



Dr. Mingus said that some faculty had been asking about the financial situation in the Operations Committee's meeting with the admin team, and that some employees had left, like Mr. Lee Lamb and Ms. Brittany Babycos. The Ops Committee was reassured that the transition in leadership from Dr. Malm to Dr. Ezzell is going well.

Dr. Mingus also mentioned the Faculty Assembly election and said that we need nominations for all positions: officers, members of the Operations and Nominations Committee, and Faculty Senators. The two-year and one-year Senatorial terms are included so that the Senators will return to staggered service. Nominations would close on Wednesday the 30<sup>th</sup> by 5 PM. Dr. Mingus said that self-nominations are allowed, and asked Dr. Muthaiyan, the chair of the Nominations Committee, to post the link for the nomination form in the chat. The election would occur online from April 7<sup>th</sup> to April 13<sup>th</sup>, with results announced in the April 15<sup>th</sup> Assembly meeting.

As no faculty had questions, Dr. Mingus turned the floor over to Dr. Tracy Lassiter, who would speak about her experience as a UNM-Gallup Senator.

## **INFORMATION**

## **UNM-GALLUP SENATOR'S PERSPECTIVE**

## **DR. TRACY LASSITER**

Dr. Tracy Lassiter, a current UNM-Gallup Senator, said that she would not be running again because she had had two terms back-to-back and was timing out. But she had enjoyed the experience, it had been interesting and gratifying, and she had enjoyed working with Dr. Burke. Being a Senator means that one can be a voice to the faculty in Albuquerque and bring up persistent issues such as tenure and promotion for CCTE faculty, workload at the branches, and the need for control over the schedule.

Dr. Lassiter added that she hoped to be able to return to Senatorial service someday. She and Dr. Burke had been able to help create a Branch Campus Council, and this meant that they would have a permanent and standing voice on the Faculty Senate. It had also increased the importance of individual branch Senators. She encouraged people to step up for the role and become a Senator. Dr. Mingus also encouraged people to talk to someone about running or nominate themselves, and to talk with current occupants of the office about questions they had.

## **INFORMATION**

## **CFO'S REPORT**

## **MR. ROBERT GRIEGO**

Mr. Robert Griego began his report by saying that he had spoken to the Ops Committee members that morning about some of the financial aspects of the institution. He began with the outcome of the legislative session of 2022. The Office of Government and Community Relations has new personnel who have published what they call a "Final Report" after the governor had signed the appropriations bill and capital bill. There is also a special session about the "junior bill" coming up in April that will talk about extra appropriations, which the governor had so far vetoed. Our I&G budget had increased by 1.6%, but UNM-Gallup had received the least amount of money, as it is based on the enrollment of students, the numbers of which had declined at Gallup. Everyone should see a 3% increase in their salaries on April 1<sup>st</sup>, and then a new 4% increase starting July 1<sup>st</sup>. This does not, however, include non-I&G employees like the bookstore's, but that is a small amount of people on the campus. These employees might also include those at TRIO and the Small Business Development Center. Altogether, there was a Gallup increase of about \$55,000. There had also been an increase in the employer contribution to the retirement plan of 2%. This helps make the retirement plan more stable, Mr. Griego explained.

Last year, Mr. Griego said, and this year, there had been a 1% “hole” that was about \$60,000 for UNM-Gallup. There needs to be a specific enrollment management plan with quantifiable enrollment goals submitted to obtain the money. UNM-Gallup’s plan has been rejected, but they will continue working on it to submit it and get the 1% added.

UNM-Gallup had also received funding for Research and Public Services Projects. On Gallup’s campus, there are generally two: the Nursing Expansion Fund, about \$186,000, and \$182,400, for Workforce Development. These are about the same amounts as they were last year, Mr. Griego said. Dr. Ezzell has plans for this money when she becomes Chancellor.

The capital bill, which is a \$3 million bond to plan and complete renovations to Gurley Hall, had been approved. The administration had asked for an \$8 million project, but ended up with \$4 million; UNM-Gallup must contribute 25% to match. The planning and design people on the Albuquerque campus are working with UNM-Gallup to create this, Mr. Griego said. There will be time to submit some public input on what is most important in Gurley Hall: perhaps adding classrooms, opening up the main hall to the basement, and adding a learning stair. The voters must pass this bond in November for UNM-Gallup to receive the money.

The junior bill had been completely vetoed, and Mr. Griego stated that this does have an impact in Gallup. The junior bill would have provided an additional \$60,000 to support teacher education programs at the branch campuses. This money would not be entirely for Gallup, but would help, and Mr. Griego had some hopes that the junior bill might be passed in the special session. There is a special allocation of \$100,000 that has been approved for tribal education initiatives. The governor’s office asked Dr. Malm and Dr. Ezzell to write letters to sponsor this. It will also help fund the costs of programs on campus to support teacher education and is part of a state-wide initiative. This might involve hiring a Student Success Specialist who would help monitor and support students going into education degrees.

Our total this year was \$9.2 million allocated to UNM-Gallup in the legislative session; \$1.9 million going to Los Alamos; \$4.1 million to Taos; and close to \$6 million to Valencia. We are the largest branch and we have fared well as far as state funding, Mr. Griego said. At a few of the local advisory board meetings, some of the information shared had been on the current impact, because property taxes in the Gallup area are trending downward. These are levies that help support vo-tech programs as well as some others. We will be down approximately \$400,000 because of the power plant and refinery, as well as others, closing down, which means the value of those properties is now missing from the levy. Although enrollment continues to trend down, Mr. Griego was not overly concerned. Some vacant positions had not been replaced, which Dr. Mingus had discussed, Mr. Griego said they are looking to hire someone to replace Ms. Christy Butler in the Chancellor’s office, as well as maintenance, custodial, and HR positions. This is not unique to UNM-Gallup, but a pattern of employers experiencing the same across the state, called the Great Resignation. Mr. Griego said that the executive team does not foresee layoffs or closing down.

At the moment, the admin team is working with bare bones positions. This is tight but manageable, Mr. Griego said. Since there are new programs in the pipeline, Mr. Griego thinks the budget will stabilize and eventually help fill these positions. Dr. Ezzell will be working to stabilize the budget as well.

Retirements and people leaving have helped the budget, too. The renovation of the CTE building is continuing. Right now, they are a little over budget on this project, but it is minimal, and everything will be back up to code once they are finished. Mr. Griego said he was excited about this project.

UNM-Gallup is also improving our relationships with our K-12 partners, and drafting new agreements with them. We are not stopping growth and innovation but continuing them, and Mr. Griego said he was looking forward to the new ideas and programs.

Dr. Mingus wanted to quickly list some of the new programs that were being explored. The program furthest down the line is a Community Health Worker one; students would take ten credits and then receive this certificate. There are licensure programs for people who are going into education, but have a bachelor's degree in another field. UNM-Gallup is also exploring a Fire Science A.A.S. and a law enforcement certificate and academy, and talking with GMCS about letting high school students graduate with both a high school diploma and their L.P.N. Finally, Dr. Mingus said, Hotel, Restaurant, and Tourism Customer Service, Business Principles, and Office Specialist certificates are under consideration.

#### **ACTION ITEM**

#### **CURRICULA COMMITTEE**

#### **DR. LORA STONE**

Dr. Lora Stone, the Curricula Committee chair, entered the information about the forms for the Assembly to vote on in the Zoom chat. She said there were two Form B's, one for HLED 1110 (a 1-credit CPR course for everyone that would lead to the American Heart Association CPR certification). The second Form B was for a 1-credit CPR course for first responders, and would lead to the Heart Saver, First Aid, and CPR certifications.

There were also three Form C's that dealt with deletions. The first was for the deletion of the A.S. in Nursing, because UNM-Gallup has an A.A.S. in Nursing. The old A.S. was also out of alignment with current HED requirements. The second Form C would delete the certificate in Bookkeeping, which had no students enrolled. Dr. Stone added that the Business curriculum is currently under revision and may bring something similar back in the future. The third Form C would delete the certificate in Collision Repair Tech, which had no students and had been somewhat left behind because the industry has moved forward with automation.

The final item for approval was a Form C that made revisions to the certificate in Cosmetology, adding more manicuring hours, per NM state requirements.

**I move to approve the Form B's as a block.**

**Motion:** Lora Stone

**Seconded:** Yes

**Discussion:** None

**I move to approve the block of Form B's.**

**Motion:** John Burke

**Seconded:** Yes

**Vote:** Unanimous

**I move to approve the three C Forms which are deletions as a block.**

**Motion:** Lora Stone

**Seconded:** Yes

**Vote:** Unanimous

**Discussion:** None

**I move to approve the three Form C's.**

**Motion:** Bruce Gjeltrema

**Seconded:** Yes

**Vote:** Unanimous

**I make a motion to approve the Form C for revisions to the certificate in Cosmetology.**

**Motion:** Lora Stone

**Seconded:** Yes

**Discussion:** None

**Vote:** Unanimous

## INFORMATION

## COMMITTEE REPORTS

## COMMITTEE CHAIRS

### DISCUSSION

**Dr. Mingus asked for committee reports:**

**UNMG Senator to ABQ:** Dr. John Burke said that the last Faculty Senate meeting had been Tuesday the 22<sup>nd</sup>. The biggest issue was the compensation increase. The Albuquerque campus has been hit financially far harder than Gallup, and the campus was working on HSC salaries, which were not covered by the legislature. The administration is also working on a MOA with the union to accept the 3% increase for April, and the financial folks are working with payroll and HR. Dr. Burke then spoke about a Board of Regents meeting that approved the Faculty Discipline policy which had been under revision for a significant amount of time. Finally, there was a new Curriculum Workforce process called Quali that had been demonstrated to the Faculty Senate; it looked less paper-focused and more reminder-focused and hyperlink-focused, and this means that people who will be approving forms will be receiving email reminders to do so. This is similar to a University of Utah platform already in use. There had been a lot of curriculum approvals, and Dr. Mingus had been present to discuss one of these at the Faculty Senate.

Dr. Tracy Lassiter said that the Branch Campus Council had been meeting every other week. One of the issues was the discussion around F100, which describes faculty course load. While Gallup faculty were talking about a 4-course workload, other branch campuses had not been successful in instituting one, and the Albuquerque administration and other Chancellors had been deferring to F100. The union had been arguing that the CBA overrides F100, and the Branch Campus Policy Committee had been working with the Faculty Senate to either revise or revoke F100. Dr. Lassiter believed it would probably be revised. The revised language is likely to say that the CBA is predominant except for faculty who are not covered in the bargaining units. The schedule for the fall and summer will be going live soon, and the Branch Campus Council is discussing support for people under the CBA with the policy committee.

They had invited Professor Chris Chavez to present to the Council about promotions for career tech faculty that are not clearly articulated in the faculty handbook. Dr. Lassiter said that the Gallup branch has more at stake than some of the others, given our relatively large number of career tech faculty. The Branch Campus Council is trying to address this oversight before summer adjournment.

One faculty member asked what the workload for Gallup faculty was at the present time, 4/4 or 5/5. Dr. Mingus replied that it was 4/4 and confirmed that service and scholarship are now being compensated in place of a fifth class.

**Budget Review Committee:** Dr. Bruce Gjeltrema, the chair, said the committee's job has been easier of late because Mr. Griego has been forthcoming about the budget problems. For Mr. Griego, the balanced budget is a priority, and that means we do not have to be alarmed by some of the lowered revenue. From the committee's perspective, the next year will be good, the next few years will be fine, and after that, they foresee trouble. Dr. Gjeltrema said that the campus must plan for new hires and new programs because property tax money is not coming back, and there will be a demographic population cliff in several years. We have lost students, and we have to find a way to build students back and find programs that will draw larger proportions of college-student-age groups, Dr. Gjeltrema believed.

The committee did not think that the current funding for new hires and programs was adequate. In the past, the campus has never had a problem with overspending, in Dr. Gjeltrema's view. He stated that placing money into reserves is not a good idea when we need to make other investments and undertake long-range planning.

**Committee on Teaching Excellence:** No report was given as the chair was not present.

**Constitution and By-Laws Committee:** Dr. Keri Stevenson, the chair, reported that her term will be up in January of 2023, and someone will need to take up the chair position. She encouraged anyone interested to apply, as well as those interested in making changes in the constitution or by-laws to turn in their proposals early on in the fall semester.

**CARC:** The chair, Professor Kelley Schukar, was not present. Dr. Stevenson, a committee member, said there had been no meetings in the past month, and that the deadline for student artifacts and spring class assessments is May 15<sup>th</sup>.

**Curricula Committee:** Dr. Stone said she had no additional information to present after the Assembly vote.

**Library Committee:** Dr. Andrew McFeaters, the chair, reported on the committee's discussion of a student research-based journal that is in development, and a fall event planning to commemorate the losses that the community, students, and faculty have gone through during the pandemic and the courage they have displayed. The committee had met with the new Library Director, Professor Markos Chavez, who will start showing films on Thursdays at 4 PM. On March 31<sup>st</sup>, they will screen Charlie Chaplin's *Dictator*. Dr. Mingus asked Professor Chavez to introduce himself. He did, and said that he had been born and raised in Gallup and was a former UNM-Gallup student. He had had Dr. Gjeltrema for history, and had finished classes here and then received a Master's in Education. He is very happy to be serving as the Library Director and wants to get people into the building and using the library's resources.

**Strategic Planning Committee:** Dr. Burke, the chair, said that committee members had discussed the UNM-Gallup Strategic Plan with the admin; the HLC had required to see it at their visit and will want to see it again at their next one. Dr. Burke would like to make requests for people to work on it during the summer, since the HLC will be here in October. They need to work with Dr. Ezzell for her visions for the future.

**Distance Learning Committee:** The chair, Dr. Carmela Lanza, said that there had been a call sent out for a Coordinator of Digital Learning, and the deadline to apply was the 23<sup>rd</sup> of March. She wanted to

thank the DLC and Dr. Mingus for their support. Probably, this person would not be on board with the fall, but Dr. Mingus had communicated with the Dean about whether the hire would be sooner. The Coordinator of Digital Learning will be working with the DLC and the Dean and the division chairs.

Dr. Lanza had linked a video about Canvas that would let people get started with using the new LMS. The Ops Committee had voted for a stipend to give a boot camp for UNM-Gallup faculty so they would receive training with Canvas. Dr. Lanza had reached out to CAL, TRIO, and Professor Markos Chavez to help students learn to use it, and hoped for student workshops. UNM-Los Alamos has a tutor who is dedicated to helping students who are in online classes, and she thought UNM-Gallup needed that kind of tutoring as well.

**Adjunct Faculty Affairs Committee:** Professor Kristi Wilson, the chair, said that the committee had met in March, and reached out to adjunct faculty through a Microsoft survey to see if they wanted observations or mentorship. They had unfortunately not received any responses. The committee members then decided to reach out to adjunct faculty members and do individual visits, while trying to make sure that they respect adjunct colleagues' time. This is probably going to be a monthly check-in, Professor Wilson said, along with providing a list of resources at the beginning of each month. The committee wants to continue check-ins, but make sure that they work for adjunct faculty members. At the next meeting, committee members will report back on the results of these interactions.

**UA-UNM, Faculty Union:** Dr. Stevenson, the UA-UNM Vice-President, said that the union's biggest recent item had been compensation bargaining. The Albuquerque admin team had refused to meet during Spring Break, when compensation bargaining was originally scheduled. They had claimed it was illegal to open the meetings to the member faculty. The union, valuing transparency and wanting their members to be part of the process, resisted. The admin team had extended an offer to the bargaining team that only outlined the 3% salary increase for UNM employees in April and had made several different statements about the 4% increase in July, including wanting to reserve it for possible merit pay. The union spoke at the Board of Regents and Faculty Senate meetings on Tuesday the 22<sup>nd</sup> and encouraged administrators who were present to speak clearly about giving the full 7.12% increase to everyone on deadline. The admin team had now agreed, and the bargaining committee would be meeting on the afternoon of the 25<sup>th</sup> to discuss their counter, sending out both proposals to the faculty on Monday.

Dr. Stevenson also commented briefly on the upcoming union elections. She asked people to speak if they wanted to become Representative Assembly members for Gallup, and contact her for information.

## INFORMATION

## ANNOUNCEMENTS

## VARIOUS

Dr. Christopher Dyer said that he has been serving as a mentor with the FRESH program, which supports research in English, Humanities, and Social Sciences. Dr. Dyer has submitted a proposal to the Grand Challenges program and will be speaking with Dr. Anita Grierson to create a program that would support humanities research in the Four Corners. He will meet with Dr. Grierson on Monday to talk about this and possibly a second draft of his proposal.

Professor Markos Chavez said that the library will be hosting a poetry program next month. He had spoken with the English Department about reading poetry, but wanted to invite others. It may be poems the speaker has written or poems they enjoy. The library will also celebrate Twinkie Day on April 6<sup>th</sup> and will have trivia questions and free Twinkies available.

## ACTION ITEM

## ADJOURNMENT

<b>I move to adjourn.</b>  <b>Motion:</b> Christopher Dyer <b>Seconded:</b> Yes <b>Vote:</b> Unanimous <b>Motion Carried:</b> Yes	
<b>Meeting adjourned at 1:37 PM, by Faculty Assembly President Dr. Matt Mingus.</b>	
<b>Recorded by:</b> Keri Stevenson, Faculty Assembly Secretary, on March 25 <sup>th</sup> , 2022	