

NEW MEXICO INSTITUTE OF MINING AND TECHNOLOGY

FACULTY SENATE MEETING

Tuesday, October 3, 2017

Workman 101 4:00 p.m.

Minutes

1. Call to order and approval of minutes

Chair Tom Kieft called the meeting to order at 4:02 pm with a call for approval of the September 5, 2017 minutes. Dr. Michael Hargather moved to approve the minutes, seconded by Dr. Anwar Hossain. Motion passed.

Dr. Kieft announced that announcements need to be kept short and individuals should stay in place and not come to the front of the room.

2. Announcements

a. Tech Scholars – *Sara Grijalva*

Sara Grijalva announced that Tech Scholars will be due by October 31. Lyndsey Lewis will run a report of eligible students and send to the Department Chairs. Send nominations to Lyndsey for approval.

b. Grant Writing – *Sharon Sessions*

Dr. Sharon Sessions announced that she is soliciting for volunteers to help with grant writing in support of programs that benefit our community, and in particular the local school district. Currently, there is an opportunity to help secure funds for Project Lead the Way, which is an engineering based curriculum that has recently been adopted by Socorro High School.

c. Socorro Public Schools Superintendent Ronald Hendrix

Superintendent Ronald Hendrix shared his vision for Socorro schools. He has met with President Wells to discuss how we can strategize bringing NMT and the schools back together. His vision is for Socorro schools to be the first blue ribbon district in New Mexico. It is a national program that recognizes individual schools on their achievements. To help with this goal, he would like to see consistent and rigorous curriculum in our schools. Students should come to school ready to learn. If students are disruptive of the learning of others, is not appropriate and will not be tolerated in the classroom.

Superintendent Hendrix discussed the summit of evaluations that comes from the state. 78% of teachers in our district were marked effective or better. Out of the 25 who were not, 6 have already left and the remaining 18 are working with Superintendent Hendrix. They are discussing a book on how to be a better teacher. It provides basic building blocks on how to make sure you are teaching effectively. This will give them skills to be a better teacher.

Superintendent Hendrix discussed that they are concentrating on dual credit and honor classes. AP is not available because the current teachers are not trained to offer it. ACT will be publishing their curriculum on what it takes to be successful with ACT. They will be pushing the honors courses towards that curriculum.

Superintendent Hendrix stated that he and Denise Cannon visited the VLA. He believes that NMT has resources that have not been tapped into.

Superintendent Hendrix stated that culture is the biggest issue we have here. There is a culture of mediocrity or whatever to get by that has lasted forever. This is not acceptable. To change culture, we need to change people, curriculum, etc. One of the easiest ways to change it is to shake it up huge. He has proposed to change the school week from a 5 day week to a 4 day week. He has experience that it does work.

Some issues from faculty were discussed including problems with communication at the administration level, not enough guidance, not providing learning materials that are not online resources, and concerns with discipline.

Superintendent Hendrix stated that we need to find a way to fix the problems. The more we work together, the more we will see that some perceptions are not true. Involved parents have successful children and good teaching is good teaching.

3. Senate Committee Reports

a. Nominating Committee – *Mark Samuels*

Eligible faculty senate members filled out paper ballots. The Nominating Committee counted the ballots with the results showing:

Tom Kieft, Chair
Steve Simpson, Vice-Chair
Dave Burleigh, Parliamentarian

b. Electronic Evaluations Ad Hoc Committee – *Michelle Creech-Eakman*

Dr. Michelle Creech-Eakman stated that the committee was asked to look at the evaluations earlier this year in March. They were specifically charged with three questions. 1. Should NMT move from paper course evaluation to electronic evaluations? 2. Is there a need to change the type and content of the course evaluation questions being asked? 3. Could the committee recommend one or more tools to consider if we do recommend changing the current system?

The committee came up with a series of recommendations. The first recommendation which was unanimous by the committee is to move to an electronic evaluation system. The second recommendation is to extend the time. The committee recommends a second ad-hoc committee (with some membership in common with the current committee, but most membership derived from people uniquely interested in the evaluation question content) be developed to study the types of new questions to be implemented. Implementation of new questions should be attempted after an initial roll-out of a new evaluation system has been reasonably debugged. The third recommendation from the committee is to consider products from Evaluation Kit and Smart Evaluations to determine which one will work bet-

ter for the Institute. Once an initial determination has been made, the committee can work with NMT's Purchasing Office to put a contract into place for an initial period of a few to several semesters, at which point in time we recommend re-evaluation of the product to determine if it meets all the needs of the Institute.

Dr. Michelle Creech-Eakman moved to accept these three recommendations. Motion passed with 2 nays.

c. Benefits Committee – *Bruce Harrison*

Dr. Bruce Harrison discussed the benefit package in general. About five or six years ago, the administration started looking around at different health coverage options. It was a complicated process as each plan was vastly different. The key thing that the committee felt at that time was that whichever company we chose, we would still be the NMT plan within that group. We need better pools. The current administration is looking into alternatives. It is something that cannot happen overnight.

NMT pays on average about 60% of the health care costs. The number of people in the plan has gone down over the past five years. The plan costs have also gone down. This year there will be no increase in premiums for employees. More information will be available online.

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

a. Biology

Dr. Snezna Rogelj discussed curricular changes for Biology. Dr. Rogelj moved to accept these changes. Motion passed.

b. E&ES

Dr. Glenn Spinelli discussed curricular changes for the Earth and Environmental Science catalog. Dr. Spinelli moved to accept these changes. Motion passed.

c. Prerequisite language

Sara Grijalva proposed to change in the way we would word our prerequisites in the catalog. Our prerequisites commonly use the statement "or consent of instructor". This is misleading when really this is not all that they need. Prerequisite waivers require consent of instructor and advisor. Suggestion 2 was approved by Council of Chairs. It states:

Change "or consent of instructor" to say "or consent of instructor and advisor".
Example - *Prerequisite: MATH 132 or consent of instructor and advisor*

After discussion by faculty senate, option 2 gives more flexibility and makes it more clear to the students. Sara moved to accept option 2. Motion passed with one nay.

5. Report of Graduate Council – *Lorie Liebrock*

a. Biology

Dr. Snezna Rogelj discussed the Graduate Biology catalog changes. Dr. Rogelj moved to accept these changes. Motion passed.

b. Materials

Dr. Chelsea Hargather stated that these changes were already voted on in the April meeting and have been implanted in the catalog.

c. Course Load for FT/PT Graduate Students

Dr. Lorie Liebrock stated that there is a proposal from the Graduate Council to modify our fulltime/part time changing of status. After discussion, it was proposed that if a student has completed all of their course work and with the approval of their advisor, then the change in status can be made before the semester starts.

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

d. Program Admission Requirements

Dr. Lorie Liebrock stated that there is a long list of program admission requirements forms. Last spring there was a removal of calculus, chemistry, and physics as requirements for all programs. This change left a gap where programs were undefined. Those departments who want prerequisites for programs have filled out these forms.

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

e. CAS Implementation

Dr. Lorie Liebrock stated that the Centralized Application System for Grad CAS has all been drafted. Dr. Liebrock will be meeting with program leads to make sure it is correct and how faculty want it.

6. Old Business

7. New Business

a. NM K-12 Science Standards – *Ken Minschwaner*

Dr. Ken Minschwaner stated that the Public Education Department is proposing to repeal the old science standards and replace with a new set of standards. There is a public comment hearing with an opportunity to provide written feedback that is due October 16. The statement was drafted by an ad hoc working group.

Dr. Minschwaner moved to accept this statement, seconded by Dr. Sharon Sessions. Motion passed. Friendly amendment was made to add “originally” written in the first sentence in the last paragraph.

b. Policies on Research Faculty, T&P & Academic Freedom – *Doug Wells*

Dr. Doug Wells posed the question, should research professors be tenure track and if they are what does that mean? Dr. Wells has been crafting a policy and his core assumptions are:

This is something that should be negotiated between the Senate, AA and R&ED, before presenting to the Presidents and Regents. All persons with the title of “professor” should teach at some level and have a home department in AA. Three areas where research professors may differ from professors (at any rank) are:

1. Primary workload is research, and not teaching (though they ought to teach/mentor)
2. Research professor's duties and rights within a department may not be the same as a "regular" professor's, and should be negotiated with the department
3. "Tenure" for a research professor may be different (models range from the same as regular professors – with reversion to regular professorial role if their funds dry up, to partial support, to short-term "parachute" funding if their funds dry up).

Dr. Wells has been working on a draft revision of the Policy for Appointment, Promotion and Tenure. Some issues are:

1. Transparency – Candidates must have the opportunity to see and react to possible errors of fact, errors of process, and "biased" opinions.
2. Standards of Performance - Chairs have been asked to start on this and provide something to Dr. Wells by January
3. How much flexibility ought to be put into the timeline? We have had a significant number of faculty asking for an extension. Should the standard default be at their sixth year? Four years is a short time to demonstrate success in research and teaching.
4. New hires of accomplished faculty – should there be a mechanism that includes a faculty committee for entering NMT with tenure? We need to give ourselves flexibility.

c. Summary of Strategic Retreat – *Doug Wells*

Dr. Doug Wells stated that there was a Strategic Retreat over the weekend. The discussion of the outcomes of the retreat was remarkably similar to that of the Strategic Plan. There were 10 essential goals to be accomplished over the next 10 years, which are (in no particular order):

1. "Town and Gown": Improving the quality of life in Socorro
2. Broaden research opportunities and strengthening ties between research centers and academic departments
3. Raising our status on the Carnegie Research University standard
4. Creating a more entrepreneurial campus
5. Marketing NMT
6. Growth of Programs: student numbers, faculty/staff numbers, new programs
7. NMT culture of scholarship, inclusion and diversity
8. Diversity of revenue streams
9. Strengthening ties with alumni association and attracting more philanthropic donations
10. Improving our data/analytics that inform administrative decisions.

Each goal led to a committee being formed. Those committees, once formed will start implementing this plan.

8. Discussion

9. Adjournment

By unanimous decision the faculty senate adjourned at 5:48 pm.