



the minutes from the special Faculty Assembly meeting on August 18<sup>th</sup>, 2017. No modifications were proposed. Professor Galin then called for a motion to approve the minutes.

**I move to approve the minutes from the August 18, 2017 UNMG Faculty Assembly special meeting.**

**Motion:** Robert Encinio

**Seconded:** Yes

**Discussion:** None

**Voice Vote:** Unanimously approved

**Motion Carried:** Yes

**INFORMATION**

**FACULTY ASSEMBLY  
PRESIDENT'S REPORT**

**PROFESSOR ROBERT GALIN**

**Faculty Assembly President Professor Robert Galin reported on the following:**

- 1) Dr. Dominguez did not send a report for this meeting and will not be attending. The CEO search is moving ahead and the search committee will have their second meeting this week. Currently there are 18 applicants overall, and there will be another meeting in a week. 10 of the candidates whose applications were already received, plus one that arrived on the last day, today, have been approved to go ahead. Skype interviews with the chosen candidates will be the next step. The search committee will narrow the field down and then forward the list of their final choices to main campus. This should be done around October, and chosen candidates will visit the campus and interact with faculty. The committee is looking to have a CEO hire in time for a possible Jan 1<sup>st</sup>, 2018, start date.
- 2) Both Dean Roberts's report and Rick Goshorn's report were digital, and the President had already distributed the documents to faculty members. Professor Galin issued a call for comments on the reports. No comments were offered.

Professor Galin then turned over the floor to Jayme McMahon, the Director of Student Services.

**INFORMATION**

**STUDENT SERVICES REPORT**

**JAYME MCMAHON**

**Jayme McMahon presented the following report to faculty in attendance:**

- 1) **Updates on enrollment:** Jayme revealed that UNM-G's final census was on Friday, Sept. 8th, the date when financial aid is locked in for student schedules. Students will have to get approval from Financial Aid if they change their schedule past this point. They will get charged for tuition if they join a class late, even if they get a fully-paid Pell Grant, so this decision should be made carefully.

Jayme also presented unofficial statistics on our current headcount, 2212 students. The number last fall at the same point was 2505. This is a drop of 11% in enrollment. Jayme noted that this is not a huge shock, but does need to be addressed. If we look at some trends in the state and nationally, we will continue to see declining enrollment. This will require initiatives to be implemented by our campus so we can try to make up for the decline. We are also currently processing 21,454 credit hours- down from 24,371 from last fall. Again, this is a drop of about 11%. In regards to spring enrollment, what we have from fall to fall is a bigger diminishment in numbers, but our spring census was 2181. Spring enrollment is always typically lower than fall.

Our situation is also not unique among UNM branch campuses, as all of the branches are down in enrollment and credit hours. Valencia is the least affected, with between a 4% and 5% loss in credit hours, but only a couple percentage points lost in headcount. They have more dual credit opportunities, and that helps with credit hours. Tao, on the other hand, has about a 16% decrease in headcount, and in credit hours about 18%. Los Alamos was the most similar to UNM-G, since headcount loss was about 11% and about 8% in credit hours.

Jayne included facts on how everyone is experiencing this loss and we saw it in the last headcount. This is the sixth year of consecutive enrollment decline. The budget crisis and the Governor's veto on it also impacted enrollment, because it really affected students' trust in higher education, and their perspective on affordability and investment in post-secondary schooling was put into question. The last two years have seen an increasing number of national news stories about student debt and default rates on loans. There are also state issues and a tumultuous state discussion about what higher education in New Mexico will look like.

To improve the situation, Jayme discussed implementing strategic initiatives and finding a competitive niche. Our dual credit independent from CCTE or MCHS is low; we will only have 98 dual credit students this semester other than the ones in these programs. Part of the problem is that these students—for example, there are 206 students in the CCTE program for this fall—are not counted as traditional dual credit students. We do have more ARC students—130 active ones with accommodations from ARC right now—and Jayme sees this as a hopeful sign that may mean we can enroll more students who need accommodations in the future. She then called for questions about enrollment.

One faculty member asked whether UNM-G tracked non-traditional enrollment. Jayme replied that we do, and the official report will have those numbers. But there is not a single definition for non-traditional that the Office of Institutional Analytics uses, so therefore we don't really have data that will tell us our non-traditional enrollment for certain. Enrollment and retention are different for different sub-populations, and the data is being analyzed by main campus, but we should also try to get our own data on the sub-populations so we can know who we serve best and who to target.

- 2) **The Grey Area:** As there were no further questions on enrollment, Jayme moved on to the next part of her presentation, about the Grey Area training. We hadn't started many training sessions in late spring and Jayme was nervous about how they would be received, but they are going well. Students are more receptive to mandatory training than Student Services anticipated. All sessions are at capacity; the September session was full at the beginning of August, for example. This is a good sign that students understand the necessity.

Student Services has currently trained over 400 students. However, we haven't yet made a dent in the DOJ report numbers on how many students need to be trained. The main campus in Albuquerque is saying that students may not be able to register for spring if they don't complete the training by December. This means that targeted messages are being sent to students who haven't completed it yet by Student Services. And UNM-G is still working through the process of getting the credit for attendance for students who did attend the past training sessions. There are some problems with the training that main campus did not anticipate, which further slows down getting our credit listed. Jayme asked faculty to encourage students to get the training done, since we do not know what would happen—that is, if untrained students would actually be prevented from registering for spring classes—if they have not completed their sessions soon.

- 3) **DACA:** Jayme then presented on some of the questions about DACA and what the consequences of repealing it would look like for higher education students. Student Services has not yet gotten data on what will happen to the campus if we have enrolled, undocumented students if and when

DACA ends. We are looking into it. While UNM-G doesn't have a large number of Dreamers, we will be impacted, and we need to pay attention to the national conversation. Jayme said that we have seen an increase in international students, but we don't have the undocumented student numbers because, as with some other areas, the data is not available. However, we still have to protect student information under FERPA from federal agents. The only exception is a well-executed subpoena. That said, students on specific visas and international students may not be protected under FERPA. Jayme urged faculty not to report to ICE or other agents if they approached us individually; we can refer them to Jayme's office.

- 4) **Transfer Resource Center:** Jayme also reported on a new initiative in Student Affairs, implemented by the new CEO, Dr. Jerry Dominguez: the Transfer Resource Center. Melissa Collins is handling the creation of the center and data collection, and is available to take questions and work with students. UNM-G needs to better understand what happens when students leave our campus, graduated or not. The Center will help us support students who want to go to any four-year institution, even if it's not UNM, if there are programs at other institutions that UNM does not have or that students are more interested in taking elsewhere. Melissa will have an office next to Admissions. Jayme asked that faculty and staff please help welcome her.
- 5) **LoboAchieve:** Jayme presented an update on LoboAchieve from over the summer. At the end of spring semester, main campus decided not to continue their contract with Starfish, the service that provides LoboAchieve, because it's retention-based software and expensive. Main campus chose to create an internal development group that would test out services to replace LoboAchieve. This unfortunately removed Early Alert monitoring, the sync with UNM-L, and the ability to schedule students to meet with an adviser, as well as the to-do lists LoboAchieve offered. All Student Services can do now with it is track advisement notes. While main campus did roll out a new software program, it still has too many kinks for us. The link to LoboAchieve is there in the Faculty and Advisers menu, but does not work. Michelle in advising is working through this with the group on main campus, and we have vocalized our frustration. All the branches are similarly impacted and frustrated. Valencia has decided to purchase an Early Alert tracking system, independent of the program being developed on main campus. The flags and the link to UNM-Learn may not be restored with the new program, although the development team says it will.

Jayme asked members of the Assembly to think about some solutions. What do we as faculty believe an Early Alert system might look like? Carmen Wellborn might help us to develop a secure site where information could be entered and sent to Jayme or Michelle—one possible solution. New Mexico Military Institute created their own system, which is something we could also aim for. Do we think it's important, and what features will we need? Jayme recommended having the Retention Committee work on this, as we put the Committee together.

- 6) **Noel Levitz work:** Jayme said she is confident that enrollment trends will decrease, and continue; it's not a fluke. Visits to high schools by our recruiters and visits to campus by prospective students will not be enough to reverse it; we have to make substantial changes and engage in Strategic Enrollment Planning. Jayme asked if there are markets that we can look at. This is a comprehensive approach because we need academic programming- a good mix of degree and certificate programs, a good schedule that's flexible for students, and tracking of students that will make a difference. Jayme has invited Noel Levitz to come back for another consultation; their last one with us was two years ago. They come for two days of enrollment analysis and do it for free. The information will be given to the school in summary form, along with suggestions for how to fill gaps.

Their consultant was supposed to come last week, but had to reschedule for the second week in

October. Jayme said this may end up being the end of October instead. The consultant will meet with Student Services staff, marketing, admissions, advisers, and special programs, along with executive leadership, to discuss retention strategies. He will also meet with faculty. Jayme asked us to consider: What are our program reviews, long-range planning strategies, and what challenges do we experience in retaining students or implementing new initiatives? How do we work with Student Affairs? The consultant will hold an open forum meeting, rather than just individual meetings. Specific topics will be discussed. The Long-Range Planning and Resource Committee will help plan this, hopefully. Jayme also said we should be able to count on Dean Roberts's help.

Jayme will send out an agenda for this forum. Student forums will also happen, along with the consultant meeting with staff. Jayme admitted that she is somewhat pessimistic about enrollment trends and funding realities. She does feel we have to change, and we have to have solid enrollment, retention, and programs. Moreover, this approach has to be campus-wide. It focuses on course rotation, scheduling, and programming. One area should not receive investment over another, currently, because we do not have objective data in place; therefore, we cannot know if we will have returns on investments. Money that is spent on failed investments cannot be recouped, such as money spent on the childcare center. Jayme noted that, in her view, if we invest in something, it should be an enrollment management strategy. We can't just invest and expect a market to appear.

- 7) **Spring Scheduling:** Jayme announced that she would like to see new things happen with the course schedule for spring. The number of students on waitlists during the fall was about 140, and that doesn't account for students who walked away from waitlists when they found they were full. Those students are worth about \$37,000 in credit hours. Jayme reported that tracking advisement numbers for August and over the summer were nearly the same as last summer. That means we were serving the same number of students in advisement, but that is not the number of students enrolled. Data analysis shows that students who are admitted late to classes tend to fail or leave. This means that admissions deadlines have to be held firmly, to help retain students more likely to succeed. We also need to be intentional about how we build a course schedule. Student demographics have changed, and we need to change to meet them, to see which groups we can best serve. A conversation between the chairs, dean, and Jayme should happen, and should also be informed by thoughts from faculty.

Jayme then finished her presentation, and issued a call for questions.

The first question was about the Grey Area, and whether the statistics mean 1600 students are left to be trained. Jayme replied that the students have to be trained for December, but registration opens in November. We had a big push for training in the spring, but the report was left too late. The students who went through spring training included graduating students, students who planned to transfer, and ones who aren't enrolled this semester, so we will not get credit for them in this report. Student Services has changed room locations to include more students and a larger audience per session, and everyone is more comfortable with training and content. If there is a large problem with students trying to register in November when they have not trained, campus directors may override main campus's idea and let untrained students register.

Another Assembly member asked about the changes proposed to Title IX by Betsy DeVos and the federal government. Jayme noted that we may eventually be affected by them; we are not currently. We are still committed to Title IX initiatives from Obama's administration, as well as those initiatives UNM set up in response. It's in our best interests to still have resources available for students based on Title IX concerns, even if there are big changes. The training now available

has helped students to process information and ask questions or give honest comments, so Jayme is convinced of its value.

Another question was about Rick Goshorn’s speech in convocation, and the loss of 4% of our funding. We will be evaluated on five or six things that will determine future funding. The faculty member questioned whether the executive team was dealing with these issues, and if they aren't, what things the faculty could do through Assembly or committees to help. Jayme reassured us that the conversations are happening, but more in relation to the overall impact, rather than oriented to solutions. We don’t have much direction yet, and probably will not during the transition period. The changes will probably be left for the new executive team. She added that her office will work on dual-credit strategies; we are currently last in the state when looking at dual credit enrollment. Part of the problem is that we're not coding our students correctly. The dual credit reports are not reflecting MCHS students or their attendance in UNM-G classes. The GMCS superintendent has had meetings with Jayme, however. There was a damaged relationship there in the past, and Jayme has rebuilt it. The superintendent wants us to be the sole provider for recruitment, dual credit, etc., for schools in McKinley County and Gallup. We will need to make other changes to do this, in Jayme’s view. Student retention from one year to the next and completion/graduation rates are not yet happening at the level we need them to happen. Faculty can help by having conversations about our role in these areas, and we have to address scheduling issues. There’s also disagreement present because some faculty don't fully believe in dual credit. Jayme believes that just having support and opening lines of communication will help immensely. Our consultation with Noel Levitz will provide us with information, which we can use to begin gathering more useful data.

Jayme also discussed other changes that she believes are needed to support our students. Among these are course rotations and freshman-friendly opportunities, as well as robust summer classes. We have not had many summer offerings in the recent past.

One faculty member asked about what model of dual credit we would adopt, such as faculty going to high schools, high school students coming to the UNM-G campus, or online teaching. Jayme’s answer firmly stated that faculty must be involved. Some approved adjuncts at high schools are already teaching dual credit. Some students are online, and some are already coming here—meaning we currently have a mixed model. The district would like to see a full early college program. We don’t yet know what that would look like; early college programs may either have unanticipated impacts, or help us. Jayme wants Student Services to support the decisions made by faculty rather than drive them. The district wants to open opportunities for all students, but right now it's limited to certain schools or certain populations, which may change going forward.

Jayme finished her report, and Professor Galin thanked her for coming and turned the floor over to Sarah Piano, of Big Brothers/Big Sisters

INFORMATION	BIG BROTHERS/BIG SISTERS	OTHER
<p>Sarah Piano explained that Big Brothers/Big Sisters is a national mentoring program that pairs children with mentors. It is for children ages 5-15, but they can stay in the program until they're 18. It provides positive guidance for kids and encouragement to continue their education. Mentors are volunteers and do have background checks to make sure they can work safely with children. They will be paired with a child that’s similar to them in personality, and they hang out a couple a times a month and share activities. While single-parent and low-income households are frequent candidates, this program is for children of</p>		

all backgrounds. Kids may be brought to UNM-G to look around and tour the campus. Big Brothers/Big Sisters served 200 kids last year throughout McKinley County. Sarah urged us to consider that our students might also want to be mentors. Sarah can come and speak to individual classes if there is interest. Education and Psychology majors may especially benefit from this, as it fits into their coursework. Flexible schedules can be accommodated, since faculty can also become mentors. Sarah left some information that students may benefit from.

She asked for questions at the end of her presentation, but faculty asked no questions. Sarah Piano then thanked the Assembly for the opportunity to speak to them.

**ACTION ITEM                      MOVE TO EXECUTIVE SESSION      PROFESSOR ROBERT GALIN**

<b>DISCUSSION</b>	
<p>Faculty Assembly President Professor Galin requested that the Faculty Assembly meeting now move into executive session. Only fulltime UNM-G faculty (including chairs) and elected adjunct representatives will remain for the Executive Session. As specified by the UNM-G Constitution, we will follow Robert’s Rules of Order. As such, the items presented during the Executive Session will be introduced by the Faculty Assembly President Professor Robert Galin. Faculty offering subsequent comments will be limited to 3 minutes each time they speak.</p> <p><b>Motion:</b> Antoinette Abeyta  <b>Seconded:</b> Yes  <b>Discussion:</b> None  <b>Voice Vote:</b> Unanimously approved  <b>Motion Carried:</b> Yes</p>	

\*\*\*\*\***EXECUTIVE SESSION**\*\*\*\*\*

**DISCUSSION &                                      LONG-RANGE PLANNING &                                      PROFESSOR JOHN  
ACTION ITEM                                      RESOURCE COMMITTEE                                      ZIMMERMAN**

<b>DISCUSSION</b>	
<p>Professor John Zimmerman, chair of the Long-Range Planning and Resource Committee, presented the template for long-term planning in faculty hiring discussed at the last special meeting. (See attached template). He also gave clarification on the topic of the Assembly’s last resolution. We have not recommended a hiring freeze. The one radical idea is that investments in faculty positions have to be planned. This will involve dialogue from the different areas and divisions.</p> <p>Professor Zimmerman noted that the template includes language from UNM-G website in its sections about the university’s mission, vision, and values. This language will probably not be changed right now, because this is a transition period. The strategic plan on the website is the more current problem. Professor Zimmerman argued that certain people should be assigned to work on certain aspects of the plan, and have distinct timelines for completion. Our current plan has no delegates and no timelines, only a list of activities, making it unclear.</p> <p>Professor Zimmerman also recommended that program statements be planned for, and statements should be discussed among the members of a program. The underlined areas on the template should have statements, probably from division chairs. The template discusses these statements. Professor Zimmerman gave the example of Irene Den Bleyker wanting to hire for some positions, and that the faculty as a whole will have conversations about this. New hires should ideally affect the Goals/Objectives on the Program/Departmental level. This process does not need to take months, and the Long-Range Planning and Resource Committee will help the process along for members of programs and</p>	

division chairs.

Returning to the template, Professor Zimmerman pointed out that the last underlined section is where long-term planning comes into play, and there is no place for semantic debate between long-range vs. strategic planning. Long-term planning has to have detailed plans, such as programmatic issues that might arise or need to be fulfilled. Strategic planning can be immediate. If someone wants to hire EMS instructors, for example, then she could put herself on a timeline. These plans should use concrete goals; Professor Zimmerman could not use goals for himself like, "We'll be awesome at teaching ceramics." The audience for our plans should know what we can actually do.

Professor Zimmerman announced that he will be putting together a plan. He encouraged other faculty to sit down with other members of their program or department and say the same. This will include details for hiring: timeline, details of position, position title, etc. Professor Zimmerman admitted this would be further stress on the chairs, but noted that it also created atmospheres for collaboration and transparency.

One faculty member commented in support of Professor Zimmerman's proposal that this is our obligation because the UNM Faculty Handbook says we have the right to review and act on plans like this, and we have the ability to "formulate institutional aims." Faculty Assembly President Professor Robert Galin suggested division chairs could delegate some tasks to other people in their divisions. Professor Zimmerman agreed with both comments.

A question arose about the phrasing on the template; should we adopt the word "communities" instead of "community" in the list under INTEGRITY in the Values section, since we serve multiple communities? Professor Zimmerman responded that we will not yet change the wording. A new leadership team will be able to approve it. As no other questions arose, Professor Zimmerman then proposed a motion.

**I move that we approve this template from the Long-Range Planning and Resource Committee.**

**Motion:** John Zimmerman

**Seconded:** Yes

**Discussion:** None

**Voice Vote:** Unanimous

**Motion carried:** Yes

**INFORMATION**

**COMMITTEE REPORTS**

**COMMITTEE CHAIRS**

**DISCUSSION**

**Professor Galin asked for committee reports:**

Faculty Assembly President Professor Galin announced that Dr. Bruce Gjeltrema will join the Budget Review Committee, and the committee will have an important task. The University Budget Committee is not currently active.

**UNM-Gallup Senator to Albuquerque Faculty Senate, Antoinette Abeyta:** Antoinette shared the results of the vote that she and Senator John Burke had told the Faculty Assembly about and solicited our votes on at the convocation in August. The vote of confidence in UNM's Acting President was approved by the Albuquerque Senate 59-2. The Board of Regents have not responded to the proposal yet. Senator Abeyta noted that Albuquerque's Faculty Senate is acting on policy 850 under Faculty Welfare; they have concerns about the climate of UNM and accreditation. An NSF initiative that asked how main campus faculty feel about UNM found that 60% of the respondents are considering leaving or actively searching for another job. Senator Abeyta finds this especially concerning because of the upcoming accreditation: the Higher Education Commission of New Mexico has sent out a letter asking UNM to address fiscal



responsibility about athletics, which is another point of destabilizing feeling. The 2009 accreditation mandated that UNM address the HEC's concerns about shared governance. The Board of Regents was asked to act as a unit and improve relationship with faculty at the same time.

Given this background, the Faculty Senate sent a formal request to the Board of Regents to respond to their proposal that the Acting President continue in his current position. Although the Board of Regents has since met, they did not have the vote on the agenda, and failed to address faculty requests for a second time. The Acting President is willing to stay on past his current contract, but at this time it is unsure if he will. Senator Abeyta pointed out that this exacerbates the concerns of faculty on both the branch and main campuses for UNM's future.

**Budget Review Committee:** Nothing to report.

**Committee on Teaching Excellence:** Dr. Tracy Lassiter reported that Joe Sanchez and Shawnadine Becenti are new members of this committee. Their membership will be updated on the website. The committee is planning collaborations with the Long-Term Planning and Resource Committee which will include support for online teaching, interdisciplinary activities, and better connections with the local community. We need to start better meeting the needs of local employers with our teaching. This idea was sent to John Zimmerman on Wednesday. The Faculty Assembly also received a survey about possible workshops the Committee on Teaching Excellence can conduct during the semester. These can be informal, possibly round tables or panels instead of traditional workshops. One workshop that may be held in November would focus on better supporting veteran students. This particular workshop will be done in collaboration with Nick Brokeshoulder.

**Constitution and By-Laws Committee:** Nothing to report.

**College Assessment Review Committee:** Nothing to report.

**Faculty Committee on Student Affairs:** Dr. Bruce Gjeltema reported that a meeting will be held to set up the committee. This will prepare for a process of formal grievances that the committee can oversee.

**Curricula Committee:** Dr. Matt Mingus announced that Gayle Woodcock has become a new Committee member to replace Rachel Hewett-Beah. There will also be a new program review coming up for ECME certification and for Human Services.

**Ethics and Advisory Committee:** Nothing to report.

**Library Committee:** Since the Library Committee chair was absent, Cecilia Stafford reported that the research librarian, Jim Fisk, is now over in CAL two afternoons a week. The lower library floor is also open now, and student workers and staff man it on a rotating basis. This is a quiet study area, hence the need for supervision. Banned Books Week is coming up and Jim will show films based on challenged or banned books. Jim Fisk mentioned that some of the films are in the public domain and that he did the program last year; he is excited to be doing it again. A schedule of the films will be sent out.

Cecilia Stafford also announced an author event at the library on October 10, for the new book *Legendary Locals of Gallup*. It will be put together by Cecilia and have authors attending, signing and selling copies of the book. Adventure Gallup and other local groups will receive the money from the book sales as charitable donations.

Professor Galin asked a question about the library potentially selling dictionaries. However, the library is not selling them because they do not have the cash to make change. The library *is* running a trial of OED

that Jim Fisk initiated; he hopes to show that UNM-G will have use for it and can justify paying for it as a resource.

**Long-Range Planning and Resource Committee:** Professor John Zimmerman announced that this committee needs a new member from the Health and Education division, and for those interested to contact him.

**Other Committee Business:** Professor Galin then asked for committees to meet at least once this semester and to send information on new chairs and member needs to Carmen Wellborn and Professor Galin, who will make sure that the new information is put up on the website and distributed as needed.

A faculty member asked if the Assembly had voted at the last meeting to include division chairs on the Budget Committee. Professor Galin answered that we did, but that the chair of that committee will need to make that happen.

**DISCUSSION &  
ACTION ITEM**

**OTHER BUSINESS**

**VARIOUS**

**DISCUSSION**

**Faculty Assembly President Professor Galin opened the floor for comment on other business:**

The faculty began to discuss the lack of the executive leadership team's attendance, other than Jayme McMahon's, at Assembly meetings. One faculty member made the point that their salaries are too high for them to avoid meetings, and asked the Assembly to make a formal expression of frustration. As well as the CFO and Dean not being present at Assembly meetings, they are not often on campus and thus not collaborating in leadership.

**I move that this body expresses their frustration with the dean and the CFO not showing up to our meetings when asked, and with their absence at this institution.**

**Motion:** Matt Mingus

**Seconded:** Yes

**Discussion:** The question was posed if the CEO needed to be included in this expression of frustration, and asked why he was not present. The President replied that Dr. Dominguez is out of town on a family emergency, but the President agreed that he should be included at other meetings.

Other faculty members expressed their frustration with leadership done by e-mail, and also ideas of other routes we can take instead of supporting this motion. The power we have as faculty and Faculty Assembly comes from committees. If we bring this work and power here, and we pass unanimous resolutions, then that is a way to become leaders on campus whether or not the executive leadership team is part of shared governance. Rather than a fight, this faculty member suggested, we should conduct our business via the Assembly and our committees and fill the leadership gap.

A question also arose as to whether the search committees could give preference to candidates who would live in the community. It turns out this is not something we could legally require, but the search committees can ask questions designed to give us those candidates based on their answers. We can require other members' presence on campus only through the CEO.

A faculty member then asked if the job descriptions for the executive leadership team could include attendance at Faculty Assembly meetings. The answer is that it is already part of their duties to be at the Assembly meetings, since they are expected to be part of shared governance. But we don't have much of a way to enforce it. The main campus has problems with enforcing attendance of their executive leadership

team as well. This means many executives at UNM are abdicating their responsibility for shared governance.

This conversation led to a comment that the executive leadership team should take a more active role in leading the college, in part because of the large compensation they receive, and that the Dean has urged the faculty to join in leadership. We can at least say that they're ignoring us and shared governance. Professor Galin agreed that we can at least put this on record.

Another faculty member disagreed that we should try to ignore the executive leadership team's deficits and only put it on record. This faculty member argued for being proactive. We *are* the university, not just its employees. Shared governance has to go on for the good of the institution. The future executive team needs to be told about our stance.

Another Assembly member asked whether people who come to visit the campus can see the minutes for the Assembly. On being told that all the minutes are online, the Assembly member stated that they can then see that we're not having shared governance, because of the lack of executive leadership team presence at the meetings.

A concern was brought up about what would happen if UNM's accreditation again indicts UNM on shared governance. The answer was that we may lose our accreditation.

A different faculty member admitted that we have a very short term for an old executive leadership to do anything. But the idea of cutting salaries is a tempting option because it shows our frustration. Instead, we need to put it in writing that it hasn't escaped our notice that people expected at the meetings aren't showing up. This may be a strong threat for the new leadership team.

Another faculty member presented a two-pronged argument. One prong is that we want the executive leadership team to attend; they need to talk with us face-to-face and not send e-mails. The second prong is that the meetings for this year are helping to show us how we can help govern the campus. The Dean isn't currently opposing us. We are achieving some of our goals, like not hiring anyone too quickly without long-range plans. This shows our committees can make a difference.

Someone asked if all the members of the executive leadership team would receive our statement. The answer is yes. Even if they have been attending, they all need to know our concerns.

**Voice Vote:** Unanimous.

**Motion Carried:** Yes.

The faculty learned that an AAUW (American Association of University Women) chapter has been established at UNM-G. They intend to hold different events during the year, such as a celebration of Herstory Month, and noticing Native American Pay Equity Day on Sept. 25th. They will also discuss job-seeking strategies on the 25<sup>th</sup>.

Also, an American Federation of Teachers representative was on campus. Faculty Assembly President Professor Galin announced that we should feel free to talk with him. The library staff commented that the representative came to the library, but did not discuss the matter with library people.

**ACTION ITEM**

**ADJOURNMENT**

DISCUSSION

**Motion to adjourn.**

**Motion to adjourn:** Robert Galin

**Seconded:** Yes

**Voice vote:** Unanimously approved

**Motion carried:** Yes

**Meeting adjourned at 2:08 PM, by Faculty Assembly President Professor Robert Galin.**

**Recorded by:** Keri Stevenson, Faculty Assembly Secretary on September 15, 2017.

Long Range Planning Template  
Long Range Planning and Resources Committee

**UNM-G Mission:** The University of New Mexico - Gallup prepares people to achieve their educational and professional goals in a context of respect for the traditions and values of the many groups it serves.

**UNM-G Vision:** The University of New Mexico - Gallup will be a nationally recognized leader in community focused, regionally specific and culturally vibrant education.

**UNM-G Values:** We value **EXCELLENCE** by providing quality decisions and actions through our people, programs and outcomes.

We value **INTEGRITY** through our commitment to managing our resources wisely, keeping our promises and ensuring accountability to our students, the community and all who serve UNM-Gallup's mission.

We value **DIVERSITY** by striving to strengthen our university, our community and our society through the respectful treatment of all people. UNM-Gallup recognizes, accepts and values differences of culture, ethnicity, gender, sexual orientation, nationality, religion, language and academic discipline and embraces diversity as a learning opportunity.

We value **FREEDOM** by encouraging inquiry, candor, creative activity, and the pursuit of ideas.

We value **SUSTAINABILITY** by meeting the needs of the present while preserving the well-being of future generations.

We value **ACCESS WITH SUPPORT TO SUCCEED** by offering all who desire the opportunity to take full advantage of the wealth of UNM-Gallup resources and be fully included in the UNM-Gallup community.

We value **RESPECTFUL RELATIONSHIPS** as demonstrated by our commitment to building trust, inspiring collaboration, and ensuring teamwork essential to UNM-Gallup's success.

**Program/Departmental Vision:** Clear and concise statement about the future of the Program/Department and what it intends to become.

**Program/Departmental Goals/Objectives:** Specific measurable goals in the short term (1 year) and long term (3-5 years).

**Program/Departmental Implementation Plan:** Should include timelines and people responsible for achieving Goals/Objectives.

- If the hiring of a full time faculty member is needed to achieve the Goals/Objectives then the following questions should be addressed:

-Position Title.

- Budgetary Impact: Salary, benefits, etc...
- How will this position positively affect student enrollment, retention, transfer and completion.
- Could this need be filled by existing adjunct or full time faculty?
- Could this need be filled by a visiting appointment?
- Please state the proposed timeline for the search.