

New Mexico Institute of Mining and Technology
FACULTY SENATE MEETING
Tuesday, May 7, 2024
3:30 pm, Workman 101
Minutes

1. Call to Order

Dr. Brian Borchers called the meeting to order at 3:31 pm.

2. Approval of the Minutes

Dr. Iain Crump moved to approve the minutes, followed by a second from Dr. Chelsea Hargather. Motion passed.

3. Reports of Standing Committees.

a. Academic Freedom and Tenure, *Bill Stone*. Dr. Stone brought forward two proposals, the first to create Teaching Faculty ranks (Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor) as non-tenure positions. Currently, faculty designated as Lecturer or Instructor have no avenue for advancement; the proposal would create a defined category for positions. Individuals with these titles would be eligible for promotion after five years in a particular role. Time in rank for existing faculty would be considered while a new hire would begin as an Assistant Teaching Professor. Individuals would have the intellectual freedom in the classroom, as instructors do now. On behalf of the committee, Dr. Stone moved for approval. Motion passed.

The second proposal addressed research adjuncts, with teaching adjuncts covered in the first proposal. In introducing the “Affiliated Faculty” proposal, Dr. Stone noted that the term “adjunct” is used in several ways, such as a temporary hire to teach an English class, retired Sandia and LANL personnel teaching a class in their area of expertise, etc. NMT has had 140 adjuncts, and all have voting rights whether or not they teach. Dr. Stone said he had several concerns about unintended consequences; i.e., under the proposal, Bureau staff could no longer serve as PIs. As a member of the AF&T committee, he moved to approve the Affiliated Faculty proposal. However, as an individual member of the Senate, Dr. Stone moved to refer the proposal back to the AF&T committee for further discussion, followed by a second from Michelle Creech-Eakman. Motion passed.

b. Budget and Research, *Ashok Ghosh (via Zoom)*. All six committee members met on Sept. 8, 2023 to address four primary issues. He referred Senate members to Page 3 of the committee’s final report showing annual and cumulative surpluses from 2016 – 2022 for NMT’s six research divisions, noting that Playas (PTRC) was in the red for 10 years until FY23, with a net surplus of **-\$8,069,191**. AVP for Research Carlos Romero in a meeting with the committee said the PTRC in FY24 has a YTD surplus >\$2 million, due to new contract activities and doubling the Faculty Support Rate from ~ 30 percent to 65.54 percent.

Not knowing what the Office of Innovation and Commercialization (OIC) does, the committee met with OIC Executive Director Dr. Myrriah Tomar to learn about its role in technology commercialization. The report notes that New Mexico Tech has over 60 active and pending patents worldwide and a growing portfolio of technologies available for licensing/startup formation. Referring to a recent Economic Impact Study initiated by the University, Dr. Ghosh

said the graphic on Page 2 shows the economic value of NMT as a strong investment for three major stakeholder groups: students, taxpayers and society.

Dr. Matt Heizler, who met with the committee to discuss fringe rate volatility, said he is motivated to get a secondary opinion in analyzing the leave pools at NMT. The administration has been open with information and access to records, and Dr. Heizler expects to study in the next few weeks how to manage the leave pools, which doubled after Covid. It's a moving target. Sick leave is a fixed benefit and its management should not be variable...we want to flatten the curves and simplify the system, he said.

c. Space Utilization and Campus Planning, Doug Wells. As a result of its three meetings (one last fall and two in 2024), Dr. Wells reported that members agreed to focus on developing and revising policy and guidelines for space use and campus space planning. The committee submitted a proposal to modify the charter and review policies that, in fact, no longer exist. The committee requests Senate feedback by September, in time for approval at the October meeting.

4. Council of Chairs, Michael Jackson.

a. Minutes of the April 16 Council of Chairs meeting.

- As announced by VPAA Jackson, the next Council of Chairs meeting is Aug. 20, 2024.
- Faculty wanting to be familiar with the technology changes being made to classrooms this summer should sign up for training with ACT.
- Reminder: Please submit your final grades to the Registrar by May 13. Additionally, the FSSE, a survey for faculty, is open through May 13.
- The UNM ROTC detachment visited NMT and their goal is to grow the program to ideally have about eight NMT students.
- NMT's Human Resources office has asked instructors for transcripts of their highest degree. This request is part of the HLC's reaffirmation visit; if there are costs involved with this request, AA will assist with the reimbursement.
- Departments were asked what training they were providing TAs in their departments; about 80 percent responded, although the GSA was surprised the rate was not 100 percent. During the summer hiatus, departments were encouraged to think about the training they are providing TAs, what was needed, how it can improve, and how to engage students in this process.
- In response to a student injury in a teaching lab on campus this semester, Dr. Jackson has requested the Dean be a point of contact for the student and an independent review evaluate the incident and develop recommendations for the department (and perhaps the campus as a whole). The committee was asked to provide a preliminary report by the end of May.
- HED has requested feedback regarding on services that promote mental health programs, and will be randomly contacting individuals.
- Those teaching a summer class should be aware that Juneteenth (July 19) is a paid holiday. Although no classes will be held that day, any summer campus held that day will remain in-session.

Dr. Jackson was pleased to announce faculty receiving tenure and promotion effective at the start of their next contracts. It makes things so easy when dealing with outstanding individuals, he said, thanking departments for their mentoring and the hiring committees in selecting outstanding candidates:

Tenure and Promotion to Associate Professor: Dr. Christopher ChoGlueck, Communications, Language Arts and Social Sciences (CLASS), Dr. Deep Choudhuri, Materials and Metallurgical Engineering; Dr. Dan Jones, Earth and Environmental Science (E&ES); Dr. Ryan Leary, E&ES; Dr. Youngmin Lee, Chemical Engineering; Dr. Alex Rinehart, E&ES. **Promotion to Professor:** Dr. Subhasish Mazumdar, Computer Science, and Dr. Raúl Morales-Juberías, Physics. These individuals will be officially recognized at Convocation ceremonies on Aug. 16.

5. Grad Council Report, *Aly El-Osery*.

- a. Minutes of the March 12 Grad Council Meeting.** Dr. El-Osery reported increases in grad applications (~ 25 percent) and candidates accepted (10 percent); additional applications are in the system. He urged departments to review them and reach out to students who were admitted, but have not yet accepted. Qualified students for NMHED STEM scholarship funds have been notified, and several have not responded.

There was discussion about eliminating the 10-hour graduate contract but individuals believed it would harm students who otherwise wouldn't have funding. Because the proposal drew only four responses in the Faculty Survey, council members made no motions on the issue. Stipends for 2024-2025 increased 7 percent across the board.

- b. Ph.D. Record of Meeting form.** The Graduate Dean presented on screen a modified form of the Ph.D. Record of Meeting form, which the council approved with one abstention. The new form provides room for comments; its intent is not to assess students, but to keep track of their academic activities as part of their record. The Dean hopes to do this with Dynamic Forms and Adobe Sign. The student's academic advisor will write it and members will initial it. The Dean on behalf of the council moved for approval. Motion passed.
- c. Published work as part of a Thesis/Dissertation.** The guidelines provide four provisions for students basing sections and/or chapters of their thesis/dissertation on their published work. The student must: 1) Be the primary author of the publication; 2) Have written permission from other authors; 3) Have committee approval; 4) Have obtained required permissions from the publisher. Students need to be very aware of copyrights before submitting any paper for publication. An additional requirement is to clarify who owns what and who wrote what, noted Dean El-Osery, adding that the guidelines make for a cohesive body of work. Who is to judge? Asked Dr. Michael Hargather during discussion. Students should rely on their committee members and academic advisor to evaluate their work. On the subject of copyrights, the Dean noted that even if a student's work is published, the student retains the rights, adding that copyrights differ from place to place. Students should be encouraged to publish, but should check on what releases they're signing. So far, the Dean has had no issues; if a publisher said no, the student withdrew the paper. On behalf of the council, Dean El-Osery moved for approval. Motion passed.

6. Old Business. None.

7. New Business

- a. Ad hoc committee on food catering, *Haoying Wang*.** The motion called for the Faculty Senate to appoint an ad hoc committee to discuss with administration options for renegotiating the current contract with Chartwells to provide more flexibility and price transparency for catering events (and food services as applicable) on campus. Initial members of the ad hoc committee are Haoying Wang and Anders Jorgensen and (others to be added by amendment). The committee is to report back to the Faculty Senate at the September 2024 meeting with its work plan. Dr. Doug

Wells seconded the motion. Dr. Hargather said he didn't think the Faculty Senate needed to be involved, that it wasn't worth the Senate's time. Dr. Wells disagreed. A move to establish a café in the Library was blocked, and Chartwells must provide food for all official meetings on campus. Dr. Lorie Liebrock noted that the policy is affecting student recruitment events and club bake sales. Dr. Navid Mojtabai recalled a \$75 fee added as part of a \$137 order due to giving less than three days' notice for a plate of cookies and eight bottles of water, which can be bought for less than \$10. There is a precedent for such engagement, Dr. Ken Minschwaner noted, citing discussions prior to awarding a contract for the Bookstore. Dr. Hargather suggested a resolution to open communications with the administration in reviewing other options. There are two primary issues, Dr. Wang said. First is to look at the operating model, which now is a monopoly supported by Chartwells. Is this the model we want? We can't have a franchise because it would bring in competition, but that's something else we want to look into. Second, if an exclusive contract is the best option we have, then what can be done about flexibility and price transparency, issues that should be brought to Chartwells and Auxiliary Services. Dr. Hargather had amended the motion to add more members to the ad hoc committee, and Chair Borchers asked for volunteers to join Haoying Wang and Anders Jorgensen on the ad hoc committee. Ronalda Tsosie, Ken Minschwaner, Doug Wells, and Ben Duval all volunteered. To keep the number of committee members at five, Dr. Minschwaner withdrew. The Chair called for the question. Motion passed.

- b. Faculty Teaching ranks.** Dr. Hargather made a motion to recommend to the Faculty Senate that all teaching staff who fall under the new Teaching Faculty designations be reviewed immediately for promotion to the associate level. Dr. Sessions seconded the motion. Following a brief exchange, Chair Borchers restated the motion as, if and when, because it's not up to the Senate, the new Teaching Professor ranks are implemented, that all full-time faculty instructors with five or more years of service be immediately considered for promotion to associates. Instead of the word "immediate," Dr. Wells suggested the term "as soon as possible," which, added Dr. Stone, would provide time to put together a portfolio and get recommendations; candidates have to make a case for themselves. VPAA indicated the intention, if approved by the President and Board of Regents, is to make this a policy, since faculty ranks are involved. This will also be beneficial for the upcoming HLC visit. Additionally, considering time served in an instructional role at NMT would be reasonable for current faculty interested in promotion to Associate Teaching Professor. The intention is to have the process follow the existing promotion process, albeit for non-tenured faculty. Chair Borchers noted that Dr. Hargather's initial motion mentioned an accelerated timeline which was missing in the restated motion. Dr. Hargather replied that what he wanted was what VPAA stated; i.e., that there be no delay in allowing instructors at NMT in applying for Associate Teaching Faculty. Having no need to wait an additional five years, added Dr. Hargather, should be a route we pursue. When called for a vote, the motion passed.

8. Announcements.

- a. Faculty needed for Committee on Safety in Research, *Mike Doyle*.** Research-active volunteers are needed for the Committee for Safety and Research (CSR) to review and revise the current policy, and for a working group addressing the research integrity policy to be done over the summer. The CSR was established several years ago as a subcommittee of the Education and Control Committee required by New Mexico's Administrative Code. CSR launched the working group to review emergency lab procedures in response to a recent accident involving a student in a laboratory class. Dr. Doyle asked departments to send lab procedures to research.compliance@nmt.edu; faculty volunteers should use the same link. Neither group is affiliated with the Faculty Senate.

Other:

- The Faculty Senate will meet Thursday, May 9 at 10 am to select NMT award recipients to be honored at Saturday's Commencement.
- This is a good time for anyone looking for committee assignments to contact the Faculty Senate Nominating Committee on what they're willing to do. Nominations will be accepted in September, with voting at the October meeting.
- Undergraduate or Masters students in an aerospace-related degree program may submit a paper to the Small Satellite Conference Frank J. Redd Student Competition (<https://smallsat.org/students/student-competition/>). Finalists will be invited oral presentations/ awards recognition in Logan, Utah in August.
- Dr. Taffeta Elliott announced that 10 copies are available of *An Indigenous Peoples' History of the United States* to read and discuss over the summer.

- 9. Adjournment.** Dr. Crump made a motion to adjourn the meeting at 5:01 pm. Dr. Stone seconded the motion. Motion passed.