

Minutes
ENMU Faculty Senate
May 2, 2019
3:30 to 5:00pm
Sandia Room

Roll Call:

Present (22): Beinlich, Donohue, Flores, Greene, Haney, Karpowicz (voting alternate for Finley), Kuhlman, Lingnau, Liu, Mazid, Miller, Roller, Senn, Shaughnessy, Shepardson, Sherwood, Starr, Stokes, Sweeten, Thompson, Waldo, and Xavier.

Absent (4): Brust, Nieto (Student Representative), Tian, Wall (voting alternate for Birky)

Guests (2): Dr. Elwell, Dr. Laurenz

Reading and approval of the minutes of 4/18/19:

Motion to approve minutes (Beinlich / Stokes) passed unanimously.

Administrators' Reports:

Dr. Elwell:

NOTE: The regular business of the Faculty Senate was suspended so that Dr. Elwell could give his report. Dr. Elwell arrived late because he had to address a problem at the Lone Star Track Meet.

Commencement Ceremony Updates

Dr. Elwell reported the days of all commencement ceremonies (Portales and branch campuses), as he will be in attendance.

There are over 700 graduates, although he is not sure how many will actually be walking.

There are two commencement ceremonies at ENMU Portales; faculty can but are not required to attend both.

The pinning ceremony for nursing graduates will be held upstairs in the Greyhound Arena between commencement exercises.

New Mexico Promise for Educators Program

ENMU Portales has received the first two applications for the New Mexico Promise for Educators forgivable loan program. To participate, the student must agree to teach a certain number of years in New Mexico after graduation. If the graduate does not fulfill this obligation, the student must repay the cost of education, which currently stands at \$6,206.00 / year. Brochures concerning the program have been sent to all those who are accepted at ENMU for the Fall 2019 semester, as well as to all high school guidance counselors in the area.

The intent of the bill for the New Mexico Promise for Educators Program was to create cohorts of 50 students and was funded for \$350,000.00. Students qualifying for other forms of aid (full Pell, full-ride academic scholarships, etc.) will receive the Promise for Educators Scholarship but no

money. If the circumstances of the student changes (dropping under the required GPA for a full academic scholarship, for example), the student will then receive monies from the \$350,000.00. The funding amount by the legislature allows for approximately 50 – 65 students. Because this is the first year of the program and there is a late start, Dr. Elwell indicates that he would be happy to have 15 participants for the first semester.

Full funding will require about \$1.2 million per year. If the start of the program is successful, he hopes the legislature will agree to fully fund the program.

Super Greyhound Weekend

Eighty-six (86) students came to campus for the Super Greyhound Weekend last weekend.

Question from the floor: Why did Core Staff sign on to EAB Navigator without asking for faculty input beforehand?

Dr. Elwell reiterated the 1,400 schools use EAB Navigator and the purpose of the program is to identify barriers to retention and progression. The first thing EAB does is to extract ten (10) years of data to create a profile of students attending the university. Dr. Elwell felt that this needed to be done under a contractual obligation, so a contract was signed. Dr. Elwell stated that what could have been done was to have Faculty Senate representatives present while Core Staff evaluated EAB Navigator.

Question from the floor: So, is this product primarily for Core Staff and not really faculty?

No, EAB Navigator is intended for the university as a whole and the students. ENMU Portales runs behind our peers (i.e.: NMSU, etc.) in retention and completion.

Statement and question for the floor: Dr. Laurenz agreed the during the first year of implementation, there would be serious dialogue with faculty before a second-year contract is signed. Would you also make that commitment?

Dr. Elwell stated that the first time EAB Navigator would actually be used to advise is scheduled for Fall 2020. So, in a sense, this is a multi-year contract because we must first have some data to be able to see if the program is having the intended impact.

Question from the floor: Will EAB Navigator be used as an oversight tool for advising and other faculty functions?

Dr. Elwell stated that this is not the purpose of EAB Navigator.

Statement from the floor: If we do not have a policy in place, then we must take into consideration that EAB Navigator ultimately might be used to make decisions about faculty performance and influence FEC decisions.

Dr. Elwell again stated the EAB Navigator is not intended to be used in faculty evaluation. He also stated that, in all honesty, there are already capabilities to track computer activity. He, himself, does not look at any person's teaching evaluations [unless required by policy or on appeal].

Statement and question from the floor: The real problem for the Faculty Senate and the faculty-at-large is the shift in university culture, in particular the departure from inclusion. Faculty was left out of the EAB Navigator process and the Administration did not request feedback from faculty on something that has a direct impact on what faculty do. When something is being considered that has a direct impact on what faculty do, faculty should have the opportunity to give feedback. Is that your commitment?

Dr. Elwell stated that he would talk to Core Staff about having faculty representation at Core Staff meetings.

Statement and question from the floor: A decision was made without faculty. Can you agree that is a problem?

Dr. Elwell stated yes.

Question from the floor: Can the Administration send a memo that states that the EAB Navigator is not to be used for faculty evaluation?

Dr. Elwell stated yes.

Dr. Elwell suggested that the Faculty Senate incoming President and Vice-President should write a brief but very thorough policy that specifies that the EAB Navigator Dashboard would not be used in any way to influence the FEC process.

Dr. Laurenz:

NOTE: Dr. Laurenz reported before Dr. Elwell, since Dr. Elwell was taking care of an issue at the Lone Star Track Meet and was not present during the time set aside by the Faculty Senate for Administrators' Reports.

Dr. Laurenz has seen the last minutes of the Faculty Senate and saw that a resolution was passed. An open question session was held at the last General Faculty Meeting. The EAB Navigator team also held a presentation for faculty.

Core Staff does want faculty input. At this time, about fifteen (15) faculty members have indicated wanting to be involved in the Beta testing of EAB Navigator. There will be training on EAB Navigator during the first week of August for interested faculty.

This fall, the focus will be on the Advising Center. Rollout for faculty is anticipated in Spring 2020. He is available and willing to address faculty concerns.

Question from the floor: "Is there a reason why Administration signed the contract with no input from the faculty and Faculty Senate?"

Dr. Laurenz stated that no, there is not a good reason that would explain why the consideration of EAB Navigator was not brought to the faculty. EAB Navigator was presented to Core Staff and the contract was signed. Dr. Laurenz stated that he understands that the Administration did not do a good job in working with faculty and that it will take faculty involvement to make EAB Navigator work.

Statement from the floor: Having been at a number of institutions, what historically makes an institution great is the Administration working closely with the faculty. Institutions that do not respect faculty and faculty opinions tend to not be well-run institutions.

Dr. Laurenz agrees and plans to work better with the faculty in the future.

Other comments and questions from the floor:

EAB Navigator

1. The EAB Navigator presentation was helpful at the last General Faculty Meeting.
2. There are concerns with security, since everything is stored in the Cloud.

Dr. Laurenz did say that more and more of what we do is in the Cloud. There aren't a lot of ways to avoid that. A security breach is a possibility.

Levels of access can be built in to EAB Navigator, so support staff and tutors will not have access to all areas. No counseling notes will appear in the system.

3. What is the fee for EAB Navigator and what is the level of commitment?

Dr. Laurenz stated that the set-up fee was/is \$35,000.00 with an annual cost of \$70,000.00 per year for a year-long contract. We are committed for the next year. If we feel that we are not getting the expected return, we can cancel the contract.

4. Will there be a possibility for Administration and the faculty, after the one-year, to work together to decide if the contact will be renewed?

Dr. Laurenz stated that, yes, there will be dialogue.

Learning Management System (LMS)

There is a rumor that the Blackboard LMS will no longer be used and Canvas will be the LMS when we come back in the fall. Is this the case?

Dr. Laurenz stated that this is absolutely not the case; Blackboard will still be the LMS in the fall. Every five (5) years the university looks at the LMS. This fall, we will begin to review the LMS, which is a year-long process. There will be sandboxes created for faculty to use to try out various LMSs and the university will go with the recommendation from faculty. Once that step is done, however, we would never-the-less continue with the same LMS for one more year.

Faculty Senate Reports:

Treasurer:

No report.

Curriculum Committee:

No report.

Distance Education and Outreach Committee:

No report.

Elections Committee:

Firming up the last of the positions for next year.

Faculty Grievance Committee:

No report.

Faculty Personnel and Handbook Committee:

No report.

Faculty Research and Instructional Development Committee:

The committee has met and reviewed all the proposals. Those who are awarded grants (some awarded fully and some partially) will soon be receiving their letters.

General Education Committee:

The General Education Assessment Plan was approved. There has been an extension of the deadline for the recertification of general education courses granted by the state. The recertification of courses will continue in the fall.

The next meeting is Wednesday, May 8.

Program Review Committee:

There were no summer applicants.

Undergraduate Admissions and Standards Committee:

No report.

Ad Hoc Student Evaluations Committee:

No report.

Ad Hoc Intellectual Property Rights Committee:

The Policy on Intellectual Property Rights passed the Regents on April 19. The process took three years. The Faculty Senate will need to appoint three or four members to the Intellectual Property Rights Committee.

University Standing Committees:

Assessment:

All letters have been sent.

Budget and Planning:

No report.

University Council:

Met on April 29 for the last meeting of the current academic year.

The following policies were tabled until Fall 2019:

25-1 Private Support

80-17 Employee Dress Code

The following policies were retired:

25-3 ENMU Foundation Policies (Portales)

30-5 Chairs of Religion

The following policies were removed to the Academic Affairs Handbook because the deal with process, not policy:

20-3 College Organization

20-4 Dean of College

All other polices passed and mainly dealt with editorial changes.

The next meeting is scheduled for August 26, 2019, at 3:10 pm.

President's Report:

The Faculty Satisfaction Survey was delivered late to the faculty because the SurveyMonkey account where the survey was housed was corrupted. SurveyMonkey could not retrieve the content and the account was closed. The Faculty Senate President reconstructed the survey and sent it from a different SurveyMonkey account.

In the future, perhaps Institutional Research could host the survey instead.

From the floor: The CNI faculty expressed concern that the survey has no statement of confidentiality.

The President clarified that only the Faculty Senate President and the Vice-President see the survey responses and collate the responses. No single person's comments are ever distributed to others and the results will maintain confidentiality of the respondents.

Old Business:

None.

New Business:

Report sent from Athletics

What was the purpose of this report for the faculty, as the report does not address the actual concerns of faculty about student academic success? Of more interest are measures taken in athletics to ensure the integrity of academic performance.

It was suggested that the guidelines for reporting mandated by the NCAA (NCAA Regulations) be reviewed for clarity of purpose.

EAB Navigator Policy

It is noted that it will be difficult for the incoming Senate to create an explicit policy that clarifies that EAB Navigator will not be used for faculty evaluation when faculty and Faculty Senate are not in any comprehensive way familiar with the program.

Announcements:

Theatre department will be presenting the play, *Wit*, over the next few days.

The motion to adjourn (Sherwood / Roller) passed unanimously. Meeting adjourned at 4:57 pm.

Respectfully submitted,
Kristin G. Waldo
Faculty Senate Secretary