

## Faculty Operations Committee Meeting Minutes

Meeting Date: 3.3.20      Recorded by: Susan Schauer

**Next Meeting: Tuesday April 14, 1-3pm rm 214**

Name	Title	Present
Tom Beach	President	Y
Irina Alvestad	Vice President	Y
Susan Schauer	Secretary	Y
Dennis Davies-Wilson	Faculty Senator	Y
Barb Yarnell	Member	Y
Kristy Nadler	Member	Y
Min Ro	Member	Y

Approved Meeting Minutes of 3.3.20.

Legislative and Budget Report from the Chancellor, Cindy Rooney – Report on State Legislature bills affecting higher ed – she sent an email to campus list containing details. Christine Chandler will send report on her items.

Opportunity Scholarship – evolved in sessions. Ended with a middle-dollar approach – addresses more economically disadvantaged students. Will fund only 2-year programs. Governor’s deadline to sign bills is Mar. 11.

Dennis question on Opportunity Scholarship - Because it will potentially hurt 4-year schools, is there a way that we can track students on that scholarship who are planning to transfer to a 4-year school, as a way of showing that the scholarship could be benefiting the 4-year institutions? Budget was being re-written and did include the Opportunity Scholarship. The Scholarship must go through administrative process – in this they will have hearings and determine what the rules and processes are for implementation of the Opportunity Scholarship. It should be implemented this fall. Funding will need to be reconsidered each year at legislative session. Was budget sustainability addressed – will there be funds for it in the future? Don’t know.

Main campus sent email regarding a proposed new initiative that would allow students from families whose annual income is under \$50,000 to attend UNM tuition free.

Cindy asks for this committee’s input on budget items. Main campus’s enrollment has declined. Over last five years we went up, then flat, now slightly down. Does our campus want to follow suit with Main and allow some students to attend free? Inconclusive.

New budget items proposed during executive council meeting:

Increase capacity of grant writer

Dedicated testing center coordinator

Aggressive marketing campaign for degree-seeking students - Advertise in broader markets surrounding Los Alamos

Events on campus to build community, including faculty development and student activities

Weekend degree program

Beautification of campus

Committee thought all these had merit. Cindy: Our campus budget for next year is still short by \$16,000 but this doesn't mean we can't start some smaller new initiatives.

Items we didn't have time to get to: Safety and coronavirus

End of Chancellor's briefing.

Discussion with Chancellor:

Dennis, in regard to offering free tuition to needy students – can we create an after-school program for HS seniors who are thinking about attending college, staff it with faculty (volunteers?) to better prepare them for college. This could recruit new students.

Cindy – encourages us to think outside the box, we need to be creative. How can we maximize getting our current dual credit students to come here after HS. We now offer sessions for filling in FAFSA forms. What else can we do? Irina: Target homeschool population. Cindy encouraged us to share ideas for new initiatives with Julie Rogers so that she can work to find funding for them.

Cindy – if the Governor gives a 4% compensation increase for the coming year and gives campuses discretion to decide who gets the raises, how would we do it?

Tom: in past when we had discretion, merit pay seemed random. Irina: there is broad variation between faculty in workload, extra tasks taken on, quality of work. This is a very difficult decision, to award salary increases based on merit or across the board. It takes time to evaluate people, we always have turnover and new people. Is possible to give everyone a raise but give some people more.

Problem, we don't know from year to year if there will be state money allocated for raises. Dennis: Alternate years? Last year, was across the board, next year consider merit? When Governor signs the bill, she may write in "across the board" or not. We will never know from year to year what conditions will be put on the raises. Would any new policy be sustainable? Availability of funds is not predictable. Cindy described how Dona Ana does a convocation each spring, and gives awards to faculty and staff using excess budget at the end of the budget cycle. We could do that here. Kristy cautions us to be careful about awarding only those who are doing well, because those who are not doing so well also need help.

Chancellor is excused.

March 12, 1-3pm Bldg. 2 lecture hall, rm 230 – Finnie Coleman, President of UNM Faculty Senate will visit. He is visiting all branches. Tom will send out notice (Dennis is backup). All faculty are invited to meeting. Sharon and Cindy R will be also invited.

Irina asks that background be sent to tell faculty what Finnie does and purpose/significance of visit.

Dennis: regarding Academic Freedom and Tenure committee (AFT) for our campus. They have had no need to meet in a long time (years). He is Chair of that committee

and it handles appeals regarding academic freedom and tenure issues. Dennis suggests that this committee isn't viable on this campus due to lack of full time and tenured faculty who have the experience and knowledge of the issues that this committee would address. His idea – rather than maintain a full committee, have a liaison to the Main campus AFT committee.

Susan and Irina think this may be a good idea. We have few faculty to serve on many committees, is this committee necessary? Can better allocate resources where needed.

Tom and Barb feel the committee should be retained, because there may occasionally be some issue that this committee could address. They don't want to give our rights over to a committee on Main campus. We may be able to address some issues more appropriately with a local committee.

Could the rare needs to address issues regarding AFT be assigned to the Faculty Operations committee?

Dennis says that directing the issues to main campus will offer more “teeth” to the deliberations.

Dennis will call the AFT committee to meet and discuss whether they think the committee should be kept or not and report back to us with recommendations.

Dennis suggests we should start defaulting to the Main campus faculty handbook for policy issues. Our handbook is mostly procedure and we can stick with that. Kristy – our handbook does differentiate between policy and procedure, but some policies reference Main campus policy, and others don't or just paraphrase.

Kristy will separate UNMLA Faculty Handbook into a Policy section that references Main campus policies, and a Procedure section that is specific to our campus. If there is some policy in our handbook that is different from Main, then Kristy will bring it to this committee for decisions.

Discussion of tenure policy – the 6-year wait for lecturers to begin the tenure time-clock is not reasonable. Main campus would need to change this. It is recognized that the Union will be responsible for negotiating a lot of these issues.

At the next meeting, Dennis will report on decisions of the Academic Freedom and Tenure Committee, and Kristy will report on the status of the Handbook.

Irina mentioned that we ran out of time with the Chancellor, but she and Susan wanted to inform Cindy of problems with the MBS bookstore, delays in books coming, errors in orders, long-running problems getting science lab manuals printed, and now it appears that the Business Office has renewed the MBS Bookstore contract without consulting with the Office of Instruction or the faculty. As an addendum to this meeting, Tom, Irina and Susan went to visit Cindy R to describe problems and propose solutions. Cindy will talk to business office.