



**Vote:** Unanimous  
**Motion Carried:** Yes

**ACTION ITEM                                      FACULTY ASSEMBLY                                      PROFESSOR JOHN ZIMMERMAN  
PRESIDENT'S REPORT**

**Faculty Assembly President Professor John Zimmerman reported on the following:**

Professor Zimmerman announced that he was turning over the floor to Assembly Vice-President Chris Chavez, in order to present a resolution honoring retired professor Dr. Kamala Sharma for the Assembly's vote.

Professor Chavez explained how much Dr. Sharma had contributed to UNM-Gallup, and read the resolution (attached to these minutes as an appendix). He then asked the Assembly to vote on passing it.

**I move to approve the resolution recognizing Dr. Kamala Sharma.**

**Motion:** Chris Chavez

**Seconded:** Yes

**Discussion:** None:

**Vote:** Unanimous

**Motion Carried:** Yes

Dean Primozic said that Dr. Sharma had sent her regrets that she could not attend the Assembly meeting, but that she would like a hard copy of the resolution, which will be provided. Professor Zimmerman gave credit to the Dean for getting the ball rolling on the resolution process, and many thanks to Dr. Sharma.

No faculty had questions, so Professor Zimmerman turned the floor over to Dr. Daniel Primozic, Dean of Instruction for UNM-Gallup.

**INFORMATION                                      DEAN'S REPORT                                      DEAN DR. DANIEL PRIMOZIC**

**DISCUSSION**

Dean Primozic spoke about the ad hoc committees he is organizing, which faculty will be invited to join. The first of them is the academic innovation ad hoc committee. It will work to research new programs, since we need some as a response to the recommendations of the program prioritization committee. Six programs were deleted from the catalog due to a lack of relevance or enrollment. They will be taught out, but that means there is room for new ones. Some students and administrators will be on the committee along with faculty members, and they will study these new programs. Dean Primozic invited those with ideas to send them to him through e-mail. Ms. Brittany Babycos will also help the committee dig in and see what the need is for local and national programs.

Second, there will be an academic reorganization ad hoc committee. This is both fiscal and personnel/enrollment-related. The Dean wants to know whether UNM-Gallup has the best and most effective of structures. This need not change if it is already the best one. However, the academic innovation committee will be prioritized in its work over the reorganization committee.

The Dean pledged to conduct the work of both committees in the spirit of shared governance, which will improve inclusion, and ensure that the committees listen to the voices of all groups involved. He asked Assembly members to e-mail him if they wanted to join either committee.

Other members of the administration team were then asked for reports if they wished to give them, and Dr. James Malm, Chancellor of UNM-Gallup, spoke.

**INFORMATION**

**CHANCELLOR'S REPORT**

**DR. JAMES  
MALM**

**DISCUSSION**

Dr. Malm discussed the formal financial report that UNM-Gallup will present at the next local advisory board meeting. That date is also when the quarterly foundation report and monthly budget/revenue report and expenses will be published. This should include COVID Recovery Act finances and the budget projections the governor and the Legislative Financial Committee have put out.

Professor Zimmerman asked if Ms. Christy Butler could send the link to the advisory board's Zoom meeting to the faculty e-mail list, and Dr. Malm agreed. After this, as no more faculty had questions, the executive team left.

**ACTION ITEM**

**MARCH MEETING DATE  
CHANGE**

**DR. KRISTIAN SIMCOX**

**I move to change the March Faculty Assembly meeting from Friday, March 19<sup>th</sup>, to Friday, March 26<sup>th</sup>.**

**Motion:** Kristian Simcox

**Second:** Yes

**Discussion:** None

**Vote:** Unanimous

**Motion Carried:** Yes

**INFORMATION**

**CONSTITUTION & BY-LAWS**

**PROFESSOR JOHN  
ZIMMERMAN**

**DISCUSSION**

Professor Zimmerman told the Assembly that there have been numerous requests for changes in the constitution and by-laws, and that there were two particularly important changes that needed to be made. First, the current ad hoc committees need to be changed into active committees, but in order for this to happen, the constitution must be modified. For faculty on those committees, this is part of their service that goes towards tenure and promotion; therefore, we need to make sure that the Distance Learning Committee and the Adjunct Affairs Committee become full standing Faculty Assembly committees.

The other major needed change to the constitution and by-laws will be to give visiting faculty voting rights, as only full-time, permanent faculty have such rights now. Professor Zimmerman praised the dedication of visiting faculty in attending meetings and reminded members of the Assembly that many visiting faculty are present on campus for years at a time.

Professor Zimmerman then announced that Dr. Keri Stevenson had taken over as the chair of the Constitution and By-Laws Committee, and that if anyone else is interested in serving on the committee,

then they can contact Dr. Stevenson or Professor Zimmerman. The service will be a little heavy in this semester with the upcoming changes, but should slow down later in the year. While we are not voting on the changes today, there will be two readings of the constitution in upcoming meetings, and then a vote on the proposed changes between the March and April meetings.

**INFORMATION**

**DIVERSITY COMMITTEE**

**PROFESSOR L. D. LOVETT**

**DISCUSSION**

Professor Zimmerman introduced the discussion item on the Diversity Committee by saying that he had met with Professor L.D. Lovett and Dr. Assata Zerai, the VP for Equity and Inclusion on the Albuquerque campus. Dr. Zerai wants the Diversity Committee to take charge of DEI on the Gallup campus, although she made it clear that they can ask her for help when they need it. She would like to see them take initiative and for faculty to follow through with what that committee recommends.

An e-mail sent by the Albuquerque campus a few weeks ago said that UNM has paid for individual fellowships in the Center for Faculty Development and Diversity; these can cover scholarships, training, and boot camps, and we can ask for Professor Lovett to give more information. The Operations Committee has also agreed to release funds from the Faculty Assembly budget for the Diversity Committee’s use. These funds are usually used for Faculty Senators’ mileage on their trips to Albuquerque, but they are not currently in use as all Senate meetings are virtual. This funding will be handed over to the Diversity Committee for trainings, events, speakers, etc. Professor Zimmerman ended by mentioning that Dr. Zerai recommended that the Diversity Committee work on two initiatives: hiring and recruitment, and retentions and mentorship (as they relate to faculty).

Professor Lovett then took the floor. He announced that he has set up meetings for the first Thursday of each month, and can share the schedule with others. He also intends to focus on the recruitment/hiring and retention/mentorship goals offered by Dr. Zerai. He is working within the UNM Diversity Initiative, and will ask the Public Information Office to publish the schedule of meetings and events. He would like input from the Gallup campus as a whole to forge a definition of diversity/inclusivity. What are the things the campus wants for these goals?

In his definition, Professor Lovett intends to promote a combination of differences and similarities. The Diversity Committee will investigate how these issues affect the campus, faculty and staffing, and the message that we give to our students. What do we teach and how do we teach it? Diversity at the main campus is a requirement for students to graduate, and thus they need courses that qualify as Diversity Courses. UNM-Gallup does not have a formal policy for what that course looks like; we have the same titles, but not the same content, as Albuquerque. Professor Lovett stated that our campus needs courses that qualify for the requirement. We can do that by weaving diversity into what we teach, and considering how to combine diversity topics with the course content. Professor Lovett has gone through training to talk about this, and thus he can discuss it with individuals who want to weave diversity into their teaching. He would like to present a workshop for Gallup on this kind of topic.

He stated that that there will be a Speaker Series in the future, to bring in speakers on individual topics related to diversity, equity, and inclusion. A class could be assigned to watch some of these speeches, since they will be presented on Zoom, write a paper about them, or come back and discuss them in class environs.

Professor Lovett also sees a need for what he calls Courageous Conversation: since many people will back away from the topic, how do we handle this kind of discussion without flinching away? How do we have an open format? Many people’s attitudes toward diversity, equity, and inclusion are affected by the recent political happenings in our nation. How people think and feel is expressed in how they

act. Professor Lovett asked faculty to think about how we can bring these topics into the classroom setting, and how we can talk about them there. We need to learn to discuss these things with greater comfort and confidence.

Professor Lovett then moved to talking about last year's Diversity Summit, which had to be canceled due to COVID-19. He wanted to consider the future of this, and how it might be held again with appropriate safety protocols in place. The mentoring program has also been a topic of discussion on the Diversity Committee, since Professor Lovett has reached out to new staff and faculty. He will ask members of the committee to provide some leadership for future new faculty. Faculty might consider their answers to questions such as: how did you adjust to the UNM-Gallup campus? What are some of the problems that you had to deal with? Since some new faculty did not have mentors, how did we get started? We need an easier process for new faculty. Professor Lovett encouraged Assembly members to volunteer as mentors if they wished to do so.

Professor Lovett would also like to establish a Culture Calendar recognizing achievements, Martin Luther King, Jr. Day and other important holidays related to certain cultural groups, as well as male and female individuals from those groups who can be celebrated. He would like to see a workshop on implicit bias or unconscious bias. We need to be aware of what our biases are, and work on controlling them. Dr. Zerai mentioned retention and outreach/recruitment. Professor Lovett envisions the Diversity Committee looking at numbers of employees in various areas at UNM and tallying who is there by ethnicity, race, and gender.

Professor Lovett noted that he visits Albuquerque once a month to listen to the concerns of people on that campus and offer his perspective. They have some problems that that are similar on the Albuquerque campus, but not exactly the same as here at Gallup. This is partially because two-year-college institutions will be different. Professor Lovett also works with the Branch Campus Networking Group. Various people from the different branch campuses meet and try to combine resources. If we look at getting speakers for a future Diversity Summit, then they may come from other branch campuses. We can also address issues prominent on the Gallup campus, such as why the number of Indigenous students enrolled has dropped. Professor Lovett would like to figure out why that is happening and what we can do to address it.

Finally, Professor Lovett is looking forward to future work with the Charlie Morrissey Center, which has funds that can bring in speakers. We need to reflect on what is happening on the campus, but the recruitment and support services that we bring in are important, too. We want to foster growth and not abandon new faculty who move to the area. Professor Lovett asked for faculty to send topics to the Diversity Committee that they would like to see the committee work on.

Professor Zimmerman thanked Professor Lovett for his presentation and asked him to put forth motions to the Faculty Assembly that can relate to structural issues uncovered by the Diversity Committee's work.

**ACTION ITEM**

**CURRICULA COMMITTEE**

**DR. CAROLYN KUCHERA**

|   |
|---|
| Dr. Kuchera explained that to comply with HED requirements, UNM-Gallup needs to change its Health Information Technology degree to an A.A.S. If it remained as it is, it would balloon to 80 credits. Changing it to an Associate's of Applied Science will bring down the credit number from 71 to 67, which fits within HED requirements for this type of degree. |
|---|

**I move to approve the Form C in HIT to change the degree from an A.S. to A.A.S.**

**Motion:** Carolyn Kuchera

**Seconded:** Yes

**Discussion:** None

**Vote:** Unanimous

**Motion Carried:** Yes

**INFORMATION**

**COMMITTEE REPORTS**

**COMMITTEE CHAIRS**

**DISCUSSION**

**Professor Zimmerman asked for committee reports:**

Before the reports began, Professor Zimmerman explained that he would like to see committee chairs become the driving force of the Faculty Assembly. The President and the Ops Committee should not drive the Assembly's work; instead, committee chairs should report on their activities, their needs, and their membership. Just as Professor Lovett presented on the work of the Diversity Committee, the Ops Committee would like to invite others to bring forth motions for discussion and resolutions.

The committee chairs and the Ops Committee will also need to work with the administrative team. Professor Zimmerman had e-mailed all the committee chairs to ask them to give a report today.

**UNMG Senator to ABQ:** Dr. Tracy Lassiter gave the report. The last Faculty Senate meeting had focused on awarding some posthumous degrees and approving some curriculum changes. The next Faculty Senate meeting will be January 26<sup>th</sup>, and the Senators will have a new report for the Assembly in February.

**Budget Review Committee:** Dr. Bruce Gjeltrema gave the report. He has had conversations with the administrative team, and there are many possibilities to begin collaborative work on the budget. The BRC will be involved with the new budget committee run by the CFO, but Dr. Gjeltrema asked that if any faculty members have specific budgeting issues, such as with staffing, software, hardware, etc., that they report to division chairs first. They can bring broad ideas about budgeting to the BRC.

Professor Zimmerman asked if the admin team was open to meeting with the BRC about future environmental scans they were planning. Dr. Gjeltrema said that despite some problems with transparency in the past, recent communication with the administrative team has been clear. The BRC will meet in the next few weeks to work out their formal role.

**Committee on Teaching Excellence:** Dr. Lewis Gambill gave the report as the chair was not present. This committee has not yet met.

**Constitution and By-Laws Committee:** Dr. Keri Stevenson, the new chair, gave the report. The committee had met a short time before the Assembly to go over the schedule of readings for the next few months in Assembly meetings and when the vote on the changes to the constitution and by-laws is planned to happen. They also discussed reasons why the last vote did not pass and some tactics to encourage faculty participation, to make sure this vote will reach the two-thirds majority of voting faculty needed.

**CARC:** Professor Kelley Schukar, the chair, was not present, but this committee plans to meet soon and discuss the changes that have been happening in the assessment process.

**Faculty Committee on Student Affairs:** As Professor Floyd Kezele, the former chair, had retired, Professor Zimmerman will chair this committee for now. He stated that the committee does not need to be active consistently. It only activates when a student complaint cannot be handled by the other informal or formal processes for grievances. He asked that anyone who had an interest in being chair to contact him.

**Curricula Committee:** Dr. Carolyn Kuchera, the chair, reported on program reviews that the committee will consider, one for the Certificate in Construction Technology and one for the Certificate to become a Nursing Assistant, both slated in the near future. The reviews are due by Feb. 26<sup>th</sup>.

**Library Committee:** Dr. Arunachalm Muthaiyan, the chair of the committee, reported on the services the library is providing for students and faculty and praised them, especially the Wi-Fi hotspot devices being loaned out to students and the scanning services for instructors. He also mentioned that some library instruction sessions are happening by Zoom appointment. Unfortunately, the library was unable to hold the holiday live events that usually happen during November and December.

The Library Committee will meet by the end of January. They are planning to organize an event with the help of Dr. Lassiter and to talk about how to deal with the retirement of one of the library staff. Ms. Cecilia Stafford had also served on a committee with Professor Joe Kee, Jr., Professor Zimmerman, and other Fine Arts staff, and they purchased public artworks for the library. These are three pieces from the 1% for the Arts, and they will be installed after the pandemic. Professor Dana Aldis and Professor Krisi Wilson also served on the selection committee.

**Strategic Planning Committee:** Dr. John Burke gave the report, as the chair of the committee. The committee had talked about how to plan when we do not know what the future holds with regard to the pandemic. Several of the committee's ideal target areas would be IT support for the campus, how involved are we with our community, and PR. The committee had also discussed the recent retirements of several staff members, as that will have an impact on everyone on campus.

Dr. Burke said that the Strategic Planning Committee may put forth a resolution at the February Assembly meeting for gaining Assembly support to maintain the staff lines instead of them disappearing due to budget cuts. However, Professor Zimmerman said that the administrative team will likely see maintaining or cutting the staff lines as a management right. Faculty should support maintaining the staff lines in the best interest of our students. Professor Zimmerman suggested a collaboration between the Strategic Planning Committee and the Budget Review Committee, and to ask how the administration team will prioritize the vacancies.

**Distance Learning Committee (ad hoc):** Dr. Yi-Wen Huang, the chair, gave the report. The Distance Learning Committee will meet next week. Dr. Huang also reminded the Assembly that UNM's Provost had sent out e-mails about courses for those instructors just beginning with Learn or who need help moving classes online.

**Adjunct Faculty Affairs Committee (ad hoc):** Dr. Kristian Simcox, the chair, gave the report. The committee had just finalized their meeting schedule for the remainder of the semester, during the first week of each month. He encouraged faculty to send issues or concerns regarding adjunct faculty affairs to him. He has reached out to some part-time faculty to become adjunct reps to the Faculty Assembly; currently he has received three responses. Dr. Simcox believed that the reps should be in place soon.

He also thanked Dr. Muthaiyan for volunteering to create a Microsoft group for adjunct faculty, where they can give direct input to the committee and communicate with each other.

**INFORMATION**

**ANNOUNCEMENTS**

**VARIOUS**

No faculty had announcements.

**ACTION ITEM**

**ADJOURNMENT**

**I move to adjourn.**

**Motion:** Matt Mingus

**Seconded:** Yes

**Vote:** Unanimous

**Motion Carried:** Yes

**Meeting adjourned at 1:39 PM, by Faculty Assembly President Professor John Zimmerman.**

**Recorded by:** Keri Stevenson, Faculty Assembly Secretary, on January 15<sup>th</sup>, 2021



## Appendix

### Resolution to Honor Dr. Kamala Sharma

The Faculty Assembly of the University of New Mexico-Gallup resolves that:

1. Whereas Dr. Kamala Sharma has served this region as a Professor of Chemistry at Diné College and at UNM-G for nearly thirty years combined and has helped the Navajo Nation to be extremely well informed about science and scientific research;
2. Whereas Dr. Kamala Sharma has generously and unselfishly improved the lives of her students through her rigorous teaching and has improved the lives of her colleagues through her careful and thoughtful mentoring;
3. Whereas Dr. Kamala Sharma has been a role model as a professional colleague because of her caring nature and personal characteristics;
4. Whereas Dr. Kamala Sharma has performed her duties excellently as a Division Chair of Mathematics, Physical and Natural Sciences, especially given the recent and ongoing COVID-19 pandemic;
5. Whereas Dr. Sharma will be sorely missed not only by the Faculty Assembly but by our staff and students when she embarks on a new adventure in her life;
6. Whereas D. Sharma has received a positive vote, by her colleagues, granting her the status of Professor Emerita with all the rights and privileges thereunto;

Be it resolved that the UNM-Gallup Faculty Assembly takes special notice of the above achievements and we wholeheartedly thank Dr. Sharma for her many years of service.