

Minutes of University Administrative

September 08, 2015

8:30 a.m. – 10:00 a.m.

Corbett Center Student Union Senate Chamber Gallery room 302

I. Call to Order

II. University Wide Announcement

A. Megan Shannon: Megan will reschedule

B. Rene Yoder: ERB is updating return to work rules for retirees.

- Current return-to-work program requires a 12-month layout from state employment, after 12 months retiree can return at full pension and contribute to the ERB system.
- Exception Rule: Retirees can return immediately with limited hours.
- Proposing to eliminate exception rules: either all contribute to ERB as employees or change layout to 6 months.
- Stakeholder group will meet in Albuquerque in September for feedback. Send questions or comments to RYODER@nmsu.edu.

III. New Business

A. Healthy Minds Survey Results: Karen Schaefer

Based on a survey done in 2007 with 656 participants and compared with a national sample.

NMSU has more nontraditionally aged (23 yrs +) and married students than nationally. Most who filled out the survey were seeking Bachelor's degrees.

Healthy mind study looked at concept of "flourishing". Since 2007, the number of those flourishing is declining. All measures of mental health issues demonstrate a poorer mental health picture (more depression, anxiety, panic disorders). Every third student we encounter is affected by mental health issues.

Survey results revealed:

- Binge drinking at NMUS is lower than the national average
- Substance abuse at NMSU is about the same as the national average.
- 17% of students impacted academically by lack of food.
- 12% had academic performance impacted often or very often by lack of basic necessities.
- NMSU has a higher rate of bystander intervention than the national average.
- NMSU has a higher rate of satisfaction with our counseling center

than nationally. CARE Team distributed guide for employees and students.

Discussion: Is there a way to measure the effectiveness of OUR practices?

Counseling Center has a comparative tool that looks at suicide, homicide, depression, etc., in other college campuses.

What seems to be the underlying dimensions of the increase of depression, etc., and what can be done about it?

We need to look at catching signs sooner, in the early school years. Bipolar depression and schizophrenia usually manifest around 18 – 24 years of age. We also need to look at “spiraling”; a process in which a student will stop taking their meds in an effort to be like other “normal” students, causing a downward spiral.

15-20% of people being watched on CARE committee are being seen at the Counseling Center. Most were referred through CARE to the Counseling Center. Students getting counseling are frequently under control so are not on the radar of the CARE team.

What kind of behaviors put someone on the care list?

- Blatant end life issues
- Outbursts in class
- Repeated alcohol offenses
- Domestic violence
- Sexual assault.

IV. Old Business

- A. Deloitte: Still not complete. An employee forum will be conducted when once all data has been read. Opportunities for efficiencies were found; 5 key opportunities (in bold):
- Reduce Administrative positions
 - Reduce Management Layers 6:4 from VP, CC President level on down
 - **Establish policies and procedures to standardize management span of control: Eliminate less than 3:1 relationships between manager and staff**
 - Assess labor cost/FTE
 - **Administrative Support Staff: Standardize coverage ratios.**
 - **Restructure IT: Centralize the service delivery model.** Streamline and standardize support and processes for greater efficiency.
 - Outsource Tier 1 / IT Help Desk
 - **Centralize the Finance Delivery Model**
 - Streamline HR Operating Model
 - **Establish policies and procedures to standardize procurement**
 - Source spending categories

V. Updates

A. President

- Will attend HED Summit.
- Working with Secretary Damron on articulation.
- NMSU named top tier school in US News and World Report.

B. Provost

Ruffalo Noel Levitz examined our enrollment practices.

C. General Counsel

Discussed process to separate policies from procedure. More information to come.

D. Faculty Senate

- Senate started work immediately; 4 new propositions.
- Senate Vice-Chair Gary Rayson working with General Council on reexamining NMSU P&T policy.

E. Institutional Analysis

See data snippets

F. Employee Council

- Thanks to Chancellor and Provost for assistance buying tickets for this weekend's opening football game.
- A date for the employee forum to reveal the results of the Deloitte study has been set.

G. Alumni

- Leslie Cervantes is quickly addressing our need for increased alumni participation. Call for Honorary Doctoral Recipient will be issued soon.

H. ASNMSU

- Met with Secretary Damron regarding legislative priorities.
- Working on homecoming packets to be distributed.
- Planning foam party for first football game.
- Increasing GPA requirement for those wishing to serve as ASNMSU senators. Holding themselves to a higher standard.
- Fall semester open house is being planned.

I. Graduate Student Council

No report

Attendees

K. Agnew
A. Amador (Grad
Student Council)
G. Block
J. Bosland
G. Carruthers
V. Chaitanya
L. Ellis
G. Fant
J. Gratton
J. Green
N. Grijalva
G. Haubold
J. Hoffman
D. Howard

M. Howard
M. Jasek
S. Jones
R. Justice
E. Leatherman, (for
ASNMSU President)
N. Lee
J. Libbin
C. Menking
M. Moccia
B. Montoya
M. Munson-McGee
S. Munson-McGee
G. Nevarez
A. Parra

A. Pena
D. Pope-Davis
A. Price
L. Reyes
R. Scott
C. Shafer
C. Slaton
S. Stochaj
B. Stout
S. Stovall
A. Tawney
A. Throneberry
K. Van Winkle