

Dr. Mingus introduced Professor Ernesto Longa, President of UA-UNM, and said that he believed there should be more discussion about the relationship between the Faculty Senate and UA-UNM. Assembly members should also feel free to ask questions about unionization. Dr. Mingus added that people should put their names in the chat if they had questions.

Professor Longa said that he would speak about the contract and workload, along with shared governance and collective bargaining. This had been a very contentious issue in negotiating the contract. The contract was meant to ensure the continuance of shared governance bodies, and that the Faculty Handbook would remain in existence. For example, Faculty Senate decisions remain within their domain, and the Faculty Senate constitution defines the rights and responsibilities of the Senate.

Professor Longa then said significant gains were made in the Unit I bargaining unit for branch campus faculty: research leave for tenure-track faculty, guaranteed sabbatical leaves, and academic leave for senior and principal lecturers, whereas before only principal lecturers had leave under the handbook. Terms had been lengthened so that senior lecturers have three-year term appointments and principal lecturers five-year appointments.

Professor Longa's next topic was the grievance procedure. The union and bargaining unit members agreed that there was an exclusive grievance process under the contract. Rights and benefits set forth in the agreement are only appealable in this forum, while rights and benefits not set forth in that agreement are appealable in other fora. Tenure complaints, for example, are handled by the Academic Freedom & Tenure Committee since they are not covered by the contract grievance procedure.

Professor Long then spoke about workload. Article 13 of the contract governs academic workload for everyone, he said. University policy had previously created exceptions for branch campus faculty in relation to workload, notably that these faculty would teach five classes a semester. Wherever there is a policy conflict between Article 13 and other policies, such as those in the Faculty Handbook, Article 13 governs. F100 was the handbook policy that stated a full-time teaching load for branch faculty was 5-5, but it is now defunct. Article 13, on the other hand, says that the divisions at branch campus community colleges determine their own workload. This allows for more variability, both for divisions and for individual faculty. The divisions are therefore in charge of drafting and promoting workload policies.

Article 13 will be defined for each given faculty member within a rank (such as lecturer or tenure-track faculty) by their division, Professor Longa said. The prevailing trend across all branches is toward a 4-4 teaching load.

One of the reasons for the change is that F100 has failed to recognize branch faculty's research and service. There was no additional compensation for this, even though tenure-track faculty were supposed to perform them in order to earn tenure and promotion. Article 13 talks about research, service, and scholarship definitions; reasons for course releases; normal teaching loads; and overload compensations. All of these can be defined by the division workload policy.

Another difference, Professor Longa said, is that F100 requires the Dean's approval for deviations from the normal teaching load, while Article 13 talks about deviations as a potentially normal part of workload, depending on its definition in department and division workload policies. This means that F100 is essentially dead, and Professor Longa had submitted a proposal to the Faculty Senate Policy Committee asking them to remove F100.

UNM-Valencia has had grievances filed for members who had developed Article 13-compliant workload policies. They were scheduled for four classes each in the spring, but a week after their being

scheduled, Professor Longa explained, the division chairs were told that they had to add an additional fifth course to all full-time faculty's schedules by Valencia's Dean. This violates Article 13, which caused the union to begin the grievance process. Grievances have been heard by the Dean of Instruction, and UA-UNM is currently waiting for a reply. The union is committed to fighting these grievances for as long as necessary, Professor Longa emphasized.

Professor Longa then asked for questions. Dr. Mingus asked what could happen before the formal grievance process takes place if faculty feel that their division chairs are not following the contract. Professor Longa replied that there is a Grievance tab on UA-UNM's website. This link goes to a dedicated email address for the Grievance Committee. There are informal steps to take before this process, and the problem may be solvable given an informal meeting with the division chair. The union will provide a representative to accompany people to this meeting. A formal written complaint goes to the Dean of Instruction if no informal resolution is possible.

Professor Longa then spoke about compensation. The current contract sets up a salary increase of 1.5% for the first year. The article includes an annual reopener: that is, this part of the contract can be renegotiated for each year. COLA adjustments are part of this, and the union intends to ask for matches to the line of inflation in the future.

The union also fought for established salary minimums across all branch campuses, but the administration was dead-set against this. The union was invited to accept minimums for faculty ranks or accept nothing. The union opposed the differential for their branch campus colleagues, but there were some individual branch faculty who saw significant raises. Professor Longa said that UA-UNM will continue to push back on the idea that branch campus faculty should have different salaries than those in Albuquerque.

The next question was whether the compensation negotiated by contract affects overload pay and summer pay. Professor Longa replied that this is meant to be addressed at the level of divisions' workload policies.

It was also clarified that the compensation policy was very complicated. There was a larger raise for Unit 2 faculty (adjuncts or temporary part-time faculty) of 4%. This does not set the same minimum standards for adjunct pay across all campuses, however; adjuncts on Albuquerque's campus receive a \$4100 minimum per class vs. a \$2400-\$2600 minimum for adjuncts on the branch campuses. The administration drew a line in the sand at giving more. However, branch campus faculty do have allies in Albuquerque who will advocate for faculty of color, branches, and adjuncts.

One Assembly member asked how branch campus faculty could get more involved with the union. Professor Longa replied that the best way would be through committees, which some UNM-Gallup faculty had already joined. UA-UNM has the Grievance Committee (on which Dr. Kristian Simcox sits) and the Promotion and Tenure Taskforce (where Dr. Antoinette Abeyta has a seat), along with the Communications Committee and Events Planning. Professor Longa reminded the audience that union leaders do not get pay increases or course releases for their union service.

As no other faculty had questions, Dr. Mingus thanked Professor Longa for coming, and he logged off.

Dr. Finnie Coleman logged in at 1:30 PM. His first topic was that faculty governance and shared governance are not necessarily the same thing. He explained that the faculty union is negotiating with the administration, and he believed that it should communicate with Faculty Senate governance before the administration is notified. He also said that Faculty Senate committees had been meeting with UA-UNM during the last week.

Dr. Coleman then touched on teaching load issues. The different branch campuses have had different rationales behind requiring faculty to teach a 5-5 load, Dr. Coleman said, and he disagrees with them. Altogether, the combined teaching-service-research load is very much higher for the branch campuses than it is for Albuquerque faculty.

Professor Zimmerman added that the workload issue is being led through the CBA and the individual divisions at the branches. The Faculty Handbook was silent on branch faculty campus scholarship and service, despite this also being required for promotion and tenure. Any scholarship and service branch faculty members did was completely uncompensated. The committee that was supposed to revise the handbook did not make any progress on clarifying the issue. Dr. Coleman agreed, and said that he hoped the university administration complies with the CBA. However, he also said he was not convinced that the CBA was the most effective way of establishing coherent workload policies. He believed that it would need revision.

Dr. Coleman also talked about making sure that the lanes belonging to the Faculty Senate committees and the union are very clear. He did not want to see faculty bodies pitted one against the other or duplicate actions taken.

The formation of the Branch Campus Council was Dr. Coleman's next topic of discussion. UNM-Gallup is well-represented on the Council, he said, and he thanked Dr. Tracy Lassiter and Dr. John Burke, UNM-Gallup Senators, for their work on it. Finally, Dr. Coleman wanted to know what questions and requests Gallup faculty had that he could take back to the Faculty Senate.

Dr. Abyeta asked about the COG and the AFT memberships, which currently have no branch campus faculty, and whether there was a plan to ensure that we have branch campus representation on them in the future. Dr. Coleman replied that clear-cut lanes will help this. He had thought about having branch campus representation, but he also did not want someone like the President of UA-UNM serving as the President of the Senate. He said that committees should not have large numbers of union leaders on them. The committee service process also cannot rely on meritocracy, so it will require policy changes that mandate certain amounts of representation from branch campus faculty. The Branch Campus Council would speed this process along, Dr. Coleman thought.

Dr. Lassiter asked whether the branch campuses had other opportunities to participate that faculty might not know about, and Dr. Coleman agreed; he said that UNM needs to see more branch campus reps on the Faculty Senate committees. He would like to see more faculty fill out the Committee Preference Forms that are sent through email, as few do so. Other branches than UNM-Gallup had the same level of low Faculty Senate participation. Search committees, in addition to Senate committees, often had places available that branch faculty could claim. There also was not a lot of branch faculty participation in Dean searches, etc. This meant, Dr. Coleman stated, that we need people who see the importance of connecting with the branch campuses.

Another Assembly member asked how we could support our students in transferring to Albuquerque. Dr. Coleman replied that there is a taskforce for building interdisciplinary projects across campuses and making all students UNM students. Dr. Coleman sits on this taskforce. Student fees could be an issue, like a branch campus student paying for a basketball pass they would not be able to use. There are workarounds for this such as students' giving them advance notice of wanting to attend the basketball games, when possible. There are also currently restrictions on students enrolling in different classes, but the taskforce wanted to lift these. It would be part of the UNM 2040 vision.

The last question was about the timeframe for when the university called for faculty to serve on committees. Right now, Dr. Coleman said, the call would go out in the spring. He thought that it would be preferable to find out which committees people are interested in during the fall semester, so they could build this commitment into their schedules for the next year.

Dr. Coleman reached the end of his presentation; Dr. Mingus thanked him, and he logged off.

INFORMATION

**FACULTY ASSEMBLY
PRESIDENT'S REPORT**

DR. MATT MINGUS

Faculty Assembly President Dr. Matt Mingus reported on the following:

Dr. Mingus reported that he is continuing conversations with the administrative team. They are not currently pushing back against the workload policies; Dr. Mingus said that he believes they are paying close attention to the UNM-Valencia grievances over workload, to see what their outcome is.

Dr. Mingus also announced that the Assembly will continue to meet exclusively on Zoom in Spring 2022, because of the pandemic. As there were no questions, he turned the floor over to Vice-President Dr. Aretha Matt.

INFORMATION

VICE-PRESIDENT'S REPORT

DR. ARETHA MATT

Dr. Matt said that the information in her report would come from the meeting Ops Committee members had on November 12th with Mr. Lee Lamb, Dean Primozic, and Dr. Malm. Dr. Matt had taken notes on the answers the members of the admin team gave to questions the Ops Committee members asked.

Dean Primozic reported that there was no progress on getting permission for Online MAX courses to be taught at UNM-Gallup. When he asked, the Albuquerque campus told him that Online MAX is used mostly for 300-400 level courses and graduate ones. He did ask for faculty who have completed the EBPTO training to send their certificates to Ms. Loretta Notah, so that we can begin to build a file of instructors who are qualified in case the HLC asks to see it.

The admin team also said that the December 2021 graduation will be held at Gallup High School on Saturday, December 18th.

38 UNM-Gallup students were dis-enrolled for non-compliance with the vaccine mandate. Instructions who are affected by this or have questions about how it affects their rosters should contact the Student Affairs Director, Ms. Jayme McMahan.

Dr. Malm reported that they have chosen an architect for the renovations to be done on the CCTE building, the details of which will be released to the public later. He also reported that the UNM-Gallup budget was in good shape due to the price of oil, and that he will be lobbying for a 9% raise for all UNM-Gallup employees, both faculty and staff. He gave data on a slight increase in student headcount, pulling the data from an Albuquerque campus webpage.

As no faculty had questions for Dr. Matt, Dr. Mingus asked for committee reports.

INFORMATION**COMMITTEE REPORTS****COMMITTEE CHAIRS****DISCUSSION****Dr. Mingus asked for committee reports:**

UNMG Senator to ABQ: Dr. Tracy Lassiter reported that the last Faculty Senate meeting had seen the President's report on the UNM 2040 vision. The Provost also gave an update on leadership role searches.

Dr. Lassiter added that there had been new improvements to the faculty misconduct policy that Assembly members should look at if they had not already. This includes changes to the language, some with input from the union.

Finally, the Branch Community College Council had met. They continue to discuss getting Career Teach faculty clearly articulated lines for promotion and tenure, something that has not often happened in the past. Other topics of discussion were research showcases for students, and enhancing students' transfer experiences from branch campuses to the Albuquerque one. Dr. John Burke added that the BC3 is our campus's direct voice to the Faculty Senate. The Assembly Presidents also attended the meeting, and thus are aware of the ongoing discussion points in the Council.

Budget Review Committee: Dr. Bruce Gjeltema, the chair, reported on how the BRC had canvassed campus employees about current needs for staffing, equipment, and supplies. This report should serve as the faculty's direct voice for how well the budget is working. He had sent out a draft report the day before that included points about supply funding cutbacks and money freed up by retirements and position vacancies. This is one of the ways and reasons that the budget was balanced.

Dr. Gjeltema felt that where the budget cutbacks have affected the needs of students, faculty need to speak up. He had received some feedback about adjustments he needed to make to the draft report, and asked for more from faculty as well. He planned to send the final draft of the report on the 3rd of December.

Dean Primozic, in attendance at the meeting, asked that the reference to the CARES Act money going into reserves in the draft report be removed, as it was not true. Dr. Mingus added that Dr. Malm had replied to the draft report in a fairly abrupt way; however, he was confident that Dr. Gjeltema and Dr. Malm could work out the problems in conversation.

Committee on Teaching Excellence: The chair was not present; therefore, no report was given.

Constitution and By-Laws Committee: Dr. Keri Stevenson, the chair, said it had been difficult to arrange a meeting time for the committee due to members' conflicting schedules. However, she also had not received any feedback yet on the changes that people wanted to make to the constitution or by-laws. She asked to receive those changes by January, as the proposed revisions need to be read twice at Assembly meetings before being voted on.

CARC: Professor Kelley Schukar, the chair, reported that the committee would meet on the 3rd and 10th of December. Assessment reports needed to be sent by the 30th of November so the committee could review them.

Curricula Committee: Dr. Lora Stone, the chair, reported that the committee had met that day and unanimously approved the EMT Intermediate program review, with minor revisions.

Library Committee: Dr. Andrew McFeaters reported that the committee had met that morning, and received some good feedback on the publication of the academic journal. They are currently discussing the cost. They are also discussing having more activities at the library to reach out to the community and bolster student engagement. Dr. McFeaters said that Professor Jim Fisk has had good ideas about having visiting authors give talks at the library. They can also host writing activities and others that will remind the community we are here.

In addition, Professor Fisk had asked faculty to scan shelves for overdue library books, DVD's, and other materials they might have out, and invited acquisitions advice.

Strategic Planning Committee: Dr. Burke reported that the committee had undertaken an email document review due to difficulties in finding a meeting time. They are currently interested in supporting multiple initiatives, including faculty professional development, and equal compensation for faculty attending it to that received by instructors from the Albuquerque campus, such as the EBPTO stipend. They also want more support for different teaching modalities and student success issues; support for the CAL falls under this. To this end, the committee is partnering with student support groups, like advising and TRIO, and encouraging faculty to use Early Alerts to report students in trouble.

The Strategic Planning Committee would also like to see more leadership opportunities for faculty, and more focus on building leaders for committees and developing talent. Succession planning, or planning for future faculty and staff positions rather than only doing it as they become open, is another good idea to keep in mind, Dr. Burke said. Finally, there is community engagement. How are we reaching out to the community strategically? This is general planning, rather than specific plans for a specific forthcoming event.

Distance Learning Committee: Dr. Carmela Lanza, the chair, reported that the committee had had a meeting on Tuesday. Dr. Lanza had also attended the Branch Online Cooperative, attended by several people, including the instructional designer from UNM-Taos. The latest news on Canvas is that the implementation will move to Fall 2022, although it remains a possible option for the summer. Canvas sandboxes will be available for faculty before then, however.

The evaluation of online classes was another point of discussion, Dr. Lanza said. It is possible to have an instructional designer evaluate online classes at other branches. Faculty teaching online need to get certified, and need to have endorsements. Dr. Lanza is gathering data on evaluations from other branches, she said, and will share it with the DLC. Different branches have different methods; for example, UNM-Valencia does not use a teaching evaluation based on Quality Matters because this certification is difficult to get. (Dr. Lanza asked Assembly members to contact her if they had Quality Matters certification). Instead, Valencia uses material from the Online Learning Consortium. UNM-Los Alamos has been looking for an instructional designer since March, but since the position is part-time with no benefits, they are having trouble finding a candidate. Dr. Lanza believed it was imperative to have an instructional designer and remote coordinator at UNM-Gallup, although not because of Online MAX, which does not seem to be an immediate concern.

Dr. Lanza also noted that there had been no formal response to her proposal for administrative support for EBPTO stipends. Dr. Mingus said that the Dean had requested more time to deal with the matter and that the proposal should receive a response by January.

Adjunct Faculty Affairs Committee: Professor Kristi Wilson, the chair, reported that their last meeting had been on November 9th. Members of the committee have continued to add information and resources to the Microsoft Teams site for adjuncts. Professor Keegan Mackenzie-Chavez, an adjunct

rep, reported several updates. Dr. Matt added links to the services available through the Albuquerque campus, such as ARC. Dr. Lewis Gambill created some tutorials for Microsoft Teams so that they can send those out to adjuncts.

Professor Wilson intends to hold the adjunct orientation in the spring semester. In good news, Mr. Robert Griego, the CFO, has approved the purchase of three computers and display screens to put in the new adjunct workspace in SSTC 127. Professor Wilson is also asking for another computer for Fine Arts adjuncts in Gurley Hall. Ms. Ann Swancer has approved the infrastructure implementation and is helping Professor Wilson with a quote. Professor Wilson anticipated that adjuncts will also need keys to SSTC 127 so they can use the room. As a goal for next semester, Professor Wilson added, she would like to set up mentoring for adjuncts.

UA-UNM, Faculty Union: Dr. Stevenson reported that the big news continues to be the progress of the grievances filed at UNM-Valencia over workload. Dr. Antoinette Abeyta added there is also a joint taskforce between UA-UNM and the administration addressing biases in promotion and tenure, of which she is a part. Faculty can feel free to contact her with concerns.

INFORMATION

ANNOUNCEMENTS

VARIOUS

Professor Wilson announced that a student art show should be up on Monday. Each student enrolled in a Studio Arts course is exhibiting a work. Professor Wilson wanted to thank Professor Dana Aldis and the Gallery work-study student for the work they had put into this.

Dr. Lassiter said that her ENGL 100 students will be hanging posters up next week for their Visuals to Voices showcase in the CAL.

Dr. Lanza announced that the *Red Mesa Review* is collecting submission for the 2022 issue. She asked faculty to encourage students to submit work and submit work themselves.

Professor L. D. Lovett announced that the Diversity Summit had been hosted online by UNM-Gallup a few weeks before and was hugely successful; he thanked those who had attended. While most of the presenters were from the UNM-Gallup campus, the conference also included people from around the state. The keynote speakers were especially pleased. Professor Lovett added that a survey will go out for presenters and attendees to give feedback on how the process went. Recordings of the summit should be available soon.

Professor Jon Saatvedt announced that next semester will begin the Introduction to Quality classes. It is part of the Process Technology program, but open to any students. They will have classes on team-building and hands-on exercises. Some of these concerns are front and center now in the healthcare industry. This is especially good for Nursing students.

ACTION ITEM

ADJOURNMENT

I move to adjourn.

Motion: Christopher Dyer

Seconded: Yes

Vote: Unanimous

Motion Carried: Yes

Meeting adjourned at 1:51 PM, by Faculty Assembly President Dr. Matt Mingus.

Recorded by: Keri Stevenson, Faculty Assembly Secretary, on November 19th, 2021