

discussed at the September meeting, is that the local school districts have approached us and want to initiate a dual credit program. Whether this program would involve university faculty going to local schools, high school students coming to campus, or an approach to faculty at the local schools who have a Master's Degree in the required fields will probably be worked out in the spring.

Professor Galin then turned the floor over to Professor John Zimmerman of the Long-Range Planning and Resource Committee.

**DISCUSSION AND
ACTION ITEM**

**LONG-RANGE PLANNING
AND RESOURCE COMMITTEE**

**PROFESSOR JOHN
ZIMMERMAN**

DISCUSSION

Professor John Zimmerman, chair of the Long-Range Planning and Resource Committee, noted that UNM-Gallup is in the midst of a time of change and crisis, and faculty should take a leading role. He expressed his appreciation of the faculty for their actions in this time. He reminded the Assembly that since part of this crisis is a budget crisis, a decision on the budget will need to be made quickly, most likely sometime within the next four weeks. The Executive Budget Committee will make the ultimate decision, but Professor Zimmerman wanted the faculty at large to have a voice in this decision, not only the division chairs or the Faculty Assembly President. Since the chairs do not attend meetings of the Budget Committee, that only makes the matter more urgent.

Professor Zimmerman reminded the Assembly that almost all of the executive leadership team will have turnover by December, or early January, in the case of Dr. Jerry Dominguez. The Faculty Assembly can take leadership and have the expertise to guide the campus in this time. Professor Zimmerman encouraged members of all Faculty Assembly committees to meet with the chairs of their committees and urge them to move forward and bring potential concerns to the Long-Range Planning and Resource Committee.

Professor Zimmerman gave a bit of background on the Long-Range Planning and Resource Committee; its berth is wide, and it is essentially new last year, since it had been non-functional before that. It is interested in the long-term health of the campus. That means changing its charge to become more inclusive; the committee wants someone from the CFO's office to become part of it, and someone from Student Services. The members look forward to long-range cooperation to secure the future of the UNM-Gallup campus.

Professor Zimmerman then introduced a recommendation which he wrote on future faculty hires going unadvertised until long-term/strategic plans are written for the areas or divisions that need new faculty. (See statement at the end of this report). He explained that he had sent this recommendation to the executive team and received approval from Rick Goshorn's office. However, the Dean of Instruction dismissed the recommendation and did not respond to further e-mails. Professor Zimmerman stated that the campus needed shared governance to create a collegial atmosphere, and to avoid decisions being made without the voice of faculty being heard. He asked for the support of the Assembly to approve the recommendation he had written.

Professor Zimmerman then explained the recommendation at more length. The Long-Range Planning and Resources Committee does not recommend a hiring freeze across the board. Instead, there needs to be a strategic or long-term planning requirement for new positions or filling old positions that justifies, in terms of outside resources, student numbers, and graduation rates, spending money for new faculty salary and benefits. There will be no hamstringing of positions that we really need, such as faculty members required for a program to keep accreditation.

The division chairs have responded to memos and sent lists of positions that they wanted to hire. But the

Dean of Instruction said that long-term plans needed to be written first. This led to the recommendation to write the plans.

Professor Zimmerman explained the existence of a debate: existing positions vs. new positions. Existing positions, says the Dean of Instruction, are in his discretion (such as Dr. Buggie's position, left vacant after Dr. Buggie retired last year). New positions, such as for the Digital Media and Film program if established, do have to go through the Assembly. The Dean of Instruction, in other words, claims authority over old positions. There is thus an argument over whether the status quo (the Dean being able to hire old positions) should continue or not.

Professor Zimmerman hoped, with the recommendation he had introduced and the requirements it would place on divisions for writing long-range/strategic plans, to see a larger role for faculty in the future of this institution.

One faculty member asked how this would affect visiting professors. Professor Zimmerman answered that it would not. They are reviewed every three years and would continue to be so under this recommendation. A question came up as to how this would be handled. Professor Zimmerman urged the Divisions to make the decision, but also to write strategic plans to cover any hiring needs. Discussion, planning, and conversations should come first. The Long-Range Planning and Resource Committee does not intend to dictate any hiring decisions.

Another faculty member asked for help in developing a template for the strategic and long-range plans, and asked if the Long-Range Planning and Resource Committee would send a template for such a plan out. Professor Zimmerman agreed that they would develop the template and send it by e-mail.

More questions arose as to how long hiring decisions would take under the recommendation, if approved. In the past, long-term hiring decisions meant that student enrollment was lost because two faculty members had left and the new positions could not be approved in time. The faculty member wondered whether hiring decisions could be fast-tracked, and what would happen to the hiring of temporary faculty. Professor Zimmerman reassured the Assembly that hiring decisions can be fast-tracked if the Faculty Assembly has the long-range or strategic plan before them. It is our responsibility as a body to do this if we approve this recommendation. Budget lines remain current in the budget.

A faculty member asked about who would decide on hiring after the Long-Range Planning and Resource Committee saw any division plans and put them before the Faculty Assembly. Professor Zimmerman replied that the Dean of Instruction or the CEO would still need to have final approval; the Assembly is only a recommending body. But we can make strong, united recommendations, and we can be professional, responsible, and prudent, and practice shared governance. The Assembly would have a larger ability to weigh in on new hires.

A concern was voiced about replacing a faculty member who resigns or retires in the summer. Professor Zimmerman recommended that the division chairs should be present on the Executive Budget Committee, and then can handle an emergency situation, as they will then know the money that is available. Likewise, to a question about how much sense it makes for this committee to come up with an instruction-wide plan when we are about to have a new executive leadership, Professor Zimmerman announced that the Long-Range Planning and Resource Committee will rely on the recommendations of individual programs and chairs, similar in model to the Curricula Committee. The Curricula Committee actually has to have strategic planning for their program reviews already, so this recommendation is based on an existing model. The Long-Range Planning and Resource Committee will help to write program review plans and tie them together. Then the plans can be presented to the new permanent leaders. Since program review plans are mandated by the state, this is a way to fulfill an existing requirement. Strategic plans for

individual areas could also be approved by the Committee and the Assembly.

A member of the Assembly asked whether a template for the strategic or long-range plans already existed. Professor Zimmerman emphasized the basic nature of their template, and that the committee will have more regular meetings, probably on the second Friday of each month, to work on and complete it. The next big step is to get the template completed and run by the Assembly.

A faculty member questioned whether the recommendation proposed by Professor Zimmerman would or would not be an obstacle if the executive leadership agrees with the Assembly, and whether the Assembly could take the Dean of Instruction to task if he advertised an unwanted position. This was, in the faculty member's eyes, the best-case scenario. Professor Zimmerman confirmed that that would indeed be the best-case scenario.

I move to approve as a body the recommendation made by the Long-Range Planning and Resource Committee on faculty hiring.

Motion: Matt Mingus

Seconded: Yes

Discussion: There was a question about whether the recommendation and the Faculty Assembly's approval of it would go to the executive leadership team in the form of a memo. The Faculty Assembly President will be sending it to Dr. Dominguez, Rick Goshorn, Dean Roberts, and Jayme McMahon. Rick Goshorn is likely to support the hiring planning.

Voice Vote: Unanimously approved

Motion carried: Yes

Professor Zimmerman concluded by speaking again of the Long-Range Planning and Resource Committee's eagerness to work with faculty. President Professor Galin then turned the floor over to Dr. Antoinette Abeyta.

**DISCUSSION AND
ACTION ITEM**

SHARED GOVERNANCE

DR. ATOINETTE ABEYTA

DISCUSSION

Dr. Abeyta began the discussion by explaining that shared governance is much-discussed, and sometimes a conversation-ender when the Faculty Assembly is conversing with the administration. Shared governance means that we do not have a single arbitrary decision-maker. The Faculty Assembly does not always have a say; we don't have sole power. But we have to participate in order to work together for the future of our university.

Dr. Abeyta emphasized that everyone has a role. Committee work is part of this. We should aim for open, unended conversation; we need diversity and a variety of different voices. We have to talk, not fight. Each Faculty Assembly Committee will evaluate where they are in relation to the larger university, and where they want to be, where critical problems exist, and which solutions exist. The reports the Committees create should be sent to the Long-Range Planning and Resource Committee. This will create a faculty-driven view of the university. The deadline for these reports will be before the new executive leadership team comes in. Concerns and suggestions are welcome to be sent to the chairs of the committees.

One faculty member asked how we can expand on our ability to practice shared governance. Dr. Abeyta replied that the first step is communication. We have to not be afraid, and we have to not simply complain. This directive comes from main campus: we have to be open to talking.

Dr. Abeyta than thanked the Assembly and concluded her presentation. President Professor Galin turned

the floor over to Professor John Zimmerman.

DISCUSSION ITEM

REORGANIZATION

**PROFESSOR JOHN
ZIMMERMAN**

DISCUSSION

Professor Zimmerman opened the discussion by asking for ideas from the faculty about reorganizing the institution, especially in the wake of the turnover in the executive leadership team. He noted that we may be able to affect ourselves dramatically, depending on the ideas offered, and that it would be good to have more institutional memory. We have few faculty members left from the departmental days; most have been hired under the new divisions.

One idea for reorganization, as confirmed by Professor Zimmerman, is to make small adjustments to the current model. The Arts & Sciences Division needs to change, as it is too large. One plan some people have already discussed is to split the division in half, with Arts, Letters, and Humanities on one side, and Natural Sciences, Physical Sciences, Math, and Social Sciences on the other. This would give both new divisions roughly equal numbers of faculty, and make the burden easier on their chairs. Professor Zimmerman mentioned that the previous chair of Arts & Sciences, Kathleen Head, had spent her vacation days to finish the annual reviews last year. This is a burden no chair should have. Professor Zimmerman also recognized that, of course, the substantial stipend may be worth it for current chairs. A new chair for a smaller division will need a stipend and the removal of a teaching load.

The old model, with more departments, was smaller, and individual groups of faculty may prefer that. This is an idea that Professor Zimmerman wanted the Faculty Assembly to discuss. The timing of our vote should be recommended this semester; Professor Zimmerman suggested the Faculty Assembly's February meeting as a possible deadline for voting on splitting the Arts & Sciences Division. The new leadership that should be in place by then should talk about chairs' salaries with us.

Professor Zimmerman told the Assembly that suggestions for the reorganization can be sent to him or other Long-Range Planning and Resource Committee members. Fielding and assembling such ideas is in the committee's job description.

On a different note, Professor Zimmerman also urged the Assembly to consider a reorganization of IT. One idea some faculty have suggested is that each division has a dedicated tech who will come to know and work with the faculty of that division.

President Galin reminded the Assembly that committee chairs need to send current lists of members, and if they need new members, so that all faculty would be aware of vacancies in committees they might like to serve on.

One faculty member expressed concern that the leadership team wanted the Executive Budget Committee's activities kept secret. The answer related to the fact that specific people and personnel cannot be discussed outside the committee. Specific amounts of money, which the committee talks about, would identify individual faculty members too easily.

Another question was asked about when the new budget would be finished. Professor Zimmerman answered that it would be hopefully be done before Rick Goshorn leaves in October.

When a faculty member asked if the Assembly should approve the budget, since shared governance should or might require this, President Professor Galin responded that we should open the floor to institutional history to decide the issue. Professor Zimmerman added that the Senate Budget Committee

(as it was called at the time) used to work with campus administration. Then a separate Budget Committee was instituted, consisting mostly of the administration, and the old one was permitted to fade away. The Operations Committee advised bringing the Senate Budget Committee back, and it was reinstated for three years. After that, however, the current university-wide committee took over again. In wider discussion, there was a mention that someone told Dr. Abeyta that there is a lack of shared governance on this campus, and we need to be more present if we want a say in important matters. Also, someone else will fill the vacuum if we do not. We held one past executive session for an opinion on reorganization, but the authority to decide on it was given up by the Senate President of the time.

One member of the Assembly then said that there used to be a committee on which the chairs sat to look at the budget, to ask certain people to justify expenses, and to question it if they saw problems. There was a Budget Committee before that, as well. There is precedent for the Assembly having the ability to say something about the budget.

Another question came as to whether the last Assembly President had recommended starting a budget committee. Professor Zimmerman answered that the Assembly had requested it, and Professor Galin added that we can start the process to create the committee, but we would have to modify the by-laws first. The process is currently on hiatus.

A general discussion of the Executive Budget Committee and faculty's experiences on it then began. Dr. Lora Stone was on this committee, and gave reports to other members. Another faculty member added that a Budget Review Committee does exist, and we have attempted to empower the members to get more data about the budget released to the Assembly. To date, this has not worked. One person questioned whether we should have more faculty members and less secrecy in the existing Executive Budget Committee, and stated that the public should be invited, too, since we are a public institution funded by state money. However, because of the personnel matters mentioned earlier in the Assembly's meeting, the Executive Budget Committee cannot invite the public to attend.

Professor Zimmerman explained that the timing of the budget's release means we put hard choices off until the last minute, and that key decisions keep getting made without time for faculty input. We need to convince the new CEO/CFO that we must have a presentation of data but also a chance for faculty response, and a timeframe where we can afford to modify the budget after we have reviewed it. However, we can only recommend modifications, not implement them. The local board is the only group with the power to approve the budgets. The administration needs to give us time and a preliminary budget to avoid these problems in the future.

Someone asked if Dr. Lora Stone was a chair of the Budget Committee. The general consensus was that she may be in an *ex-officio* position. While we do need more faculty members on the committee, having a huge group can be a problem as well; too many people are sitting in and adding their voices. But there should be someone outside the executive leadership, especially since the Assembly President is not actually an official chair of the committee. To a question about whether that meant we could actually have three members, the division chairs, who are not aware of anything currently going on with the budget, Professor Galin replied that we will get a copy of the new outlined budget. We can go by Professor Galin's office to see the current outline. Rick Goshorn can give us an updated copy that does not include specific personnel and therefore is not sensitive. The President then asked if the Assembly thought we should add more faculty members to the Budget Review Committee.

The Assembly member who replied said that the division chairs should have more input in the budget. Some information is currently not reaching them that they need to know about. Changes have taken place in the last few weeks that the chair of Arts & Sciences wants to know about, for example. Another faculty member asked about the difference between the Executive Budget Committee, and the Assembly Budget

Committee, and it was clarified that, in this case, we think chairs should be added to the Executive Budget Committee, not the Assembly one.

I move to recommend as a body that the division chairs be added to the Executive Budget Committee.

Motion: Matt Mingus

Seconded: Yes

Discussion: A question came up as to whether other groups like the library could have membership in the Executive Budget Committee. The general consensus was that the proposed members could include faculty chairs only, not groups like IT. However, faculty chairs may include the Library Chair.

A concern was raised about chairs; they are in an untenable position as both faculty and administration, so where do their loyalties lie? We as faculty can support them, but the Dean can dismiss the chairs, literally. Tenured faculty have some protection from this, which is one reason for a recommendation for tenured faculty in the Assembly President's position. Others urged the Assembly to avoid an us vs. them mentality. We have to be unified given the changes that are coming. From this perspective, chairs are faculty.

Others, while affirming the need for unity, wondered about having an open process for the selection of chairs. What we need is better shared governance, perhaps through the Long-Range Planning and Resource Committee. And the chairs should be part of the Assembly Budget Committee as well. This would show they are part of the faculty and have the Assembly's voice behind them, placing them in a stronger position. The chairs replied that, even in other positions outside their current ones, chairs serve at the pleasure of the administration. They stated that they should be part of the Executive Budget Committee, but they could jeopardize their own futures if they are caught in a bind. Chairs should, however, strongly represent the faculty in their divisions.

The Secretary then restated the motion about recommending the division chairs to be added to the Executive Budget Committee. Faculty proposed adding a recommendation for the Library chair to join the division chairs, and one more question clarified that the Assembly Budget Committee and Executive Budget Committee are separate entities. The motion was read one more time to state the Assembly's recommendation of both division chairs and the Library chair for membership in the Executive Budget Committee.

Voice Vote: Unanimously approved

Motion carried: Yes

Professor Zimmerman turned the floor over to President Professor Galin, who announced that the Faculty Assembly had reached the Other Business section of the agenda.

INFORMATION

ANNOUNCEMENTS/OTHER

VARIOUS

DISCUSSION

The President announced that if committee chairs want to change their by-laws, then they can do so by talking to their members. The Long-Range Planning and Resource Committee, for example, will be changing their meetings to coincide with the Curricula Committee's meetings. Our shared governance should be tackled by committees.

Various faculty members talked about the first day of classes, Monday, August 21st, being the solar eclipse and asked what we should do in response. We are expecting low attendance as the eclipse is a sacred observance for many Native students. Professor Galin said that he has one pair of eclipse glasses available, and Cecilia Stafford announced that she has three pairs to give out. As for accommodations for

students, they should be given, and we often have low attendance on the first day because of students dropping or switching classes. There are also eclipse parties that students, staff, or faculty may choose to attend to view the partial eclipse visible in Gallup.

Arts & Sciences faculty discussed the cultural relevance of the eclipse mentioned at the A & S meeting on Wednesday. We should respect the Native traditions because of the situation in the country right now. This is a time of re-examination and of introspection, and many schools on the reservation and elsewhere will be closed. Someone asked if we could make a recommendation to observe such eclipses in the future. Assembly members agreed that we should observe it, because we should be respectful of everyone's beliefs, and pointed out that we make accommodations for students to miss class for other religious observances, such as Ramadan.

ACTION ITEM

ADJOURNMENT

DISCUSSION

Motion to adjourn.

Motion to adjourn: Floyd Kezele

Seconded: Yes

Voice vote: Unanimously approved

Motion carried: Yes

Meeting adjourned at 1:41 PM, by Faculty Assembly President Professor Robert Galin.

Recorded by: Keri Stevenson, Faculty Assembly Secretary on August 18, 2017.

Recommendation on Faculty Hiring from the Long-Range Planning and Resource Committee
August 18, 2017

Recommendation of hiring: The UNM-Gallup Faculty Assembly recommends that *no* full-time faculty positions be advertised until Long-Term/Strategic Plans are written for these areas and these plans are approved by the Faculty Assembly. An exception to this recommendation can be made if an area will lose accreditation if there isn't a hire.

This recommendation will allow faculty stakeholders to work with the Executive Team in planning the future of our campus and may serve to backfill the current academic budget shortfall.