

New Mexico Institute of Mining and Technology
FACULTY SENATE MEETING
Tuesday, November 7, 2023
3:30 p.m. Workman 101
Minutes

1. Call to order

Dr. Brian Borchers called the meeting to order at 3:31 p.m. with a call for approval of the October 3, 2023 minutes.

2. Approval of minutes

Dr. Iain Crump moved to approve seconded by Dr. Isabel Morris.
The motion was approved unanimously.

3. Faculty Living Wage Legislation-*Ernesto Longa, UNM*

Professor Longa reported that underpaid Faculty in New Mexico deserve an increase in living wage. The proposal of HB 417 establishes wages for faculty that would help faculty and adjuncts. Adjunct Faculty makeup 51% of higher education faculty in New Mexico and can provide years of service to the Institutions. They are also typically ineligible for benefits. Living Wage HB 417 will be re-introduced at this year's legislature. Faculty are encouraged to help out by establishing a living wage and to reach out to Professor Longa.

Discussion was held.

4. Updated on Presidential Search-*Regent David Lepre*

Regent David Lepre reported that the committee used a National Search Firm, Korn Ferry to help with the Presidential search. The committee will invite five candidates to meet the campus and surrounding community for an on-campus interview as required by state statute. The goal is to have these interviews in early December. The search committee will then identify three finalists and a lead person. Then the Board will make a final decision.

Discussion was held. Regent Lepre outlined the selection process they used that included web interviews and a preliminary in-person meeting with the committee.

5. Reports of Standing Committees

a. Curriculum Committee-*Dr. Linda DeVeaux*

The committee has three Curriculum Proposals. They were addressed as follows:

1. 0058 AY 2024-2025

Discussion was held.

The committee made the motion and the motion was approved unanimously.

2. 0061-AY 2024-2025

Discussion was held

The committee made the motion and the motion was approved unanimously.

3. 0067-AY 2024-2025

Discussion was held as to whether to amend. No amendment was made.

The committee made the motion and the motion was approved unanimously.

6. Retention Committee- Dr. Michelle Creech-Eakman

There are thirteen recommendations to be considered and discussion was held on the first three. The other ten will be considered at the next Faculty Senate meeting to give time for the Faculty Senate to review before bringing these recommendations forward. The three approved were as follows:

Section 2. Retention, Persistence, and Graduation Studies

A. The committee made the motion. **The motion passed unanimously.**

Section 3. Dropout Detective and DFW Statistics

B. The committee made the motion. Dr. Taffeta Elliott motioned to amend the language striking the second sentence. Discussion was held. **Motion to amend the recommendation was not passed.** Further discussion was held. **Motion passed.**

C. The committee made the motion. Discussion was held. **Motion passed.**

A lengthy discussion was held on B & C. Some of the concerns raised during the discussion included (a) training being mandatory, (b) instructors being forced to modify their grade distributions, (c) the challenges for some individuals, with the types of courses they teach, to use the Canvas gradebook, and (d) the inability for some individuals to have had training on instructional technology. Dr. Creech-Eakman urged all faculty on the importance of reviewing the committee's report and recommendation prior to the next senate meeting.

7. Grad Council Report-Dr. Aly El-Osery

a. **Minutes of the October 10th Grad Council Meeting**

Minutes were presented to the Faculty.

b. **Distance Education Program Catalog Language**

There were no changes. Updated language.

c. **Satisfactory Academic Progress**

The motion was made to accept the proposed recommendations for the AY 24-25 catalog.

The motion was approved unanimously.

8. Council of Chairs-Dr. Michael Jackson

a. **Minutes of the October 17th, Council of Chairs Meeting**

Minutes were presented to the Faculty. Some highlights were:

- Updates were provided on assessment reports and other major campus initiatives such as the strategic plan, quality improvement initiatives, accreditation task force, and program review. Looking for volunteers for these committees, including two faculty for the Accreditation Task Force. We will bring the draft action plan for the institution's strategic plan to the Faculty Senate in February. This includes adding elements of the Retention Committee's report that were approved.
- Chairs were informed that updated faculty sabbatical leave forms are on AA's Policies and Procedures website.
- Following a discussion, it was decided that AA would invite NMT tenured faculty to submit letters of recommendation for individuals pursuing tenure (in their final year) while personnel committee chairs would contact research staff directly.
- Student Research Symposium dates will be April 16 - 19, 2024 with registration starting on January 16 and ending on March 15 (and it is a deadline). GSA will be working with the SRS committee to schedule their poster session sometime during April 16-18 (given that department showcases are on April 19). They asked for departments to be flexible with their seminar courses – either allowing graduate students to present at the poster

session or to incorporate it into the seminar course itself (if known far enough in advance).

- Guidelines for Non-Tenured Faculty appointments were discussed and a draft will be given to the Faculty Senate Academic Freedom and Tenure Committee to review and when ready to move forward to the Faculty Senate for discussion.
- Tentative: Interim policies—will be submitted to the President regarding two former interim policies: Disciplinary Policy for Complaints Directed at Instructional Staff and Complaint Resolution Policy for Complaints Directed at Instructional Staff. AA will provide the Faculty Senate Academic Freedom with drafts of these documents and how they could be incorporated into the Employee Handbook.

b. Inclement Weather Procedures

- The policy on closures and suspensions of university operations will be incorporated into the Employee Handbook while the guidelines (**attached in the Senate Agenda**) will be posted on AA's Policies and Procedures website (and on the Student Success Resources website).

c. Formation of a Faculty Senate Ad Hoc Committee

- Formation of a committee to develop recommendations for how undesignated but recurring funding from the legislature (for faculty salaries) could be distributed.
- Volunteers include Dr. Michael Hargather, Dr. Ranalda Tsosie, Dr. Taffeta Elliott, and Professor Becci Spruill.

9. Old Business –None

10. New Business-None

11. Announcements

- a. Student Research Symposium-Aga Gabor da Silva
It will be held April 16-19, 2024. Registration begins on January 16, 2024, and ends on March 15, 2024.
- b. Workshop Mentoring for Diversity-Dr. Sally Pias
Will be held on Friday, November 10, 2024, from 2:00-4:00 p.m., Lopez 106.
- c. Dr. Sharon Sessions reminded faculty to go out and vote as today is Election Day.

12. Adjournment

Meeting was adjourned at 5:11 p.m.