the following year, this may be due to the unusually strong growth in the current year. He explained that the state's revenue forecasting models may contribute to the lower projections. However, legislators are expected to base spending decisions on the official revenue forecasts. Sen. Erickson concluded that the current budget outlook is favorable, although future revenue growth remains uncertain.

Questions/Comments	Response/s by Sen. Erickson
Sen. Bello asked about the conclusion or implication of the direction of the budget on NMSU	Sen. Erickson responded that Santa Fe has increased the budget fairly substantially, so there's a lot of what they call new money. He said that the money is the delta in the budget for next year. For the out property budget for next year, there's a fair amount of money for this year coming up. So, this should be a fairly good year. They earned more than they expected this year because of high oil prices. So, the request for raises for faculty is underway.

- Curriculum and Planning Chair, Sen. Sandstrom reported that the committee did not meet this month due to a lack of agenda items. A meeting is planned for next month.

- Faculty Success Chair, Sen. Manis reported that the committee met on October 22 and advanced several items. Two draft propositions were developed regarding generative AI: nd the other, prohibiting evaluators from using AI in those evaluations. The committee also discussed an. Additional items included a draft proposition on community college full-time teaching load and a draft resolution on online class sizes. The Compact for Higher Education 2.0 discussion was deferred to a future meeting.

- Sen. Manis reported that the Faculty Success Committee met on October 22 and discussed several items. The committee reviewed two draft propositions addressing the use of generative artificial intelligence (AI) in Faculty Annual Performance Evaluations and another on establishing standards for faculty use of AI in annual performance evaluation submissions. Sen. Manis, serving as the lead sponsor, requested feedback from committee members before presenting the propositions to the Faculty Senate Leadership Committee. Several committee members agreed to serve as co-sponsors. The committee also discussed the initiative on performing an inventory of faculty and staff awards across colleges and community colleges and the establishment of an Employee Recognition Council. Committee members were assigned to gather information on existing awards from their respective colleges, community colleges, and branch campuses. The information will be compiled by Sen. Manis and forwarded to the Faculty Senate Chair and Vice Chair. Additionally, the committee continued discussions from September regarding a draft proposition on full-time faculty teaching loads at community colleges and a draft resolution addressing online class sizes. The committee plans to continue working on these items at its next meeting. Due to time constraints, the committee was unable to discuss the Compact for Higher Education 2.0.

Discussions/Comments
Sen. Finalator noted that proposed changes affecting faculty teaching loads may be difficult to implement because they involve working conditions covered by the collective bargaining agreement (CBA). While Faculty Senate may provide recommendations, the administration would be unable to implement changes affecting full-time, tenure-track and tenured faculty until the CBA is resolved. Changes affecting only part-time and adjunct faculty may be considered separately, since the CBA does not cover them
Sen Finlator reported that President Ferme mentioned that other Presidents do plan to organize responses to the Compact for Higher Education 2.0, however not in coordination with NMSU. President Ferme expressed interest in working with Faculty Senate to develop a response consistent with Faculty Senate's previous position on Compact 1.0. Sen. Finlator emphasized the importance of providing timely feedback to the President before the December 31 deadline to allow sufficient time for consideration and action.
Sen. Bello said response to Compact 2.0 would be assigned to a committee that will distill and consolidate all committees' feedback for synergy.

- Student Success Chair, Sen. Campbell reported the committee discussed two main issues. First, members considered renaming the Follett materials link in Canvas to make it more transparent to students, **It's not**

necessarily obvious to students where their textbooks are, but no conclusion was reached due to disciplinary differences in how the link is used. The committee plans to follow up with Robbie for further discussion.

Second, the bulk of the meeting time was spent on the Doctoral Accelerated Pathway (DAP) proposal from the Graduate College. She mentioned that Curriculum and planning had already discussed it and had some reservations. The SS committee expressed concerns regarding program requirements, admission timelines, and students transitioning from the Master's Accelerated Pathway (MAP) to the DAP. Sen. Campbell proposed developing a design worksheet/framework to help departments establish guidelines while allowing flexibility across disciplines. She had also drafted a proposition based on concerns raised by the Student Success and Curriculum and Planning Committees. She said that most of the concerns raised in the meeting were disciplinary related decisions. These include who gets admitted, if a student starts in a map, can they switch to a doctorate? There are some restrictions in the map that would not have facilitated that for example, differences in the cut-off points. The program is opt-in by departments and has to be defined by the department but implementing the guidance and guardrails to be provided.

Discussions/Comments
Sen. Bello noted that the draft proposition would be assigned to the Curriculum and Planning Committee for further review and to be voted on with the goal of bringing it back to Faculty Senate for consideration in December.
Sen. Sandstrom requested for Student Success representatives to attend Curriculum and Planning committee meeting to provide context or contributions.
During discussion, it was clarified that the draft had not yet been formally reviewed or endorsed by the Student Success Committee. The importance of providing timely feedback to the Graduate College without delaying the proposed January implementation was noted.

- Research and Creative Activity Chair, Sen. Holguin reported that the Research and Creative Activities (RCA) Committee met on October 13th with a quorum but no official business. Members discussed concerns about active administrative-level searches and provided informal feedback. The committee also collected initial responses to the Compact for Higher Education 2.0 in an internal document. The next meeting is scheduled for November. Sen. Holguin later indicated that Dt. Bill Dial, VP for HR, said that after the search is complete, that he totally would welcome to have a sitdown conversation on how they can improve any of the search processes and feedback, so he's very open to improving processes. Sen. Holguin made a call for anyone with feedback and suggestions to reach out to him, as he plans to have a conversation with Dr. Bill Dial in the near future.

2. Reports of Senators on External committees

- Graduate Faculty Council: **Sen. Tian**: No report
- Integrated Campus Development Plan Core Working Group: **Sen. Pimentel:** No report
- Global Faculty Advisory Council: **Sen. Manis:** Senator Manis reported about attending the Global Faculty Advisory Council meeting, where he raised concerns regarding proposed revisions to ARP 4.69. The revisions had been delayed due to leadership vacancies and departures within NMSU Global. He requested that previous comments and feedback be shared with council members to allow discussions to continue with the incoming Vice President of Global without further delays. During the meeting, he also discussed concerns regarding online class sizes and instructional quality. Council members generally agreed with the concerns but expressed uncertainty about GFAC's authority to address these issues. Additionally, council members expressed concerns that GFAC had not been formally included in the interview process for the Vice President of Global position. He noted that although faculty senators were involved in the interviews, no specific meeting with GFAC had been arranged. He concluded that these matters would benefit from further discussion and consideration by the council.

5. New Assignments

- Establishing an ad-hoc committee for awards and recognition: **FS**
  - **Faculty Success Committee** was assigned to establish an ad hoc committee on awards and recognition. The assignment includes determining the committee's composition, faculty representation, purpose and charge, and timeline for completing its work. Sen. Bello clarified that the proposed ad hoc committee would be

separate from the Employee Recognition Council, which has not yet been established. The ad hoc committee would gather information on existing awards and recognition programs, identify opportunities for improvement, and provide recommendations to the Employee Recognition Council.

Questions/Comments	Response/s by Sen. Bello and other members
Sen. Erickson asked: What is the expected output from the ad hoc awards and recognition committee? He mentioned that in the past, there were workflow issues when committees are given assignments without deliverables either in form of a report or proposal.	Sen. Bello mentioned that the output should be a formal proposal to be developed and submitted to Faculty Senate at the next monthly meeting. The proposal should outline the establishment and charge of the ad hoc committee,. Sen. Bello agreed to include this expectation in committees' assignment.

- University wide policy for online exam proctoring and authentication: **AOO**
  - **Access, Opportunity, and Outreach Committee** was assigned to investigate the development of a system-wide policy on online exam proctoring and authentication. The committee is to consult Policy Steering Committee procedures (ARP 1.10) and determine the appropriate steps for initiating a formal policy, with the expectation that a resolution will eventually come before the full Senate for a vote.

Questions/Comments	Response/s by Sen. Bello and other members
Sen. Lopez Gallagher asked: Should the online exam proctoring policy go through the Senate as a resolution before being implemented? She also raised a concern about initiating a campus wide policy.	Sen. Bello said yes, eventually. However, the first step is to consult the Policy Steering Committee to understand the process. Faculty Senate can initiate a policy without needing prior permission, and the goal is to craft a proposal that is then brought forward for broader review and eventual Senate vote. She noted that the assignment follows concerns raised by Senator Murga regarding academic integrity and student identity verification during online examinations, particularly with the increased use of artificial intelligence (AI).
Sen. Garay asked: Who initiated the proposal for a system-wide online exam proctoring policy?	Sen. Bello note that Sen. Murga raised the concern during Faculty Senate Leadership meeting with Administrative Leadership discussions. It was brought to the President and Deputy Provost, who gave the go-ahead to consult the Policy Steering Committee and develop a policy if none currently exists. Sen. Erickson weighed in mentioning that any Senator or individual Faculty can propose a legislation or policy without the permission of the ARP, there are no restraints. He said this is something that's very, very important, and thinks faculty leadership is critical on it. So, the goal should be to craft a proposal that can be taken to leadership for consideration. Senator Campbell clarified that faculty members may initiate policy proposals, but the responsible administrator, likely the Provost in this case, must approve the submission for consideration by the Policy Steering Committee. He noted that the review process includes opportunities for campus-wide feedback, including Faculty Senate. Senator Erickson emphasized the importance of faculty leadership in policy development and suggested that Faculty Senate take an active role in preparing a proposal rather than seeking permission to initiate the process. Sen. Bello also emphasized the growing need for student authentication measures, particularly with the expansion of NMSU Global and increased use of AI. Sen. Sandstrom pointed to ARP 1.10 parts 1-6, it outlines the university's policy development procedure. He recommended consulting with the Policy Steering Committee to determine the next steps.

- ARP 6.70: Searches for Academic Administrators, last updated on 2/01/2010: **RCA**
  - Research and Creative Activity (RCA) Committee was assigned to work on the review. Sen. Bello noted that the committee had already begun working on this task and required no further discussion.
- Policy or document on the duration of the availability of course resources and assessments on Canvas: **C&P**
  - **Curriculum and Planning Committee** was assigned to review and potentially amend the existing policy on the duration of student access to Canvas course content after a semester ends.

Discussions/Comments
Robbie Grant provided historical background on Canvas course access restrictions, noting that they were implemented in 2013 in response to concerns raised by the Faculty Senate and faculty regarding the sharing of course materials across semesters. The initial access period, established as seven days before and after the semester, was subsequently revised to extend through seven days following official grade posting. During the COVID-19 pandemic, pre-semester access was extended to fourteen days, resulting in the current access period of fourteen days before the semester begins through seven days after official grade posting. Robbie further clarified that these access periods are configured through the Learning Management System (LMS) integration tool (ILP) and are subject to modification.
Sen. Bello requested the committee to assess whether this policy remains appropriate given the current academic landscape, instructional needs and changes in technology, then consider updates.
Sen. Burkardt expressed concerns about allowing students indefinite access to course materials, particularly assignments, assessments, and solutions that faculty may reuse in future semesters. She noted that extended access could discourage faculty from posting certain instructional materials in Canvas.
Sen. Sandstrom commented that students have historically retained textbooks and other course materials beyond the end of a semester.
Senator Burkardt clarified that her concerns were specifically related to active course materials, assignments, and assessments rather than textbooks.

- Proposal to add information/note to course registration page: **SS**
  - **Student Success Committee** was assigned to develop a proposition that notes should be included on students' course registration pages so that students are aware of additional information related to the course This is to address a recurring concern raised by Sen. Burkardt and Sen. Murga, which was taken to the Associate Deans Academic Council (ADAC) for consideration, but has no concluded solution till date. Sen. Bello emphasized the need for a formal proposition to address this ongoing concern, which would be taken back to ADAC for further discussion.
- Compact 2.0 and Faculty Senate Social Event: **B&R**
  - **Budget and Resources Committee** was assigned to handle the Compact for Higher Education 2.0 response and to plan a Faculty Senate social event. The B&R committee should work with the Recording secretary to coordinate the social event.
- 08-26/27: Establishing Standards for Faculty Use of Generative Artificial Intelligence in Annual Performance Evaluation Submissions: **AOO or B&R or RCA**
  - **Budget and Resources Committee** was assigned to handle the proposition on faculty use of generative AI in performance evaluations submissions.

Discussions/Comments
Sen. Erickson expressed concerns regarding the structure of the proposition, noting that it was formatted as a memorial rather than a proposition. He recommended moving the "whereas" statements to the discussion section and placing the requested action at the beginning of the document. He suggested revising the format before submission to Faculty Senate to avoid the need for amendments during the meeting. He also offered to assist with the revisions to allow the proposition to move forward in a timely manner.

- 09-26/27: Prohibiting the Use of Generative Artificial Intelligence by Evaluators in Faculty Annual Performance Evaluations: **AOO or B&R or SS**
  - **Student Success Committee** was assigned the proposition prohibiting faculty evaluator's use of AI in performance evaluations.

Questions/Comments	Response/s by Sen. Bello and other members
Sen. Manis asked: Is NMSU Copilot considered safe for use by administrators when reviewing faculty annual performance reports?	Sen. Cook responded that NMSU Copilot operates under enterprise data protection through Microsoft, which provides a higher level of security than general AI tools. He shared that he allows students to use NMSU Copilot for coursework but restricts the use of other AI platforms. He suggested that administrators could similarly be permitted to use the university-approved platform, while acknowledging concerns raised by others regarding AI and data privacy. However, some committee members expressed skepticism about trusting any AI with sensitive faculty data. Sen. Bello raised a concern about the risk of compounding errors if inaccurate information is processed repeatedly.

- 10-26/27: Support for Further Development and Implementation of the Doctoral Accelerated Pathway: **C&P**
  - **Curriculum and Planning Committee** was assigned to review the proposition and vote on it during the committee's next meeting before the full senate meeting in November.

6. Chair's report and Vice Chair's report

- Deferred to full senate meeting due to time.

7. Other Business: Discussion, Concern and Questions

- **None**

8. Announcement and Remarks

- A Faculty Senate volunteer is needed to assist with Criterion 4 of the upcoming Higher Learning Commission accreditation review. interested in senators should contact AVP Cecilia Hernandez directly or Sen. Bello.
- Volunteers are still needed for the first-year, first-semester initiative.
- Sen. Bello encouraged members to visit and support the Criminal Justice Clothesline Project displayed at Branson Hall Library. The project features T-shirts created by individuals sharing personal experiences of trauma. The display will be taken down the following day after the library closes at 4:30 p.m. With permission, some materials may be included in the institutional repository and used for research purposes.
- Sen. Bello noted that she would present her report during the full Faculty Senate meeting.

Adjournment

- The meeting was adjourned at 5:02pm by Chair Bello thanking everyone for a productive afternoon. The next meeting is scheduled for 11/19, 4-5pm.

Action Items

Action Item	Responsible Member/s	Target Timeline
Defining the composition, charge, and timeline for an ad hoc awards and recognition committee and submitting a proposal at the next FSLC meeting	FS	November
Review and amend the policy on Canvas course content access duration for students.	C&P	Jan. 2027 or earlier
Develop a proposition for adding course registration notes to the student registration page	SS	Jan 2027 or earlier
Address the Compact for Higher Education 2.0 response by compiling responses from other committees into a distilled set of views for the President.	B&R	November
The coordination and planning process of the social gathering includes information about suitable venues and arrangements.	B&R and Recording Secretary	TBD
Review, potentially amend and vote on assigned AI related propositions	B&R and SS	November
Review ARP 1.10 and consult the Policy Steering Committee regarding steps to develop a system-wide online exam proctoring and authentication policy	AOO	Spring 2027

Revised and finalized by:
Chair Finlator and Vice Chair Bello on 11/17/2026