

local advisory board. The CCTE facilities need to be upgraded and replaced. At this point, he shared his screen to display some of the plans under consideration.

There is \$3 million that can be used for the CCTE area. There are two plans for it. There are also plans for Gurley Hall. Because we will be removing some programs, Dr. Malm stated, due to the recommendations of the program prioritization committee, we will have space to potentially shift CCTE faculty to other rooms or buildings. One scenario is to keep everyone where they are, and then redo the facilities. Or they could relocate faculty. There is not a final decision made as of yet.

As to Gurley Hall, Dr. Malm reminded the Assembly that it is technically supposed to be the main, central building on campus, but people get confused and are drawn to SSTC because of its newer appearance. The designs under consideration would make the grand entrance of Gurley more naturally appealing. The builders think the current architecture is too old, heavy, and dark. They would like to tie it to SSTC with a trellis, and put windows on the inside in Gurley Hall, install a Learning Stair, glass in the Food Service Area, and punch a hole in the floor to connect the basement to the Great Hall.

Professor Zimmerman said that nothing has been decided on yet and that this will be an ongoing discussion. This is not being held in secret, or without CCTE faculty being able to speak on which plan they would prefer; instead, it is staying true to the spirit of shared governance. He thanked the executive team for their participation.

No faculty had questions, and the executive team was invited to stay for the DEI presentation.

DISCUSSION ITEM

**DIVERSITY, EQUITY,
INCLUSION**

DR. NANCY LÓPEZ

DISCUSSION

Dr Nancy López introduced herself. She is a Professor of sociology at UNM, and co-founder of the Institute for the Study of “Race” and Social Justice; her work has helped UNM offer a certificate in this study, the first of its kind in the country. She is also the Coordinator of the NM Statewide Race, Gender, Class Data Policy Consortium, the Associate VP for Equity and Inclusions, and a leader of student programming relating to these topics.

Dr. López then invited Dr. Assata Zerai to do a brief introduction. Dr. Zerai said that she has been at UNM for almost two years, is also a Professor of sociology, and is the VP of the DEI office. Dr. Zerai asked attendees to list their names, pronouns, and values or hopes they have for the inclusive culture of UNM-Gallup or UNM Albuquerque in the chat.

Dr López and Dr. Zerai than screen-shared their PowerPoint presentation. This began with a land acknowledgment statement, that the University of New Mexico sits on the lands of the Pueblo, Navajo, and Apache peoples and has a committed relationship to Indigenous people. This statement was developed in concert with Indigenous faculty.

The next part of Dr López and Dr. Zerai’s presentation talked about the RIMA survey. This acronym stands for Racial and Intersectional Microaggressions. RIMA’s drain people’s energy; it does not matter if they are intentional or not. They can be subtle and are often dismissed, and are a threat to inclusive climates in higher education, since they contribute to creating inequities. The survey will run from March 8-April 12, and incorporates questions focusing on disability and LGBTQ+ people as well as on racial minorities. Dr López and Dr. Zerai explained that the survey is based on the work of Derald Wing Sue, who has written books on the topic. It is also approved by the UNM IRB, and they

are expecting about 3000 participants. The survey asks students to delineate uncomfortable spaces so that UNM can become more inclusive.

Dr. López and Dr. Zerai next presented a slide with examples of microaggressions, along with ways to intervene in them, and asked faculty to tell their students about the survey. The students who were selected for the sample should be encouraged to complete it. In the fall, they intend to have focus groups working on the data from the survey, including creating a specific toolkit to interrupt microaggressions.

Dr. López asked Dr. Zerai to talk about the National Center for Faculty Development and Diversity. Dr. Zerai said that this center's courses and the survey are being included in the strategic plan, which looks forward to 2040. They know that students have said they are struggling in classes, residence halls, and other places, with RIMA's. However, they currently only have anecdotes, while the survey will collect data. This will help the DEI office design interventions.

Dr. Zerai next spoke about faculty diversity. She meets with a council of diversity deans and consultants, on which Professor L. D. Lovett serves for the Gallup campus. They are discussing impediments to faculty diversity at UNM. One of them is a lack of faculty development. The National Center for Faculty Development and Diversity offers webinars, and UNM has purchased an institutional membership. Dr. Zerai explained that both graduate students and faculty can use it. It has resources on work-life balance, one-on-one mentoring, and a Faculty Success Programs. The Faculty Success Program is a 12-week boot camp, and provides information on research productivity, among other topics. UNM is also working to place inclusive language in both faculty and staff advertisements; Dr. Zerai and Dr. López showed an example of this on the slides.

At this point, the presentation ended. Dr. Zerai said that she had sent the presentation to Professor Zimmerman along with language to encourage students to participate in the RIMA survey. There will be additional tools in the future for faculty to use to intervene in the classroom when students use racial microaggressions there: workshops in the fall on how to interrupt them, for example. The national tools have focused on Black vs. white RIMA's, so at present there are few for Latinx and Indigenous RIMA's. This survey will both help contribute to the literature and help our students. Students with disabilities and queer and trans students will also benefit. For all of these reasons, faculty should forward the e-mail to their students.

Dr. Zerai and Dr. López then asked for questions. The first one was whether there was language in the survey to address Asian-American and Pacific Islander students' experiences, given the recent horrific violence against AAPI people. Dr. López stated that those experiences are indeed included, and students of color in all groups were among those invited to take the survey. Dr. Zerai added that this is a national survey that they have expanded on. These were originally two pages of questions on race, and they added some other questions because of the Black vs. white focus of the first survey, as well as another two pages of questions for disabled students, and two pages of questions for LGBTQA+ students.

The second question was about hiring diverse faculty and administrators, which is often a struggle. Faculty of color who do get hired do not have a mentorship structure, or at least nothing official and permanent. This probably also holds true for students. What can faculty do to assist in hiring practices that are equitable, and to be mentors? Dr. Zerai responded that UNM hiring is striving to become aware of implicit bias in faculty searches, and there are online resources available on mentoring. For example, UNM has an Institute on Mentoring. Dr. López added that there is sometimes informal mentoring in place; twenty years ago, she had had an informal mentor in her department. The Southwest Hispanic Research Institute is available for some mentoring. There is also a Black Faculty Alliance in existence,

I move to approve the Form C for the deletion of the A.A. in Criminal Justice Corrections.

Motion: Carolyn Kuchera
Seconded: Yes
Discussion: None
Vote: Unanimous
Motion Carried: Yes

DISCUSSION ITEM

**CONSTITUTION & BY-LAWS
 READING**

**DR. KERI
 STEVENSON**

DISCUSSION

At this point, Dr. Keri Stevenson, chair of the Constitution and By-Laws Committee, began the second reading of the UNM-Gallup constitution. The process for changing the constitution and by-laws requires that it be read in two Assembly meetings at least thirty days apart before the final vote. As the previous reading was in the February meeting, UNM-Gallup is currently fulfilling this goal. At this point, no more changes can be made.

Dr. Stevenson proceeded through the changes, which were the same mixture of new and old changes as last time, plus the ones that Assembly members had suggested in the February meeting itself. These included title and name changes, such as altering the names of the College Assessment Review Committee and the Math, Natural, and Physical Sciences division to be correct in the constitution; making additions to and deletions from the by-laws of the Library and Strategic Planning Committees; clarifying that adjunct reps to the Assembly must be under contract for at least one term during the academic year; adding the Adjunct Affairs and Distance Learning Committees, and deleting the Faculty Committee on Student Affairs, the Ethics and Academic Freedom Committee, and the Rank and Tenure Committee due to their long inactivity and conflicts with the practices of main campus; offering the parliamentarian a voting role in Operations Committee meetings, and clarifying the committee preference forms process; allowing remote attendance at Faculty Assembly meetings to count for quorum; mandating that only reports can be offered at meetings without a quorum, rather than discussion or action items; renaming Development to Convocation week, and the UNM-Gallup CEO to Chancellor; giving visiting faculty voting rights; codifying that elections may be held electronically; and adding signature lines and dates for approval of the constitution for UNM-Gallup Faculty Assembly President, UNM-Gallup Chancellor, and the UNM President.

Faculty mostly did not have questions, although one was asked about a typo in the latter part of the constitution and whether it could be corrected. Dr. Stevenson replied that as far as she knew, it could not, given that the constitution would then have to go through another reading, and we would not be able to do that this semester as the next Faculty Assembly meeting in April was not thirty days away.

At the end of the reading, Professor Zimmerman thanked those involved with the revision of the constitution and by-laws for their work, and Dr. Stevenson said that she would send out the amended version of the constitution on the ALLFAC, in case anyone needed to be reminded of the changes or had questions.

INFORMATION

**ACADEMIC INNOVATION
 COMMITTEE REPORT**

DR. SABRINA EZZELL

DISCUSSION

Dr. Sabrina Ezzell, the chair of the Dean of Instruction's Academic Innovation Committee, reported that they had met on March 23rd and reviewed three program proposals, one on a self-funding program for Construction Tech and two on alternate teaching licensures for Early Childhood Education and Elementary Education. The Construction Tech proposal would rely on self-funding with the sale of housing projects. The alternate teaching licensure proposals would allow prospective teachers with B.A's in areas other than Education to become certified as teachers. The committee approved all proposals unanimously.

INFORMATION

COMMITTEE REPORTS

COMMITTEE CHAIRS

DISCUSSION

Professor Zimmerman asked for committee reports:

UNMG Senator to ABQ: Professor Alok Dhital gave the initial report. The Faculty Senate, he said, had approved the ten-year calendar and discussed the projected 1.5% raise for higher education employees included in the state budget. He also mentioned that a proposal for general education was approved, and we can add some classes to our gen ed programs. Albuquerque campus faculty will receive a stipend in order to take classes from the Center for Teaching Excellence; branch campus faculty, however, will not.

Dr. Tracy Lassiter expanded on the gen ed proposal. Dr. Pamela Cheek had said that UNM can add gen ed courses to its curriculum and improve and bolster some of the current ones, with a goal to help students remain in school. They are going to present workshops and trainings in faculty to participate in about learning how to make gen ed courses stronger. Branch campuses, however, were not part of the initiative, and were not contacted or included. Albuquerque's campus will pay their faculty to take these courses, but branch campus faculty will need to talk to their Dean to get a stipend. Dr. Lassiter believed that we should push to have that same sort of stipend at UNM-Gallup because we are not apparently experiencing a budget shortfall the way the Albuquerque campus is, and that we should also strive to make sure that branch campus faculty are part of future initiatives like this. Dr. John Burke added that branch campuses do have support from Dr. Finnie Coleman, current President of the Faculty Senate.

Budget Review Committee: No report was given as the chair was not present.

Committee on Teaching Excellence: A member of the committee said there was no report at this time.

Constitution and By-Laws Committee: Dr. Keri Stevenson, the chair, said that the members of the committee had met the day before. They reviewed the procedure for reading the constitution in the Assembly, and had an important conversation about reminding faculty to vote on the constitution and by-laws changes; they may also call on the Operations Committee for help.

CARC: No report was given as the chair was not present.

Faculty Committee on Student Affairs: This committee, which is on the verge of being dissolved, had no report.

Curricula Committee: Dr. Carolyn Kuchera said that the committee had received and approved the program review for the Certificate in Nursing Assistant. She praised the document's great preparation, especially as this certificate has never had a program review before. The Curricula Committee will

need three to five new faculty to serve on it as several members have reached the limit of their term, and in particular will need someone from the Business and Applied Technology division. Professor Zimmerman reminded the faculty about sending in committee preference forms if they would like to become Curricula members.

Library Committee: Dr. Arun Muthaiyan reported that the library has resumed in-person services for faculty and students by appointment. The Library Committee discussed new ideas and will make a proposal to the Operations Committee to be handled in the next Ops meeting.

Strategic Planning Committee: Dr. John Burke said he currently had no updates. The strategic planning process at UNM is on hold until Fall 2021.

Distance Learning Committee (ad hoc): Dr. Yi-Wen Huang said that faculty had received a memo from the Provost in February about online and hybrid courses. There will be training offered for this in Learning Central in April; Dr. Huang plans to send out a reminder. There is also an online six-week course that faculty can sign up for, through a link at https://forms.unm.edu/forms/registration_evidence_based_practices_for_teaching_online, and a similar course will probably be offered through UNM-Valencia.

Dr. Huang also asked that Faculty Senators keep her updated about whether there will be a stipend offered to branch faculty for taking online courses. Professor Zimmerman said that there will likely be a meeting to discuss this. He added that the chairs will be meeting to talk about confusion around the combination of face-to-face and online courses in the fall, and that the chairs should be the ones to air concerns about the schedule.

Adjunct Faculty Affairs Committee (ad hoc): Dr. Kristian Simcox, the chair, said that his committee's work is ongoing, and they are currently improving communication strategies with adjuncts. Their next meeting will be in April. He hopes for a high turnout on the vote for constitution changes that will make the Adjunct Affairs Committee a standing committee under the aegis of the Faculty Assembly.

INFORMATION

ANNOUNCEMENTS

VARIOUS

Dr. Abeyta announced that there will be four funded summer research opportunities for UNM-Gallup students, with a \$5000 stipend for each, plus support to attend a conference. Any student who is interested in STEM or STEM education can apply at www.mudscience.rocks.

Dr. Muthaiyan said that the Nominations Committee was still looking for a candidate for the Faculty Assembly Vice-President position and one Nominations Committee member.

Dr. Lassiter said that the rescheduled Jimmy Santiago Baca event would be hosted on the upcoming Wednesday, the 31st of March. Attendees don't need to re-register for the event and can use the Zoom link they received for the first one.

Dr. Ezzell noted that retired UNM-Gallup Professor Dr. Sylvia Andrew has been working on legislation pertaining to licensure for students graduating from the Human Services track. This legislation is almost complete and only waiting for the governor's signature.

Professor Dhital asked if anyone knew what vaccination events might be happening this weekend. Professor Zimmerman said to check in with Mr. Lee Lamb, who frequently sends out this information. Dr. Ezzell said that RMCH posts their COVID vaccination clinic times and dates on their Facebook page. And Professor Muthaiyan added that all higher education employees are now eligible for the vaccine.

ACTION ITEM	ADJOURNMENT
<p>I move to adjourn.</p> <p>Motion: Christopher Dyer Seconded: Yes Vote: Unanimous Motion Carried: Yes</p>	
<p>Meeting adjourned at 2:05 PM, by Faculty Assembly President Professor John Zimmerman.</p>	
<p>Recorded by: Keri Stevenson, Faculty Assembly Secretary, on March 26th, 2021</p>	