

ENMU Faculty Senate Minutes
Thursday, September 7th, 2023
3:30 to 5:00 pm
Zia Room

1. Roll Call:

- A. Asher, Beck, Bengel, Camarillo, Carr, Ceh-Varela, Cole, Demuth, Duni, Flores, Hussein, Idowu, Messina, Moyer, Niu, Parker, Petrone, Pollock, Roe, Senn, Tollett, Welsh, Woo
- B. Alternates: Brust for Speller
- C. Absent: Gonzalez (no alternate provided)
- D. Quorum met.

2. Approval of the Agenda

- A. Motion: Welsh
- B. 2nd: Cole
- C. Passed

3. Reading and Approval of the Minutes: May 4, 2023

- A. Motion: Messina
- B. 2nd: Cole
- C. Abstentions? 2
- D. Passed.

4. Administrator's Report:

Dr. Jamie Laurenz

A lot of positive news around enrollment. The official census day is 09.08.23, but we are currently up about 5.8%, or approximately 300 students. These numbers are primarily full-time students (undergraduate 9.9% and Graduate 17%). As for on-campus versus online presence, that difference is not known yet but can and will be shared. Prior to COVID the campus had a 50/50 online versus on-campus student body. With COVID, all went online; we anticipate the student body to move toward the previous 50/50 split.

This increase in students equates to roughly 4,000 semester credit hours. We are up in continuing students (6.6%) for the first time in 5 years. Sophomore, junior, and senior classes are all up. The data is encouraging for the next AY as well, as freshmen are up 10%. We are up on new transfer students and new graduate students. The only two groups that are down are dual credit (about 39 less students) and in re-admits (students who leave and return later). This is a big thank you to all for the efforts around recruitment and retention. Thank enrollment and transfer center staff as well when you see them. Everyone is really putting in this time and effort and it shows.

Last year the state awarded 6% raises as well as equity funds. These monies were used to increase base salaries. For instance, instructor lines rose from \$47k to \$52k; assistant professors from \$58k to \$62k; associate professors from \$66k to \$72k; and full professors from \$75k to \$84k. Equity funds were used to raise those that didn't meet minimum requirements and adjunct pay was raised from \$700 to \$800/credit hour at undergraduate and \$900-\$1k/credit hour at the graduate level. Promotions received 8% in addition to the raises awarded across the board. This took pay increases anywhere from 6 to as high as 16% for some, based on equity adjustments. Over a 2-year period there has been a 13% increase from the state and for some with equity and promotion this rate is as high as 22%. This has been and will remain a focus for this administration. We see this as ENMU's way of remaining competitive in pay.

As for any rumors you may have heard, Dr. Laurenz has no plans to retire. He wanted to assure the Senate of this and encouraged any Senators to pass this along to colleagues who may ask.

5. **Faculty Senate Reports:**

Treasurer's Report—*Corey Cole*

- No change

Curriculum Committee-- *Ali Hussein*

- This is a catalog year. They have yet to meet but will begin reviewing UG catalog changes as programs present them.

Distance Learning Committee—*Corey Cole*

- 1st meeting 09.11.23

Elections Committee—*Melissa Moyer*

- New to this role, there have been many changes. Please be patient with your college elections chairs as they are working to fill committees. Those in CFA, please support Dr. Beinlich who is working to fill needed committee seats.

Faculty Grievance—*Not active currently*

- n/a

Faculty Personnel & Handbook Committee—*Omar Camarillo*

- no meeting

Faculty Research & Instructional Development Committee--*Lassiter Speller*

- no report

General Education Committee-- *Omar Camarillo*

- meet next week

Program Review Committee--*Darrell Roe*

- no report

Undergraduate Admissions and Standards Committee—*need representative*

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University Standing Committees

Assessment—*John Petrone*

- Meet next week

Budget & Planning—*Geni Flores*

- No report

University Council— *Geni Flores*

- There are new policies to review later in the meeting

6. **President's Report:**

There is no Zoom component available for senate attendance, as voted on last spring. There is one member who is under a work from home agreement with ENMU who Senate has provided a Zoom link. All senators are expected to be physically present or represented by their alternate.

Parliamentarian Asher covered general rules of order for senate proceedings, emphasizing discussion around action items. If you wish to speak, please raise your hand, the moderator will acknowledge you and give you the floor, uninterrupted. Once complete, other comments are accepted. Should you choose to speak again, you must wait for all comments to be heard before you speak again. There is a 10-minute time limit on action item discussion. In the event additional time is needed, there must be a motion for an extension.

7. **Old Business:**

Benefits for Domestic Partners

Most constituents approved ENMU exploring such a policy. President Flores provided Benito Gonzales with the UNM policy for a reference. Chancellor Johnston and Provost Laurenz are exploring this for ENMU. There are stipulations to this policy, and it is in process.

Long-term Instructor Status

Administration has requested a drafted resolution with constituent approval to submit to them for consideration from faculty. An ad hoc committee will be formed. Senators Beck, Carr, and Messina volunteered. This is to draft the process of a 3-year FEC into an APE for contract renewal, versus the current requirement of a 3-year FEC submitted every 3 years for entirety of employment with ENMU.

Motion to approve Beck, Carr, and Messina for ad hoc service: Cole

2nd: Roe

Passed.

Technology Town Hall, Sept 26/27; ongoing issues, portal

The Faculty Meeting was scheduled during the proposed town hall dates, but a larger issue is that ENMU still does not have a IT Director. Administration is projecting this role to be filled this term. The proposal is to postpone this town hall until an IT Director is hired, and rather than one large town hall, running one for each college.

Motion to postpone and hold town halls by college: Senn

2nd: Welsh

Passed.

Portal Issues

The Acting IT Director is working to address this issue and has been made aware of the timeout issues faculty are encountering. They think this may have been addressed in the last 24 hours. Please report issues should they arise again. President Flores requested a single line for assistance (IT and distance learning). Senator Welsh requested a notification system when it is down, rather than when it is back up – President Flores will bring this concern forward.

Gender Neutral Restrooms

A list was provided to all senators to post of facilities across campus. If we feel there should be more, we can revisit this. Related was the discussion of baby changing stations provided for parents. The CUB restrooms are now equipped. Senators recommended the GSSC and Theatre, as these are spaces frequented by more of the public, if each campus building was not to be equipped with baby changing stations in both the M/F restrooms. Lactation stations were discussed and where they are located. This will be explored.

Elections Committee Status

Senate representation is needed on the Faculty Personnel Policy and Handbook Committee. Welsh self-nominated and was affirmed after vote initiated by Cole and 2nd by Tollett. Passed. The committee needs an administrative appointment, Senator Moyer will reach out to Dr. Laurenz.

The CFA is having difficulty filling positions on committees. Please support the elections chair and consider serving, talk with your colleagues as well. All other colleges' committee representation is in place for the year.

8. New Business

Post Office Policy

Motion to approve: Cole

2nd: Senn

Abstentions: 3

Passed

Technology Purchases Policy

Motion to approve: Pollock

2nd: Cole

Abstain: 1

Passed

Use of University Vehicles Policy/Service and Assistance Animals Policy

There was discussion on the language used in the policies defining services animals (5.a: only dogs?), as well as language applying law to animals [owners] (2.c). Can there be clarification that all animals are to be registered through student services, which would provide the same documentation of permitted animal presence in a vehicle as is provided for a classroom? President Flores to follow up.

Tabled to allow President Flores to get clarification on definition and documentation required for service animals and their admittance in university vehicles.

Motion: Senn

2nd: Cole

Passed.

Counseling and Mental Health statement in syllabi

This language was included in the syllabus template in previous years but has been removed and placed in the canvas course shells. Anyone may add this to their syllabi, and it will most likely return in the template in coming semesters.

International Recruitment of Music students: tuition cost

The question of tuition for international music students was raised by a constituent but appears to be a moot point. ENMU now offers a scholarship to all new degree-seeking international students that will bridge the cost gap between international student fees and in-state tuition. This will be across all degree plans.

Written policy regarding office hours and on campus presence

Constituents have raised questions about where the policy on office hours and on campus presence are posted. Is there a desire of senate to take this forward as request such a policy. There are concerns voiced by many that policing of colleagues in terms of office presence creates an unhealthy campus culture and work environment. There were distinctions made between a desire for clarification on required office hours and whether the campus presence policy was desired. Dr. Johnston will be invited to the next session to talk about his view of on campus presence. The decision was made to table and take back to constituents regarding their preferences to present at next senate session.

Motion to table to constituents: Senn

2nd: Hussein

Passed.

Instructor status concern

Several constituents brought forth concerns regarding an instructor line, without terminal degree, who was awarded tenure at Associate Professor level in the spring of 2023. Personnel issues are not within the purview of the senate, it is not the desire of this body to address this individual's promotion, but rather the process by which it was obtained for concerns of abuse of power.

A prior chancellor awarded tenure based on a line in the faculty handbook, that if read further, does not apply to such an exception. The question rests on the senate's comfort with this use of chancellor/presidential power to circumvent a promotion system in place for faculty.

Motion to table for further consideration: Senn

2nd: Hussein

Passed.

Meeting Adjourned at 5:00 pm by VP Parker