



Minutes

Faculty Senate Regular Meeting
Thursday, March 10, 2016, 4:00
PM - Humanities Building
(GS108)

I. Call Meeting To Order & Establishment of Quorum

- Roll Call
 - Leslie Jae Dennis (Chair), Mimi Overhulser (Vice Chair), Cindy Armijo (Immediate Past Chair), Erin Gilland (Allied Health/Nursing Senator, Secretary), Bruce McAllister (Adjunct Senator), Lawrence Martinez (LRC Senator), Twila Quintana (Humanities Senator) (present by phone for first 15 minutes of meeting, in person thereafter), Nichole Collins (STEM/Business Senator), Dr. Vidal Martinez (Vice President of LCC)
- Quorum was established at 4:13 PM.

II. Approval of Agenda

- Erin Gilland moved to approve the agenda with the addition of one action item, "Vote on Faculty Senate Response to Evaluation Process." Mimi Overhulser seconded the motion. The motion passed 7:0 with one abstention on the part of Twila Quintana.

III. Approval of Minutes from February 2015 Meeting

- Erin Gilland moved to approve the minutes from the previous meeting. Bruce McAllister seconded the motion. Passed unanimously.

IV. Informational/Discussion Items:

A. BOT Notes from 3/8/16

- Cindy Armijo reported on several items of interest:
 1. A presentation by Cindy Armijo regarding LCC's Phi Beta Kappa chapter being named Most Distinguished New Mexico Chapter for the 3rd year in a row.
 2. A presentation by Dr. Jim Abreu regarding grants available to LCC through NEREC IV.
 3. A presentation from Joseph Griego of LCC's Childcare Center, regarding possible expansion of services to include infants.
 4. A presentation by Susan Olson, Director of Nursing, regarding the successful recent ACEN visit.
 5. One action item: donation of old computers to NEREC IV for educational purposes.

B. Faculty Senate Spring Events

- Twila Quintana mentioned that she may be able to get the second part of "The Link" presentation together, but that Law Enforcement must be very involved in this part.
- Sherry Goodyear is still working to publish the student newsletter, The Eclipse. Despite it having been press-ready for quite some time, she has met with innumerable administrative roadblocks along the way.
- Leslie Jae Dennis reported that her APA Seminar is planned to occur on the Wednesday between Spring Break and Easter, pending administrative approval of facilities request.
- Cindy Armijo responded to the idea of an Advisement Training by saying that we should try to host a big Training and Socializing event for Faculty. Discussion ensued and the following information regarding this event was established:
 - Date: Tuesday May 17, 2016.
 - Cindy Armijo will organize an Advisement Training.

- Mimi Overhulser and Sherry Goodyear will do a training regarding Online Teaching.
- Cindy Branch will be asked to give a talk on Student Accommodations.
- Dr. Martinez volunteered Administration to pay for breakfast and lunch.
- Erin Gilland said she would be happy to help wherever needed.
- Leslie Jae Dennis said she would happily be the overall organizer for the event.

Dr. Martinez left the meeting at 4:57 PM.

C. Faculty Handbook final draft

- Leslie Jae Dennis reported that she had made a few more last tweaks to the Faculty Handbook as requested by Administration, that the handbook is and has been complete for some time, and that Administration now has the responsibility of responding to this Handbook we have put forth. She also agreed to send a copy of the handbook to everyone in an email, to ensure that it cannot be lost.

D. TERFS

- Leslie Jae Dennis reported that the Director of HR had told her that President Sanchez had unilaterally removed Lawrence Martinez's TERF from the pile and denied it, but had approved all the others. Jae reported that she followed up and managed to get that TERF signed, thereby ensuring compliance with Faculty Senate bylaws, since there was no grounds for denying Lawrence Martinez's TERF in the first place, and that the HR Director later described the incident as a misunderstanding.

E. Full-Time Faculty Evaluations

- Leslie Jae Dennis reported on the history and recent events regarding Full-Time Faculty Evaluations:
 - Faculty Evaluations, including Self-Evaluations and Goals and Objectives reporting, are part of the Evaluation Policy described in the current official Faculty Handbook.
 - Last Fall, President Sanchez did away with the Self-Evaluation process, in violation of the above policy.
 - In a Directors' Meeting held on 2/29/16, President Sanchez issued a directive that no faculty or staff should be given "Exceeds Expectations" ratings on their evaluations and that all faculty and staff must be given at least one "Needs Improvement" rating.
 - President Sanchez has also stated multiple times that he will not accept recommendations for hire from Directors for Fall 2016.
 - There has been a complete lack of action by administration toward approval or disapproval of the Faculty-Senate-authored, Faculty-Senate-approved, Board-of-Trustee-endorsed Full-Time Faculty Evaluation Form submitted last year and resubmitted this year.

F. Faculty Senate Elections

- Leslie Jae Dennis reported that Jonathan Lujan, a non-faculty member, would be happy to administrate the nomination and election process this year.

V. Action Items

A. Vote on Faculty Senate Response to Full-Time Faculty Evaluations Process

- Leslie Jae Dennis moved that Faculty Senate authorize the Secretary to author a letter rejecting the validity of the current evaluations process because they are in violation of stated policy and damaging to the college at all levels, to be submitted to administration and published widely upon approval by the Faculty Senate. Erin Gilland seconded the motion. The motion passed 7:0 with one abstention on the part of Nichole Collins.

VI. Adjournment

- A. The meeting was adjourned at 6:25 PM.