

NEW MEXICO INSTITUTE OF MINING AND TECHNOLOGY

FACULTY SENATE MEETING

Tuesday, December 5, 2017

Workman 101 4:00 p.m.

Minutes

1. Call to order and approval of minutes

Dr. Steve Simpson called the meeting to order with a call for approval of the November 7, 2017 minutes. Dr. Anwar Hossain moved to approve the minutes, seconded by Dr. Fred Phillips. Motion passed.

2. Announcements

a. Assistant VP SUR/Title IX Coordinator – *Melissa Jaramillo-Fleming*

Melissa Jaramillo-Fleming introduced Dr. Peter Phaiah as the new Assistant Vice President of Student and University Relations. He also has formally taken over the role as NMT's new Title IX Coordinator. Dr. Phaiah has already been working with Academic Affairs to streamline some Policy and Procedures.

b. Extended Time Final Exams – *Sara Grijalva*

Sara Grijalva announced that the Counseling and Disabilities office will be extending their hours on Saturday for final exams. Please have students get in touch with the office prior to their final exams if they need additional support.

3. Senate Committee Reports

a. Academic Freedom & Tenure Committee – *Mike Heagy*

The committee received a number of comments and changes from Dr. Wells at Council of Chairs and from Dr. Tom Kieft. Dr. Heagy informed the Faculty Senate how the committee is tackling this. They have broken it down into policy and procedure. Next year, at the Council of Chairs, they will primarily be discussing sections B and C of Policy. Professional reputation and service will also be looked into more.

Discussion was held on the length of the tenure review process. Dr. Peter Mozley stated that Dr. Sue Bilek (Academic Freedom and Tenure Chair) had proposed changes to the timeline, which were approved by the Senate. These would be incorporated into the document if they are consistent with the other changes. Dr. Doug Wells stated that given the revisions underway, we are using the correctly published deadlines. Dr. Heagy stated the committee is considering lengthening the probation period. Dr. Wells stated that the intent of this change is to make it more favorable for the candidate. It would be up to the candidate if they want to come up later.

Dr. Heagy asked the Faculty Senate to review and send any additional comments to him.

4. Report of Council of Chairs – *Doug Wells*

a. Math – Anwar Hossain

Dr. Anwar Hossain discussed the math catalog changes. Some courses were dropped and descriptions were changed.

Dr. Hossain moved to accept these changes. Motion passed.

b. CLASS – Taylor Dotson

Dr. Dotson discussed the CLASS catalog changes. He stated that further discussion will be held on allowing performance to count towards area 5 credit once we make the transition to the new Gen Ed's.

Dr. Taylor Dotson moved to accept these changes. Motion passed.

c. Faculty Qualifications Policy – *Peter Mozley*

Dr. Mozley stated that the HLC have been having problems at other schools, letting faculty who aren't qualified teach courses. They are requiring all institutions to have a published policy for qualifications for faculty and instructors. It is based on very specific requirements from the HLC. There are two pathways for establishing qualifications; using credentials and using tested experience. To use the tested experience pathway, academic departments must establish a formal procedure and let Academic Affairs know. Dr. Mozley will get clarification if this applies to Community Ed.

Dr. Peter Mozley moved to accept this policy, seconded by Dr. Brian Borchers. Motion passed.

d. 2019 Spring Break Schedule – *Doug Wells*

Dr. Wells stated that the new superintendent at Socorro Consolidated Schools would like to coordinate their spring break with ours for 2019. We are proposing to shift it one week earlier from March 11-15 to March 18-22.

Dr. Wells moved to accept this change. Motion passed.

e. Articulation Agreements - *Doug Wells*

Dr. Wells stated that we would like to have a 2-year agreement with CNM, NMMI, and San Juan College. These institutions are still deliberating and we are not prepared to vote just yet.

5. Report of Graduate Council – *Lorie Liebrock*

a. Tuition Waivers – Lorie Liebrock

Dr. Liebrock stated that there was a discussion to replace the way we pay graduate students who are on assistantship. This change would reduce stipends and eliminate students paying tuition, thus changing it to waivers. This only applies to graduate research and teaching assistantships. This will be discussed further once we know what is coming out.

Dr. Brian Borchers moved to table until next meeting. Motion passed.

b. Math- Anwar Hossain

Dr. Hossain discussed the Math catalog changes. There is an editorial change to Math 589 Applied Multi-Variant Analysis.

Dr. Hossain moved to accept these changes. Motion passed.

c. Electrical Engineering – Aly El-Osery

Dr. El-Osery discussed the Electrical Engineering catalog changes.

Dr. El-Osery moved to accept these changes. Motion passed.

d. Civil and Environmental Science – Clint Richardson

Dr. Richardson discussed the Civil and Environmental Science catalog changes.

Dr. Richardson moved to accept these changes. Motion passed.

e. Earth & Environmental Science – Glenn Spinelli

Dr. Spinelli discussed the Earth & Environmental Science catalog changes.

Dr. Spinelli moved to accept these changes. Motion passed.

f. CLASS – Taylor Dotson

Dr. Dotson discussed the CLASS catalog changes.

Dr. Dotson moved to accept these changes. Motion passed.

6. Old Business

7. New Business

a. This year's Faculty Equity Adjustments – Doug Wells

Dr. Wells stated that we are trying to bring our faculty salaries in line with NMSU and UNM. This involves comparing by rank and discipline to those faculty salaries. Dr. Wells noted that starting next year we will be working on raising the staff salaries.

The equity adjustments take into account the gap between the NMT faculty salary and the target UNM/NMSU salary, as well as the faculty merit factor. However, there are some caveats. Most of the difference that we see between us and UNM/NMSU lies with Full Professors and Associate Professors. Minimal equity raises will be \$500, and raises above that will be in \$100 increments. Maximal equity raises will be \$5,000. Payouts this year will be lump sum in the spring. Next year these raises will be incorporated into salary.

Discussion was held regarding low starting salary. Dr. Wells stated that it is important subject, but different from this discussion. Finding the money is the biggest obstacle. This money is specifically for equity raises. Academic Affairs' budget is way too small to do everything.

Dr. Richard Sonnenfeld moved to look into targeting the money more towards junior faculty, seconded by Dr. Mark Person. Poll was taken with the results showing (Yes 17) (No 4) (Abstain 12).

8. Discussion

9. Adjournment

By unanimous decision the faculty senate adjourned at 5:18pm.