

NMSU Faculty Senate Leadership Committee (FSLC)

March 30, 2023, 4:00 p.m.

Zoom

MINUTES

1. Call to Order - Meeting called to order at 4:01 p.m.

2. Recognition of Guests

Carlos S. Lobato, Chief Information Security Officer

WordPress – change to personal web hosting

Carlos Lobato shared a presentation to answer some of the concerns that people have about the recent communication related to the change to personal web hosting. He provided an explanation about the change and presented concise information about cybersecurity breaches and threats, including

- How they happen
- WordPress vs Cascade
- Data Breaches and Cost (damage to brand, financial expense, regulatory compliance)

Carlos also provided data about 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 talked about:

- Risk-based cybersecurity approach-Principals (e.g., protecting the brand of NMSU. What is 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 15th timeline was proposed. Carlos is open to extending the May 14th timeline to the end of the fiscal year if necessary.)

Carlos would like to work with faculty to identify the best solutions for the institution. His office has reached out to FS Chair Fasenko to establish a couple of committees made up of faculty representation to talk about strategies and cybersecurity strategies. They want more collaboration and communication with faculty.

Question and Answer session followed.

3. Approval of Agenda

Motion made and seconded to approved agenda.

Agenda approved.

4. Approval of Minutes of February 23, 2023 meeting

Moved and seconded to approve minutes.

Minutes approved as submitted.

5. Reports on Legislation

Proposition 05-22/23: A Resolution to Initiate a Call for NMSU Administration to Investigate and Collect Meaningful Data on Specific, Chronic Faculty Workload Inequities (T. Price (DACC), K. Sharp-Hoskins (A&S), N. Hamilton (A&S), J. Bronstein (A&S), R. Schultz Chiovitti (NMSU-A))

Committee met on March 8th. Committee needs additional time to make a determination. They will obtain more information and continue their review of Proposition 05-22/23 at their next meeting on April 12.

6. **Proposed Legislation** - None

7. **Other Business**

- a. Approval of April 6, 2023 Faculty Senate Agenda
Moved and seconded to approve agenda as amended, removing Proposition 05-22/23 from Unfinished Business due to committee needing additional time to review.

- b. Standing Committee Reports

Budget & Resources – V. Chaitanya, Chair

Committee met on March 21 and Vice-Chancellor Johnston and FS Chair Fasenko were present. They discussed the issue of how to distribute the faculty salary increase and they received feedback on how to distribute that in an equitable manner. The committee put together a very brief report that will be discussed later today.

University Planning – G. Pina, Chair

Committee report provided earlier during Reports on Legislation.

Curriculum & Programming – Megan Papesh, Chair

Committee met on March 9. They started with an update from the meeting she had with Beth Apodaca and Linda Scholz about KPIs for LEADS Goals 5 and 6. They wanted the committee's input and feedback by April 1st on the KPIs for Goal 5, but they haven't received any KPIs.

The committee finished a proposition about Viewing the Wider World requirement and forwarded that along to Chair Fasenko and Vice-chair Bronstein.

They will finalize revisions for Chapter 4 ARP in their next meeting.

Research & Creative Activity – Erik Lehnhoff, Chair

Committee met on March 21 and VPR Cifuentes and a representative from the Water Resources Institute were guests. They continued their discussion about ARP 11.01, which deals with creation and evaluation of centers and institutes. The committee has a draft of new language for that and they hope to present it to the faculty senate soon.

Diversity, Equity, & Inclusion – Taryn Price, Chair

Committee met on March 29.

Senator Price had reached out to University Planning Committee Chair Gus Pena and spoke with him about the recently proposed DEI resolution. At this time, it is still being discussed by the University Planning committee. Senator Price also met with NMSU DEI VP Dr. Scholz. The two discussed ways in which the DEI FS Committee and the DEI VP Office can work collaboratively to support faculty-centric DEI efforts. Within the next few weeks, the Committee will begin to brainstorm and wordsmith some KPIs regarding faculty to submit to the DEI VP office.

Student Success – Tauna Cole-Dorn, Chair

Committee met on March 26 and Dr. Renay Scott was their guest.

Dr. Scott came in to help them with any questions they had over the revisions of ARP 4.46. Dr. Dugas worked on the document and submitted her revisions and they revised and approved it. The committee will wrap up any other revisions at their next meeting and get them submitted to the Policy Committee.

- c. Protecting tenure track faculty – retaliation by department heads (discussion)

Vice-Chair Bronstein commented they have noticed a flaw in system whereby people who are not yet tenure, what happens to them when they file a grievance. If someone gets into a difficulty with their immediate supervisor, there is not a way for Faculty Grievance Review Board to ensure that the supervisor is not sitting in judgement over the faculty member as they continue on.

Dr. Roychowdhury, former chair of the Faculty Grievance Review Board, and other faculty members joined in on the conversation. The discussion centered on the issue of retaliation. ARP 10.60, Part 9, F., specifically prohibits retaliation against any person who files a formal grievance. There is an indication that the system is not working as it should. The faculty senate doesn't have the authority to do anything about it. There has to be some kind of checks and balance against retaliation or denial of tenure and promotion based on filing a grievance.¹
- d. What is the point of senate doing propositions related to policy when policies need to start over with the PSC?

Vice-Chair Bronstein commented that policy modifications that have been passed through the senate go to the Chancellor, but then it still has to go through the policy procedure. Maybe we shouldn't be trying to do these things as propositions, but rather have a committee do them and then submit them to the policy portal.
- e. Outdated and unclear NMSU Administrative Rules and Policies (ARP) are negatively hurting faculty
- f. Description/recruitment/selection of faculty advocate at future legislative sessions

Chair Fasenko commented that faculty senate should start thinking about how we want to go through that process. We want to open it up to all faculty. We've been given the opportunity and we should select someone because they are already starting to talk about the next legislative session.
- g. Review and revision of Faculty Annual Review Procedure and Processes

8. Remarks and Announcements

- FS Chair Gaylene Fasenko
- FS Vice-Chair / SLC Chair, Jamie Bronstein
 - Election of senators (status)

9. Adjournment - Meeting adjourned at 5:22 p.m.

¹A grievance is accepted by the FGRB only if it is justified and is within the Board's purview. The check on retaliation is built into ARP 10.60; but the provost's office in recent times, whether through unfamiliarity with the scenario and/or with the specific policies, has been ruling vaguely while overlooking the retaliatory actions. Importantly, there is no clear recourse for faculty beyond the provost's office for a redress. A serious discussion regarding this aspect is warranted and a deep look at the ARP needs to be undertaken.

Present: FSLC Chair J. Bronstein, T. Allred, M. Buenemann, M. Burkardt, V. Chaitanya, T. Cole-Dorn, C. Erickson, R. Figueroa Obregon, D. Irvin, K. Kopera-Frye, E. Lehnhoff, S. Noe, M. Papesh, G. Pina, T. Price, P. Skelton

Ex-officio: FS Chair G. Fasenko

Guests: C. Lobato, Dr. J. McAteer, H. Roychowdhury

Absent: N. Hamilton