



Faculty Senate

MSC 3445
New Mexico State University
P. O. Box 30001
Las Cruces, NM 88003-8001
575-646-2593
faculty senate.nmsu.edu

Faculty Senate Chair March Report for February 2023 Activities

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

Chair Fassenko would like to express gratitude to the following people:

- Gloria Podruchny (*Faculty Senate (FS) Administrative Assistant*).
- Faculty Senators who are serving as members of pre- and post-determination faculty alleged misconduct hearings.
- Faculty who served on the Provost Search Committee.
- Clayton Abbey (NMSU Interim Assistant Vice President of Government and Community Relations), Aggie Saltman (Government Relations Specialist) and all the members of the NMSU Strike Force Team for review of legislative bills to assist our government relations staff as they lobby on behalf of NMSU.

Ad hoc Search Committees on which Chair Fassenko serves:

1) Provost and Chief Academic Officer

- Search Committee convened on Thursday, February 2, 2023 for final meeting. Committee did not put forth a ranking of candidates to the Chancellor, but provided strengths and weaknesses of each candidate.
- A report regarding the four finalists was submitted by the Search Committee Chair (Dean Rolando Flores Galarza) to the Chancellor.
- Chair Fassenko was able to discuss Faculty feedback on the Provost Candidates with the Chancellor.
- An announcement was sent out to the NMSU community from Chancellor Arvizu on February 20, 2023. Dr. Alan Shoho will serve as NMSU's next Provost and will officially start April 17, 2023. ***See appendix of this report for the memo announcement.***

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

- Anthem Executive has been hired to assist in the search and is actively recruiting.
- AnnaMarie Delovato, Deputy Director, continues to serve as the designated team leader at OIE.

- An OIE investigator that was recently hired (Fall 2022 semester) has left to go work for the city of Las Cruces as a higher salary was offered.
- Retention of staff because of lower than market salaries continues to be an issue at NMSU.

Updates on Ongoing Searches:

1) NMSU Dean of the Graduate School

- Committee members are limited in what information can be provided however they have indicated that several good candidates have applied.
- Senator's Lehnhoff and Badawy are members of this search committee.

2) NMSU Chancellor

- The NMSU Board of Regents (BOR) are responsible for directing the search and ultimately making the final decision on the hiring of the next NMSU Chancellor.
- BOR will be appointing an interim Chancellor to serve while the search for a permanent Chancellor progresses
- BOR have interviewed search firms and will soon be making their final decision on which firm to hire
- BOR have interviewed firms to assist with research and polling (to develop a poll to send out to stakeholders) and will be making their final decision on which firm to hire
- Chair Fasenko will keep faculty posted as this process continues and will ensure there is faculty representation on the Search Committee for the next NMSU Chancellor

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

1) Board of Regents

- No BOR meeting in February Board of Regents spending a great deal of time lobbying in Santa Fe for various initiatives for NMSU including funding for graduate students
- Of import to faculty are the ongoing negotiations for State of NM employee salary increases which will affect faculty-negotiations appear to be suggesting a 4-5% average salary increase for all State of NM employees

2) Regents Student Success

- No meeting in February due to NM legislative session

3) IT Strategic Planning

- IT are working towards identification of personal faculty websites that are hosted on NMSU servers as this poses significant security risks

4) Policy Steering Committee

- Policy review and revision is going much slower than hoped including revision to [ARP 10.50](#) – *Faculty Alleged Misconduct, Investigation, Discipline, and Appeals Process*
- Chair Fasenko and Vice Chair Bronstein have been highlighting that there is no clear person or unit to report to if NMSU policy is violated
- Some identified issues with ARP 10.50 are:
 - Failure to define what misconduct means.
 - Information that is maintained in separate HR files that faculty do not have access to.
 - In some cases, policy/procedure is not being followed such that faculty are not afforded due process.
 - NM ended qualified immunity in 2021– additional clarification needed on how this affects Faculty

5) Branch Leadership Team

- NMSU-Grants, NMSU-Alamogordo, and DACC have all received various grants which will assist with wrap around services and retention of students
- While recruiting faculty and staff has been difficult for the Las Cruces campus, the location (and lack of competitive salaries offered by NMSU) of NMSU-Grants and NMSU-Alamogordo makes recruitment of candidates extremely difficult

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

- Refer to Vice Chair report for any updates.

7) Campus Planning Committee

- No meeting in February

8) University System Budget Committee

- Focus was on Equipment Renewal and Replacement discussion and voting

9) Goal 4 Team: Building a Robust University

- February 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 February cancelled due to involvement with the legislative session

2) [BOR Chairwoman Dr. Ammu Devasthali](#) (Monthly)

- No meeting in February due to Chair Devasthali lobbying during the legislative session in Santa Fe

3) BOR Vice-Chair Dr Arsenio Romero

- No meeting in February due to Vice Chair lobbying during the legislative session in Santa Fe

4) Vice Chancellor Johnston (Monthly & Ad hoc)

- No meeting due to daily Strikeforce meetings regarding legislative bills

5) Provost Campbell (Monthly & Ad hoc)

- No meeting in February due to Interim Provost focusing on review of tenure and promotion packets

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

- Discussed NM legislative session bills of importance to NMSU
- Discussed implementing clearer annual review procedures and processes for faculty annual reviews

Ad-hoc Meetings During February:

1) Strike Force

- *ad hoc* group of NMSU leadership and government relations people met 7:30-8:30am every workday during February to discuss, follow, and make decisions with respect to NM legislative session bills that are of importance to NMSU.
- Chair Fasenko attended all morning meetings.
- One of the issues at hand is that the Governor and many legislators are adamantly against any tuition increases, but are not increasing necessary instruction and general funding
- Negative press surrounding NMSU has not helped individuals who are lobbying on behalf of NMSU in Santa Fe.
- *****Will be important to discuss and recruit a NMSU faculty member to be more closely involved with lobbying at all future legislative sessions and to work with NMSU government relations staff***

2) Incoming Provost, Dr. Alan Shoho

- Have met briefly several times on Zoom to answer questions from the incoming Provost
- He is wanting to garner as much information as possible before his start date so he can get up to speed with important issues quickly
- Chair Fasenko has expressed that low Faculty salary and high workload are significantly contributing to low Faculty morale

Appendix

- 1) *Memo from Chancellor Arvizu announcing the next NMSU Provost.*



Office of the Chancellor

MSC 3Z
New Mexico State University
P. O. Box 30001
Las Cruces, NM 88003-8001
575-646-2035, fax: 575-646-6334
chancellor.arvizu@nmsu.edu

DATE: February 20, 2023

TO: NMSU faculty, staff and students

FROM: Dan E. Arvizu, chancellor of the NMSU system

A handwritten signature in blue ink that reads 'Dan E. Arvizu'.

SUBJECT: Alan R. Shoho selected as new provost

I am pleased to announce that Alan R. Shoho, dean and professor emeritus of the School of Education at the University of Wisconsin-Milwaukee, has been selected as our new provost and chief academic officer. He begins his new role April 17.

Dr. Shoho has tremendous experience both as an administrator and as a researcher in the fields of education and social justice. His vision for NMSU aligns with the progress we've made toward the goals outlined in our LEADS 2025 strategic plan, and I am sure he is the best fit to help elevate our research and social mobility initiatives.

Before serving as dean at the University of Wisconsin-Milwaukee for five years, Dr. Shoho was associate vice provost for academic and faculty support at the University of Texas at San Antonio for two years. He started his academic career as an assistant professor in the University of Portland's School of Education in 1991. Previously, he worked as a high school math teacher in Hawaii after working as an electrical engineer for Hughes Aircraft Company and Rockwell International. Shoho's father, a Korean War veteran who grew up on the island of Kauai in Hawaii as the seventh of 11 children, earned a degree in electrical engineering from the University of Illinois using the G.I. Bill.

Dr. Shoho said his father's higher education experience had a big impact on his own life: "I have personally experienced how families are transformed with the opportunities created through access to higher education. Had he not been able to attend and earn his degree in electrical engineering from the University of Illinois, my life would likely have been very different. Consequently, I am very passionate about providing students with the same opportunities."

Dr. Shoho was drawn to NMSU because of our status as a Hispanic-Serving Institution and a land-grant university, and because of our mission to improve student success and advance equity, inclusion and diversity.

I would like to thank the search committee, led by College of ACES Dean Rolando A. Flores Galarza, along with each of the candidates and all those who participated in the candidate forums and gave feedback.