

**NMSU Faculty Senate Leadership Committee (FSLC)**  
**FINAL MINUTES**  
**August 29, 2024, 4:00 p.m.**  
**Zoom (<https://nmsu.zoom.us/j/86052805269>) and Hadley 130**

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

2. **Recognition of Guests**

**Dr. Linda Schultz, Andrew Conway, Carol Flinchbaugh, Rio Lopez, Micheal Ray.**

**Carol Flinchbaugh** - member, NMSU Diversity Council's sub-committee on LEADS 2025, ideas on assessing how EID efforts are addressed in faculty performance evaluations.

Dr. Linda Schultz, Vice President of Equity, Inclusion & Diversity gave a brief overview on goal 6.

Goal 6: Build, elevate, and strengthen sustainable system wide, equity, inclusion and diversity practices that was approved by The Board of Regents a year ago, July 2023 and it has been operative for the past year.

The subcommittee members Andrew, Carol, Rio and Michael will be talking about their focus on the 6.4. 6.4 objective reads: advanced evaluation processes that ensure accountability and acknowledgment for the implementation of EID practices.

That objective specifically came forth because as Dr. Schultz was meeting with faculty and creating this goal, faculty had consistently mentioned to her that EID efforts are not evaluated in consistent ways across departments. When they talk about EID efforts, they are talking about EID service, EID teaching (curriculum development and pedagogy) and EID research.

Andrew Conway, head department of psychology spoke about and emphasized on Dr. Schultz overview. What they are doing is looking at places where they can embed that into faculty like annual performances review, but also review for promotion and tenure.

The 2 places where they're looking to either change documents or change policy are one in the annual performance review process. The other place is with regards to promotion and tenure. Every department has a functions and criteria document, trying to embed this into the functions and criteria document but not clear where to put it, due to some of their junior faculty. EID work is part of their research, but other people sort of consider it more like service and some are embedding it into their teaching.

Rio Lopez, director of Latin American programs wanted to add feedback that they got from Dr. Luis Cifuentes regarding the complications of making this a standardized process in which everybody is evaluated in the same ways. Also, that this would look very differently for individuals in STEM.

Another consideration to make is that Black, Indigenous, and other people of color are often overburdened with mentorship tasks and things that have to do with EID and educating and it should be shared responsibility.

Emphasizing on what Dr. Schultz spoke about, that even if it's not within their discipline of studies, there's multiple ways of contributing in EID initiatives and diversity programs. The 5 diversity programs have different ways to collaborate and incorporate this work.

Senator Erickson gave a brief comment and said that traditionally they have done evaluations by college on the grounds that the disciplines are sufficiently divergent. The differences between colleges make it logical do evaluations at the college level. Senator Erickson also gave an opinion that if they decide to do this at the University level, they will probably need a proposition to faculty but is leaving it to them to figure out what they would like to do. Vice Chair Christopher Brown highlighted what was discussed and added that he agreed on it being appropriate to do evaluations at the college level. With that he thanked the guest for coming.

**James McAteer** - Senior Associate Provost – brief updates and questions from his office  
Senior Associate Provost, James McAteer emphasized the importance of the Provost Office open positions that have already been announced. They are looking for anybody who really wants to see what life is like in the Provost office and the right person to see lots of the actual specific tasks. A person with the best energy, excitement, and vision.

### **3. Approval of Agenda**

Moved and seconded to approve agenda.

Friendly amendment to change the date on the FS meeting agenda to read “September 5.”

Senate Leadership approved agenda as amended.

### **4. Approval of Minutes of 25 April 2024 meeting**

Moved and seconded to approve minutes.

Friendly amendment to add John Sandstrom to the attendance list and to correct that the 2 committees that worked on the constitution and bylaws did not ask for more time as it was not the case, they just worked offline and were able to submit everything by the full Faculty Senate meeting.

Minutes approved as amended with 8 abstaining.

### **5. Reports on Legislation – N/A**

### **6. Proposed Legislation**

**1. 01-24/25 - Proposal for name change of the Department of Government to the Department of Political Science, Public Law and Administration.** Sponsors = Thaddieus Conner (A&S), Timothy Cleveland (A&S), Jamie Bronstein (A&S), Chris Erickson (CoB), Neil Harvey (A&S), Shofiqur Rahman (CoB), & William Walker (A&S).

Lead sponsor, Thaddieus Conner gave a brief summary of the proposition.

Senate Leadership approved to put Proposition 01-24/25 on FS Consent Agenda with a friendly amendment to send a note to the Senate letting them know it is on consent.

**2. 02-24/25 – Proposal to repeal the Amended Senate Bylaws passed at the 5.2.4 Senate meeting.** Sponsors = Chris Erickson (COB), Tawny Aguirre (DACC), Faruk Arslan (CoB), Nathan Brooks, (A&S), Christopher Brown (A&S), Thaddieus Conner (A&S), Kristian Finlator (A&S), Dylan McDonald (Library), John Sandstrom (Library), William Walker (A&S), and others to follow.

Lead sponsor, Chris Erickson gave a short summary of the proposition.

Discussion followed. Senator Sandstrom would like his role as Senator in NTT to be reflected on the co-sponsorship in the proposition. Senate Leadership approved to put

Proposition 02-24/25 on FS Emergency Legislation with Chair Vimal Chaitanya abstaining due to being in the process of the passed Senate Bylaws.

3. **03-24/25 - Clarifying Exceptions to Final Exam Requirements in ARP 4.50.** Sponsors – K. Finlator (A&S); J. Burchett (A&S), M. Burkardt (A&S); and M. Prescott (A&S)  
Lead sponsor, Kristian Finlator gave a short concise summary of the proposition.  
Discussion followed. Senator Burkardt would like a correction to be made on her co-sponsorship from A&S to NTT.  
Proposition assigned to Curriculum and Programming.  
Senate Leadership approved putting Proposition 03-24/25 on FS agenda.

## 7. Other Business

- a. Approval of September 2, 2024, Faculty Senate Agenda  
Senate Leadership approved for the Approval of the September 2<sup>nd</sup> agenda be pulled as a formal item and Chair Chaitanya and Recording Secretary Cisneros will work on drafting a new agenda to be reviewed by the Senate.
- b. Tasking Standing Committee with revisions of APR 9.2 and 9.3, P&T Procedures.  
Vice-Chair Brown discussed the revision of the P&T policy for faculty, suggesting it be assigned to a standing committee for the current semester. The motion to move the P&T policy revision to the University Planning committee was agreed upon by the Senate.
- c. Concerns on Presidential search  
Senator Hameed expressed concerns about the quality of the finalist in the current research process for the presidency, suggesting it was not as strong as the previous one. Vice-Chair Brown, who was part of the previous search committee, explained that they had a large pool of candidates to begin with. There were concerns about behind-the-scenes deals, but Chair Chaitanya believes that the current process is legitimate, and he also expressed his confidence in the pool of candidates for the presidential position and urged members to participate in the open forums and provide feedback. He emphasized that negative feedback would not necessarily disqualify a candidate and mentioned an upcoming opportunity to assess each candidate's knowledge for running through a separate committee.
- d. Senate possibly starting discussion on English Language Proficiency for Int'l TAs.  
Vice-Chair Brown shared concerns that are being voiced in ADAC about the current language proficiency test for international students and asked the FLSC for their ideas on the formation of a committee to examine the issue, with a focus on issues that have arisen with using Duolingo as an accepted metric of English language proficiency. The FSLC appreciates the invitation to start the discussion on the use of Duolingo as a metric of English language proficiency of int'l TAs, but we feel this discussion is best started elsewhere. At the meeting of ADAC that followed the FLSC meeting, Vice Chair Brown suggested that the Graduate Faculty Council start the discussion, and Associate Dean Marlatt agreed to move this along. Vice Chair Chaitanya also highlighted the need for faculty input in decision-making processes, particularly in strategic planning and budget allocation. Furthermore, he pointed out several ongoing issues, including the need for a strong proposal development officer, duplication of services, and a lack of alignment between the university's strategic vision and the Regions Committee.  
Discussion followed.

**8. Remarks and Announcements**

- FS Chair Vimal Chaitanya - **NONE**
- FS Vice-Chair / SLC Chair, Christopher Brown - **NONE**

**9. Adjournment – Meeting adjourned at 5:17 p.m.**

**Present:** Vice-Chair Christopher Brown, FS Chair Vimal Chaitanya, J. Sandstrom, S. Hanson, G. Piña, K. Lopez-Gallagher, H. Badawy, S. Gordon, E. Lehnhoff, T. Conner, M. Burkardt, L. Grant, J. Rice, K. Finlator, C. Erickson, P. Tian,