The meeting was called to order by Provost Dan Howard.

The attendees reviewed a first of a two part story in the Albuquerque Journal by Lauren Villagran on the transforming process at NMSU. She presents the information in a fair manner.

Minutes will be kept of the Team Six meetings (categorical). We will cultivate open discussion. The minutes will be posted on the transforming website. We are seeking openness and transparency in the process.

A proposal to hold an open forum was recommended. Employee Council could aid in the effort potentially in April 2017.

A comment about the fear existing on campus was mentioned.

A recommendation was made to post the recommended readings on the website.

Forums will allow for stakeholder input.

We have data to review on every department, SCH, research dollars, at least 5 years of data.

It can be difficult to compare research across departments. There is great diversity across disciplines in research, e.g. journal article length.

SCH can be misleading. A lot of Arts and Sciences is general education. We will ask Judy Bosland for data on majors and related SCH.

We can benchmark against other universities.

We need graduate student data as well.

A discussion of the readings ensued. Some articles touched on the mistrust of administration during a reorganization. Faculty don’t get enough credit for focusing on quality and not just being resistant to change.

Arizona State is the “poster-child” for a top-down reorganization process. They faced a dire financial situation. It was stated that in 2009, before their second reorganization, assistant faculty were laid off. We need to be considerate of faculty security. ASU came out great in the end after much consternation. A discussion was held about the “College of STEM” and ASU’s use of contingent faculty. We cannot just “plop down” the ASU model here. The interdisciplinary research model is good but can we actually separate administrative structures?

At NMSU we have the same administrative structure whether you are a large department of a small department.
Scholarship makes you valuable, interdisciplinary research can be valuable. Students can benefit from cross-discipline credentials.

We need to present Team 6 goals:

- Preserve quality
- Work on interdisciplinary models
- It just can’t be about saving money
- Look at other universities (e.g. Purdue)

An example was presented about 70% of SCH being taught at a major university by adjunct faculty members. NMSU has only 25% of its SCH taught by adjuncts. It is a belief that NMSU should have a high number of Tenured and Tenure Track faculty. This is important for accreditation.

The team reviewed information about:

- Departments
- Degrees
- Graduate School
- Meta majors

Points were made about the “transforming” conversation, angst, mistrust, some faculty voicing concerns...concern about tenure lines.

We wouldn’t be doing this if we didn’t have a budget crisis. Rumors abound about what may happen to the HSS College. We are asking, do we have the right number of colleges?

Information was shared about the College of Education reorganization process. Criteria focus was:

- Innovation
- Efficiency
- Serving Stakeholders
- Environment has changed

What happens to the “tenure home” in these proposed new schools? What are the heads of the proposed schools called?

Team 6 has nothing to do with the P & T process at NMSU.

As a next step, organizational charts and SCH per department will be distributed prior to the next meeting. The College of Education will present the process they have gone through answering what are the challenges, and what would they do differently.

The Deans will meet with the Provost to identify their role. Team 6 will not tell the Colleges what to do. Deans will present to Team 6. Engineering and Business will be up first. College of Education will also present their proposed reorganization into 3 schools.

A discussion of committee process and development of a timeline ensued. The committee may meet once per month in the summer depending on members’ availability.

Prepared by Janet Green, Office of the Chancellor