

CNM Faculty Senate Meeting Minutes

Date: 04/19/2013 (FRI)	Meeting Time: 1:00 pm. – 3:00 pm.	Meeting Location: MS-402	
Attendees	Chair <input checked="" type="checkbox"/> Michael Crane (MSE)	Vice-Chair <input checked="" type="checkbox"/> Judith Tomasson (SAGE)	Secretary <input type="checkbox"/> Steve Glass (MSE)
	Treasurer <input checked="" type="checkbox"/> Cef Garcia-Heras (SAGE)	<input checked="" type="checkbox"/> Phelan Gavaldon (AT)	<input type="checkbox"/> Jason Manzanares (AT)
	<input checked="" type="checkbox"/> Barbara Bates (BIT)	<input checked="" type="checkbox"/> Kalynn Pirkl (BIT)	<input checked="" type="checkbox"/> Maxine Freed (CHSS)
	<input checked="" type="checkbox"/> Rinita Mazumdar (CHSS)	<input type="checkbox"/> Andy Russell (CHSS)	<input type="checkbox"/> Ron Reid (CHSS)
	<input type="checkbox"/> Shanna Davis (HWPS)	<input type="checkbox"/> Amy Rademacher-Neel (HWPS)	<input type="checkbox"/> Jennifer Schardt (HWPS)
	<input checked="" type="checkbox"/> Colleen McNamara (MSE)	<input checked="" type="checkbox"/> Roderigo Padilla (Acad Advisement)	<input checked="" type="checkbox"/> Janna Goodyear (SAGE)
	<input checked="" type="checkbox"/> Bonnie Bailey (SAGE)	<input checked="" type="checkbox"/> Doug Scribner (HWPS)	
Guest(s)			
I/II . Determination of Quorum & Call to Order:			
Michael called the meeting to order at 1:10PM. Role was taken and a quorum was present.			
III. Approval of Agenda			Action Taken
The agenda was adopted by acclamation.			Agenda adopted
IV. Approval of Minutes from March 2013 Meeting			Action Taken
Several minor spelling corrections were made to the minutes. Michael corrected the spelling of Andy Tibble's name and a few other spelling errors. Phalen moved to approve the minutes, Colleen seconded; the motion passed unanimously.			Minutes approved
V. Officer elections			Presenter
Michael asked, "Who wants to be chair?" Judith made a motion to nominate Michael. [I'm not sure who made this motion.] No other nominations for chair made. Judith took over this part of the election. Pros – 11. Zero "no's" and zero abstentions. (Roderigo reminded us that he was a non-voting member.) Michael was elected as chair. Judith recognized improvements under Michael's chairship. Next officer, vice-chair. Michael nominated Judith. Bonnie seconded nomination. Judith accepted nomination. Michael asked for a vote. Pros – 11. Zero "no's" and zero abstentions. Judith was elected vice-chair. Michael nominated Steve for secretary. Colleen seconded nomination. Michael said he would like to offer this to him, and if there are issues we will address them in next meeting. Michael asked for vote. Pros – 11. No opportunities for "no's"			Michael

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<p>or abstentions, so vote carried. Treasurer. Michael asked Cef what treasurer does. [I'm certain Cef responded, but I didn't record his response. Sorry.] Cef nominated Phelan for treasurer. Michael asked Phelan if he was okay with that. Phelan said "yes" as long as he was given some education on anything he might need to know about accessing funds, etc. Bonnie moved to sustain further nominations. Michael asked for a vote. Pros – 11. Phelan was elected as Treasurer.</p>		
Actions to be taken	Person Responsible	Deadline
VI. Senate/Union Forum Notes (What should we do with them?)		Presenter
<p>Michael thanked Bonnie for taking notes. Phelan asked how it went. Michael debriefed us on how it went. Thought it went well, but said most faculty directed questions to union. Learned that different colleges have different workloads and different other duty requirements, which leads to desiring what others have.</p> <p>Diversity in classroom [I'm not sure what was said about this.]</p> <p>Something not on agenda but has question about - two termers and question about extra compensation to full-timers for summer loads but concerned that not fair to part-timers. [Yikes. I'm a bad note-taker. How does Steve do it? I think you brought this up Michael and there was some discussion of it, but not much.]</p> <p>Judith: Talked about forum notes. Talked about Nora and all the work she did but Dean told her it didn't count as college service. She had to go in over summer. Wondered if this went against contract. Judith brought up numbering on performance. Would like to write up a proposal that she could bring to FS and bring it to Dean's Council. Concerned that numbers are missing. What happens if they offer raises down the road and go by numbers? Or if have to lay people off. These numbers will come back. So we should think about this. How do we know what a 9 is? Bonnie referred to what Patrick Flink said at Forum. College service is anything outside of your school, but this isn't what everyone is told. Judith talked about work she is doing with online class. Was told this would count as college service, but Bonnie's been told that this type of thing isn't. The process is so subjective. Kalynn asked if we could request a definition of this is in a proposal. Judith – what is there vision? From an HR perspective, how does this number evaluation work? Is it punitive? Maybe some people don't do enough work. We don't want to hide who isn't doing this. It doesn't really work to reward or punish. Kalynn – what stuck out to her is about treating faculty as professionals because of how they have to account for all the hours they work. Treated like hourly. She doesn't flex time. It seems like a waste of time. Judith – we would ask clarification on that and if they use numbers, clarification on what those numbers are is necessary. Talked about overall turn out for forum. Not a huge turn out. Maxine referred back to Nora's documentation. Maxine said I don't do any of that. As a</p>		<p>Michael – until pulled away to other meeting. Judith took over meeting (around 1:29)</p>

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professional, considers it as part of her job, and she doesn't keep track of it. Do instructors need to do this, count hours? What Nora was trying to show was the value of her work there (UNM), which we were surprised didn't get counted as college service.

Judith – what are we going to do with notes? Would like to propose a FS blog (not on Sharepoint) where we could engage faculty for feedback. And then we could use that to shape our FS discussions. It wouldn't be anonymous, but we could still have really useful exchanges. The blog would be limited to faculty. Could occasionally send out the link via email and/or MCO. Faculty could subscribe to it. Maxine raised concerns about subscribing to it and how that might narrow down the field. Judith said that those people could still view discussions just wouldn't be bothered in email. Could set this up this summer.

What does faculty management committee manage? **[I forget who asked this? It might have been Colleen.]** Bonnie said it was supposed to be created with part of union to talk about issues in collective bargaining. Didn't work that way. Andy Tibble resurrected it. Met with Bob Brown, Sydney. Bonnie was replaced. Witness a lot of stalling by administration. Admits that she is editorializing. Bonnie said that Andy Tibble told her that it was supposed to help in negotiations. Maxine – so union related, not FS related? Bonnie recounted an experience. Colleen asked follow up question – elected, volunteered? Bonnie said that she was asked [to join the committee]. Judith – talking about full-time a lot right now.

Judith – we can ask deans to clarify and come up with documents that describe evaluations better and make it more equitable from school to school. If someone is a 9 in SAGE, that could be comparable to a 9 in another school. Important questions to ask and deans would need to respond within a certain time. Consider for summer. Asked if anything else with this.

Cef thinks it is all nuts. We are professionals here. What do they mean by "every week." Hours vary from week to week. Cef talked about changes with textbooks. Concerned if passing grade numbers go down will be held accountable for this when clearly the shift in textbook needs to be taken into consideration. Trying to make us hourly employees. Like being bullied by bosses, like in private business. What we are presenting to deans: Define good job, so we can't be bullied. Judith – good curricula work should be considered college service. What better service can I do than create a class to retain students? Doug's suggestion is if we are going to send voice forward that we need to inventory what college student means in different schools. Doesn't want to find middle ground that makes it more complicated for him [didn't mean himself solely, but other instructors, too]. If a school like SAGE is doing a lot more, then we would want that to go away. Would like to find out what is going on in other schools.

[I'm not sure who introduced this shift in topic.] Mixed signals about other duty hours and college service. Want to ask to clarify the difference. Judith thinks they are going to try to bring this into CBA.

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Right now it isn't. Doug wonders if it is better to keep it vague. Once it is in CBA, the college as legal grounds. Judith says that that is good point, but they go back evaluation, and college service is part of evaluation. Maxine referred back to Cef's comments. Can we say this is insulting, too vague to make sense? Can we combine college service and other duty hours? Any recommendation FS can make in regards to this? Judith thinks yes. We could make recommendation that they recognize that college service and other duty hours are the same. There is worry that faculty will be so stretched won't be able to focus on teaching, our primary college service. Yes. Recognize they are the same and then create a rubric and allow faculty to engage in meaningful activities. Professional development should be included. Cef – to what degree have you accomplished this goal? Stop worrying about hours. Give me a goal about professional development. Why the other rubric? Judith wondered why we couldn't challenge our deans during faculty performance evaluations – "Why can't you give me a 9?" Colleen mentioned what came up in MSE. Rich laid out four goals, which she is supposed to address in portfolio. She thinks that this is how we should be able to do this without accounting for hours.

Kalynn – other than writing proposal, can't we just go speak to Dean's Council? Judith thinks it is a great idea to present it in person. Judith will write a proposal. Judith – the May meeting may need to be eliminated.

Phelan suggested emailing our Deans directly, asking what is college service. Then we could bring results to June meeting. Definition of college service and rubric of evaluation numbers.

Cef motioned for FS to establish a blog for purpose of engaging faculty to get information related to faculty. Maxine seconded the motion. Pros – 9/0 "No's"/ 1 abstaining (Barbara abstains) We voted to create a blog. We recognize a need to review rules, wording, etc. for putting online and opening subscription.

Judith doesn't know if we need permission. Do we need approval? Discussion of whether or not this speech is protected. Violation of FERPA would be a problem. Kalynn – we can't control what other person submits. Could we get in trouble? Judith – we could have blog rules and remove postings that don't meet rules. Doug – disclaimer indicating comments are not a reflection of FS. Rules – no profanity, no personal attacks on anyone.

Colleen – Biology faculty would like FS to take up professional development. Judith – feel like faculty interested in this.

Doug would like to see FS approach college and say we disagree that classes like remedial should be cut.

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Actions to be taken		Persons Responsible	Deadline
Ask deans and colleagues what definition of College Service is. Write a proposal for review in June meeting		FS members	
VII. Future projects			Presenter
<p>Colleen referred to Michael's email with future projects: (1) Professional/Teaching reviews; (2) Professional Development; (3) Other Duty Hours; and (4) administrative expectations for faculty, faculty expectations for administration. We think these are all good projects. Phelan brought up online document identifying college service (?)</p> <p>Kalynn - How do I find information institutional wide?</p> <p>Judith brought conversation back to future projects: Professional development, make it more accessible. Janna – How can we include part-time faculty in this? Barbara – Maybe we could use FS money for this? Maybe fundraising money? Judith – Start a conversation about how to make professional development a priority and figure out how to engage everyone, including part-timers. Judith/Bonnie – meaningful recognition of faculty. Judith – Faculty of the month for each school maybe. Kalynn – Could be per term. Bonnie – Could this be a FS led thing? Recognition of students, too. Judith – we do have some outstanding student awards. Think about ways to appreciate teachers, not necessarily monetarily. Barbara – Should we do anything to attempt to get feedback on new late enrollment policy? Judith thinks this will be a blog topic. Kalynn – Does this wrap into waitlist? Judith – Could we ask them to keep waitlist in Banner for a couple of days? Cef – Brought up question of when students don't pass and aren't removed right away from class they aren't qualified to take. Just wondering if this affects waitlist placement.</p>			
Actions to be taken		Person Responsible	Deadline
VIII. Announcements			

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N/A	
IX. Adjournment and next meeting	
The meeting was adjourned at 3:00 PM. Next Meeting: 05/24/2013 Location: MS 402	
Other notes: We recommend cancelling May meeting because it is Memorial Day weekend.	