

Proposition: 08-23/24

Title: A Memorial in Appreciation of Carol Flinchbaugh's Service to the Graduate School from NMSU

Date Submitted: February 24, 2024

Sponsor(s): T. Allred (NMSU-A); A. Lanasa (A&S); M. Buenemann (A&S); A. Hubbell (A&S); E. England (HEST); P. MacGregor-Mendoza (A&S); C. Pedraza (HEST); G. Fassenko (ACES); Erik Lehnhoff (ACES)

Proposed Committee:

Assigned Committee:

Prior Approvals:

Proposal Type (please check one):

- Memorial
- Proposition to change policy (please include ARP/RPM reference(s) from <https://arp.nmsu.edu/>)
- Proposition for curriculum addition/change (please include all curriculum change forms and signature pages as outlined here: <https://provost.nmsu.edu/forms/>)
- Other (please describe below)

Proposal:

Whereas: The smooth running of the Graduate School is a difficult task, with work that includes recording documents, organizing meetings, maintaining and updating the Graduate School website, and assisting faculty, staff, and students that often remains unseen;

Whereas: Dr. Carol Flinchbaugh has diligently and efficiently served as Interim Graduate Dean for the Graduate School at NMSU for 2.5 years;

Whereas: Dr. Flinchbaugh provided leadership stability in the Graduate School through changes in 4 Provosts and 3 Graduate Deans;

Whereas: Dr. Flinchbaugh created the "Graduate Wellness Initiative" -- a peer led organization in summer 2021 that received a funding award for the "NSF Taking Action: COVID-19 Diversity, Equity, and Inclusion Challenge" (Graduate Student and Post-doctoral researcher category);

Whereas: Dr. Flinchbaugh created a customer-first approach to improve information sharing and relationship development between the Graduate School and departments, students, and graduate faculty;

Whereas: Dr. Flinchbaugh served as point-of-contact for NMSU negotiation team through the Graduate Workers unionization and continued this role to answer GA and faculty questions about the union;

Whereas: Dr. Flinchbaugh guided the approval of three (3) new PhD programs through the NM State approvals with the NM Council of Grad Deans, NMHED, and State Board of Finance;

Whereas: Dr. Flinchbaugh admirably executed the job of Interim Dean of the Graduate School by working efficiently and collaboratively, while adapting to unpredictability and challenges with dedication and effective communication;

Whereas: Dr. Flinchbaugh has helped keep the Graduate School on track and organized without a full-time Dean and effectively took on the role of the Dean of the Graduate School in many contexts;

Whereas: Dr. Flinchbaugh reestablished Graduate School student, team, and graduate director meetings to improve communication and identify concerns which she then addressed;

Whereas: Dr. Flinchbaugh coordinated communication efforts with Honors, Student Records, Department Heads, and Financial Aid to create a smoother process for the Master's Accelerated Programs;

Whereas: Dr. Flinchbaugh supported the creation of an online course for MAP students to help them better understand expectations of Graduate Students and how to be more effective as an Undergraduate taking Graduate level courses;

Whereas: Dr. Flinchbaugh worked with NMSU leadership teams such as ADAC (Academic Associate Deans Committee) to communicate about Graduate School initiatives, answer questions, and work to resolve issues and concerns;

Whereas: Dr. Flinchbaugh has embodied professionalism, efficiency, follow-through, and institutional knowledge without which the Graduate School and Academic Departments would have floundered;

Whereas: Dr. Flinchbaugh responded quickly, effectively, and compassionately to situations involving Graduate Students, often supplying support through necessary documents, and other support materials;

Whereas: Dr. Flinchbaugh left her position as Interim Associate Dean of the Graduate School and returned to her faculty position in December 2023;

Let it be **resolved on this day, ??**, that the NMSU Faculty Senate celebrates Carol Flinchbaugh and her extensive contributions to the Graduate School and Academic Colleges and Departments of New Mexico State University and thanks her for her hard work and dedication through her service.