

MINUTES
NMSU Faculty Senate Leadership Committee (FSLC)
November 21, 2024 (1 week early due to Thanksgiving)
Zoom (<https://nmsu.zoom.us/j/86052805269>) and Hadley 130

1. Call to Order – Meeting called to order at 4:02 p.m.
2. Recognition of Guests
Deputy Provost James McAteer.
Dr. McAteer gave a few brief comments in which he shared updates about on-going searches for the Dean of HEST and the permanent Associate Dean of the Honors College.
3. Approval of Agenda
Moved and seconded to approve agenda.
Senate Leadership approved the agenda.
4. Approval of Minutes of 31 October 2024 meeting (Posted to Website)
Moved and seconded to approve minutes.
Minutes approved and submitted by Senate Leadership with one abstain vote by Senator Burkardt due to not being there.
5. Reports on Legislation (posted to Website)
 - 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).
Sent back to Curriculum and Planning Committee.
Chair Piña reported the progress of the bill which was discussed in their standing committee meeting with the members. Chair Piña mentioned that the bill was about rectifying grammatical errors and that the committee would be voting on it offline via email in the next business day. Chair Piña also added information on the chat that said:

“The requirement that instructors must schedule an exam or culminating activity during final exam week does not apply to in-person courses associated with undergraduate or graduate-level independent study or research, or to in-person courses that count for only one credit hour.”
 - 05-24/25 - Establishing Continuing Support for Open Access Publication Costs - Sponsor(s): K. Finlator (A&S); F. Arslan (CoB)
Chair Tian expressed concern about the proposed 0.3% allocation for publication costs, stating it was insufficient for one publication. Vice-Chair Brown clarified that the bill was not about the amount, but about establishing a process for distributing funds. With that being said, Chair Tian will conduct an offline voting in the next business day.
6. Proposed Legislation (posted to Website)
 - 06-24/25 – A Memorial affirming the diverse campus community that NMSU is, and in support of students at-risk of Harassment, Discrimination, and Deportation. Sponsor(s): William Walker (A&S), Christopher Brown, (A&S), Tawny Aguirre (DACC), Dylan McDonald (Library), Tom Hart (A&S), Michaela Burkardt (A&S), Kim Lopez Gallagher (DACC), Lois Stanford (A&S), Kelly Jenks (A&S), Kathryn Olszowy (A&S), Katie Richards (A&S), Colleen Bond (NMSU Alamogordo), Debasmita Roychowdhury (DACC), Hiranya Roychowdhury (DACC) Kristian Finlator (A&S), Juie Shetye (A&S), Amy Garcia (DACC). Michaela Buenemann (A&S), Amanda Cuellar (ACC), Avis James (A&S), Brian Hurd (ACES), Jamie Bronstein (A&S), Bertha A. Bermúdez Tapia (HEST), David Ortiz (HEST), Patricia MacGregor-Mendoza (A&S)

Vice-Chair Brown discussed the proposed legislation, and initially suggested sending this to the Diversity, Equity, and Inclusion committee. Senator Burkardt proposed it be considered as Emergency Legislation. FSLC members approved that the proposition 06-24/25 will be considered as Emergency Legislation.

- **07-24/25 – Resolution to allow NMSU main campus students to enroll in and receive credit for NMSU system branch courses.** Sponsors: R. Gioannini (NTT), T. Aguirre (DACC), K. Lopez Gallagher (Alamogordo), and K. Finlator (A & S).
Senator and sponsor Aguirre gave a brief introduction. This proposition is assigned to Curriculum and Planning committee.
- **08-24-25 - Changes to ARP 4.46.** Sponsors: K. Finlator, J. Rice, M. Elshinawy, D. Magoc, S. Lynch, R. Gioannini, K. Lopez Gallagher (Alamogordo), K. Finlator (A & S), Lead sponsor: T. Aguirre (DACC)
Senator and lead sponsor Tawny Aguirre introduced the proposition. This proposition is assigned to Curriculum and Planning.

7. Other Business

- a. Discussion of items for Faculty Senate Agenda for 12.5.24 Senate meeting
Chair Chaitanya suggested that we might have two administrators for the first few minutes. That consists of the interim Provost and the new President. The interim Provost would like to talk about the Education Department requirements as to what counts and what doesn't count for those waivers. The new President will be starting January 2nd, he indicated that normally he used to attend all the Faculty Senate meetings in Cincinnati and was suggested that maybe he can join for the first few minutes. Chair Vimal and Mari will work on the agenda in the next days.
- b. Standing Committees Reports
 - Budget and Resources Chair, Stephen Hanson
Chair Hanson was not available to give the report. Senator Cook gave a brief report on their meeting, they mostly spent their time speaking with the new head of HR, Marshall Parks, talking about different things he's looking at and investigating. It was productive and the members gave him some feedback and some concerns and a little bit of discussion from Clayton Abbey. Full BR report on FS website.
 - University Planning Committee Chair, Erik Lehnhoff
Chair Lehnhoff gave a brief report that the committee met and continue to work on the ARP regarding promotion and tenure. The committee is working on getting something to the Chair and Vice-Chair soon, more than likely in December.
 - Curriculum and Planning Chair, Gustavo Pina
Chair Piña did not have anything else to add after giving his report on the Proposition 03-24/25.
 - Research and Creative Activity Chair, Paul Tian
Chair Tian added a few comments, he said they discussed with the Vice President of Research and he gave a brief introduction about how we are going to be R1 research university. There was no decision made. They will be voting on the Proposition 05-24/25.
 - Diversity, Equity, and Inclusion Chair, Karen Kopera-Frye
Chair Kopera-Frye reported that the committee met to discuss several key issues regarding collaboration, funding, and advocacy, particularly emphasizing diversity and inclusion

initiatives on campus. The outcome of this meeting focused on future actions, funding allocations, and the need for ongoing discussions related to diversity and equity policies.

- **Collaboration with Diversity Committees:**

- The committee is exploring ways to work alongside the University Diversity Council.

- A focus was placed on starting a dialogue surrounding collaborative projects and initiatives related to emergency legislation and overall diversity efforts.

- **2. Campaign for Rights Awareness:**

- The committee aims to launch a campaign to educate students, faculty, and staff about their rights and the resources available to them.

- This campaign is part of a broader initiative to enhance awareness and safety on campus.

- **3. Legislative Awareness and Program Naming:**

- There was discussion about how changes in terminology (e. g. , using "transformative" instead of "DEI") might affect state and federal funding.

- Some universities have made changes to their program names to avoid complications with funding, while others, like UNM, have chosen to keep their existing terminology.

- **4. Funding Allocations:**

- The committee unanimously voted to allocate leftover funds from Indigenous Peoples Day to support the United Native American Students organization.

- The funds will be used for programming focused on student well-being, rather than to support the operational budget of the American Indian Center.

- **5. Temporary Pauses on Initiatives:**

- Many initiatives, including projects related to murals in the library, are currently on hold, pending further direction from the new president of the university.

- This pause is due to administrative changes and the interim leadership's thoughts on various projects.

- **6. Sabbatical and Medical Issues:**

- The question of faculty obligations returning from sabbatical in case of emergencies was raised, indicating a need for clarity on policies surrounding these situations.

- **7. Land Acknowledgement Working Group:**

- A working group has been established to discuss land acknowledgments, which is seen as an important initiative for recognizing Indigenous lands.

- **8. Student Harassment Procedures:**

- There is an ongoing concern regarding student harassment and the procedures for reporting. The committee feels that further education about these processes is essential.

- Plans were made to invite someone from the Office of Institutional Equity (OIE) to provide updates during the January meeting.

- **9. Mandatory Training on Policies:**

- The committee discussed the importance of regular training related to harassment policies, emphasizing that repeated education is vital for understanding and compliance.

- It was collectively agreed that ongoing training is critical to ensuring a safe and respectful environment for all, especially for students in power-imbalance situations with faculty.

Full report will be posted to the FS website soon.

- Student Success Chair, Tawny Aguirre

Chair Aguirre reported that the committee just had their meeting and had a few guests. They also had a speaker, Professor Niel Keeley from the Business Law

Department and he spoke about copyright. The discussed propositions 07-24/25 and 08-24/25. Full report will be posted on the FS website soon.

Discussion of search for new VPR with Luis Cifuentes retiring
The new VPR search will be a national and external search, with internal candidates also invited to apply. More information to come. They will probably form the search committee around mid-January after the new President is on board.

8. Remarks and Announcements

- FS Chair Vimal Chaitanya
Chair Chaitanya made a remark, to ask all Faculty Senate Standing Committee Chairs to assign someone from their committee to report for them when they are not able to attend the meetings. Another remark is that the Senate leadership met with NMSU leadership in a hybrid meeting where many preferred to join remotely. However, it was recommended to attend in person as it made a big difference when discussing matters around the table. The preference for face-to-face meetings was highlighted, as it allowed for more effective communication. Most Senators had at least an hour to spare for the Faculty Senate meeting, emphasizing the importance of attendance despite conflicting schedules. It was suggested that an effort be made to prioritize attending such meetings for better engagement and collaboration. Chair Chaitanya made a quick announcement. Chair Chaitanya and Vice-Chair Brown had the opportunity to fly to Santa Fe with Provost and Deputy Provost where they were received very positively. A request for a 5.4-million-dollar faculty salary compensation has been made, along with additional funds for graduate student support. There is hope that they will meet and support the request and legislators will follow through. The request was jointly made by the administrator, Provost, President, and Faculty Senate Chair and Vice Chair, a unique approach not seen since 2006. The current leadership's collaboration and efforts were commended, resulting in positive feedback. Meetings were also held with the incoming President, who actively sought out the Faculty Senate leadership, demonstrating a commitment to faculty opinion and shared governance. The proactive approach was appreciated and seen as a positive step towards collaboration and mutual understanding.
- FS Vice-Chair / SLC Chair, Christopher Brown
Vice-Chair Brown added and emphasized what Chair Chaitanya had reported. Val Ferme was very optimistic about building a good relationship with the faculty. He emphasized that strong support from the faculty is crucial for the success of the university's leadership. During a recent trip to Santa Fe, the team had positive interactions with key figures in the Legislative Finance Committee and the Secretary of Higher Education. They found it encouraging to see young and capable individuals in powerful positions, and they felt their ideas were welcomed. However, they encountered concerns about securing recurring funding for their requests, despite the state having a large surplus of recurring money. The team was careful not to disclose that their funding request represented only a small portion of the total available money. The Secretary of Education expressed that supporting the university's priority was very important, and the team conveyed the necessity for continued support from the incoming President. There was a discussion about the importance of their priority list, with the recognition that the decision-makers might rank their needs differently. The visit was seen as a chance to strengthen relationships through repeated engagement. The complexities surrounding funding for their initiatives were highlighted, particularly around expenditures known as "I&G – Instruction and General," which have historically been opaque and poorly reported. In the past, attempts to scrutinize university budgets have faced challenges due to a lack of transparency, leading to frustration among those involved. The state is currently reviewing how funds are allocated across universities, and there is pressure to explain how funds would be used effectively. Their specific request for salary enhancements was unique compared to other institutions in the state, prompting questions about why NMSU was asking

for a special appropriation. Lastly, there was a mention of a study on salary equity across the campus that could be relevant in addressing questions about funding. This report highlighted historical pay disparities compared to other institutions and aimed to provide context for their funding requests. The faculty aimed to use this data to strengthen their case during future discussions about funding needs.

9. Adjournment – Meeting adjourned at 5:01 p.m.

Present: Vice-Chair C. Brown, Chair V. Chaitanya, T. Aguirre, E. Lehnhoff, K. Finlator, J. Cook, K. Kopera-Frye, M. Burkardt, C. DeBlicek, K. Lopez-Gallagher, P. Tian, L. Saiki, O. Holguin, G. Piña, L. Grant, D. McDonald.

Guest: Deputy Provost James McAteer.