The
Faculty Assembly Meeting

MINUTES **August 20th, 2021 12:30 PM ZOOM/Remote**

MEETING CALLED BY:	**Dr. Matt Mingus, Faculty Assembly President**
MINUTES ASSEMBLED BY:	Keri Stevenson, Faculty Assembly Secretary
FACULTY ATTENDEES:	Antoinette Abeyta, John Burke, Chris Chavez, Neysa Cox, Sonya Damon, Alok Dhital, Christopher Dyer, Robert Encinio, Sabrina Ezzell, Jim Fisk, Lewis Gambill, Bruce Gjeltema, Corine Gonzales, Yi-Wen Huang, Ann Jarvis, Hasani Jayasinghe, Tom Kaus, Joe Kee, Jr., Carolyn Kuchera, Jacob LaCroix, Carmela Lanza, L. D. Lovett, Jonathan Lumibao, Aretha Matt, Andrew McFeaters, Roseanna McGinn, Matt Mingus, Byron Moore, Arun Muthaiyan, Smita Rashid, Mark Remillard, Jon Saatvedt, Joe Sanchez, Kelley Schukar, Kristian Simcox, Florentin Smarandache, Chad Smith, Cecilia Stafford, Keri Stevenson, Lora Stone, Kristi Wilson, Gayle Woodcock, and John Zimmerman.
GUESTS:	Rob Hunter, Sarah Piano

ACTION APPROVAL OF AGENDA DR. MATT MINGUS

DISCUSSION
Dr. Carolyn Kuchera asked to add an action item to the agenda on the changes in the vaccine mandate for dual-enrolled and concurrent students. **Motion:** Carolyn Kuchera **Second:** Yes Dr. Mingus agreed and asked for a motion to approve the modified agenda. **Motion**: Joe Sanchez **Seconded**: Yes **Discussion**: None **Vote**: Unanimous **Motion Carried**: Yes

ACTION APPROVAL OF MINUTES DR. MATT MINGUS

DISCUSSION
I move to approve the minutes from the April 16h, 2021 UNMG Faculty Assembly meeting.

Motion: Kristian Simcox
Seconded: Yes
Discussion: None
Vote: Unanimous
Motion Carried: Yes

INFORMATION **FACULTY ASSEMBLY PRESIDENT'S REPORT** **DR. MATT MINGUS**

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

Dr. Matt Mingus reminded faculty of the form for committee preference assignments and put the link in the chat. He asked faculty to fill it out in the next few days; he will assign respondents to their preferred committees next week with the help of the Ops Committee. This is important since it helps faculty get credit for their service. Dr. Mingus also issued a reminder that visiting faculty can vote, serve on committees, etc., under the new Assembly constitution.

At this point, Dr. Mingus passed the floor to the executive team.

INFORMATION **CHANCELLOR'S REPORT** **DR. JAMES MALM**

Dr. Malm welcomed everyone to the new academic year, and said that we are well-poised for a successful fall semester. We will welcome over 1500 students to campus as we pivot out of the old reality into a new one. He considered this a historic moment after our remote year.

Dr. Malm then praised our local public health workers for their extraordinary efforts in combating the pandemic. He was confident that campus community members can help keep us safe, healthy, and focused on students. He promised UNM-Gallup would follow all public health directives, and protect the health of faculty, staff, students, and all New Mexicans. We will still prepare people to achieve their professional and educational goals, and make the best decisions possible to protect our most vulnerable students, staff, and faculty.

Dr. Malm then handed the floor to Dr. Daniel Primozic, UMM-Gallup's Dean of Instruction.

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

DISCUSSION

The Dean also gave a welcome to faculty, adding that our community will need strength and patience, since COVID is not yet gone.

He then began to discuss training for teaching online courses, of which two kinds are available to Assembly members. One is the RASI training in Learning Central, which is mandatory for UNM

employees. The Dean stressed that everyone, even those faculty not currently teaching remote classes, should do it to be qualified in case we need to move online at some point in the semester. The HLC also comes back to UNM in October, and may look to see if everyone has completed the training.

The other kind of training is Evidence-Based Practices for Teaching Online, which is a much more in-depth six-week course. Faculty have to sign up for this outside Learning Central. This is through Albuquerque, and our campus will pay for it. Dean Primozic asked faculty to contact Loretta Notah if they are interested in taking it; not everyone will be able to do so right away, as there are only so many classes. The Dean thought the course was not strenuous, and that it offered valuable information about teaching online.

The Dean ended his report with the announcement that Ms. Yatisha Yoe had earned a B.A. in Business Administration this summer, and expressed his pride in her accomplishment.

INFORMATION **STUDENT AFFAIRS REPORT** **MS. JAYME MCMAHON**

DISCUSSION	

Student Affairs Director Jayme McMahon reported on a change in the student grievance procedures. The previous ones didn't align with the Handbook, while the new ones do, and they also match up with Pathfinder.

Before this, Director McMahon explained, grievances and discipline were muddled together, and different branches developed their own conduct practices. We are all now on the same page. EOE has hired a hearing officer for the university, and all the branch campuses can use this officer's services. All Title IX cases will have to go into formal investigation before the OEO. Students who choose a formal hearing can go before the hearing officer. Before this, getting a panel together to conduct a hearing was a challenge. Director McMahon gave kudos to the Dean of Students for getting this process together and working with the Provost's office. Another new change is that the policy regarding student attendance is now more detailed.

Director McMahon then addressed the fact that COVID information is still changing. Right now, by the end of September, unvaccinated students without approved exemptions will be remanded to disciplinary processes. Director McMahon thought this might include restrictions on access to campus spaces, which would include classrooms.

The Director then asked for questions. The first one was about student ID's, and whether picture ID's will be made for concurrent and dual-enrollment students. Director McMahon replied that this is planned, but there are logistics to work out. Admissions staff have to issue ID's, but they are very busy in the first few weeks, especially since concurrent students have to be readmitted every single term. Student employees could be hired and trained to take over the ID-making process, but Director McMahon doesn't know if this will be possible.

At this point, with no more questions, the executive team left.

INFORMATION **BIG BROTHERS/ BIG SISTERS** **MS. SARAH PIANO**

DISCUSSION	

Ms. Piano greeted the faculty and said she had asked to come and give a brief presentation about her organization and a near-future event. Big Brothers/Big Sisters is a youth-mentoring program, and

matches kids ages 5-15 to a positive role model in the community. For the past year, they have used virtual programming to do activities and games, and implemented postcards and texts to get children and mentors in touch. They are now doing in-person activities, but using virtual interviews for mentors. Mentors and children can do in-person interactions, but virtual meetings are still common.

Ms. Piano added that the organization is returning to schools now, and urged faculty to become mentors; they would need to spend time with the child two or three times a month. Big Brothers/Big Sisters emphasizes safe activities and being a positive role model to the child. She asked people to spread the word to those who might be interested, or contact the organization if they have children in their lives who could benefit. They cover McKinley County, Fort Defiance, Window Rock, and other areas nearby.

Ms. Piano next discussed that students can also become mentors if in high school or college. This looks good on resumes and is a great opportunity for social services or education majors. Sometimes, it can clarify for students what age group of children they want to work with. Ms. Piano can also present at college classes and bring applications to our students. Matches with younger children last at least one year, so mentors need commitment. Background checks and fingerprinting are done to ensure that children are safe.

Ms. Piano then discussed the Big Brothers/Big Sisters bowling event that is coming up, and put her contact information in the chat for those interested in talking to her about it. This event takes place yearly, although it had to be canceled last year due to the pandemic, and is called Bowling for Kids Day. Since it's mainly a fundraiser, participants do not need any bowling skill. Teams are five members, and each member tries to raise at least $100. There are four timeslots for teams to compete on October 9th, a Saturday. It's a costume party to celebrate the fundraising, with a theme of Disney Cartoon Characters. The timeslots are at 1:30, 4, 6:30, or 9 PM. Faculty and Staff Senate teams have been organized in the past; Ms. Piano urged Assembly members to do so again for the sake of UNM representation at the event. She planned to send the information to Dr. Mingus, who will share it with Assembly members.

Ms. Piano then wrapped up her presentation, thanked the Assembly for having her, and announced that a few team members had already signed up.

ACTION ITEM **CHANGE IN VACCINATION STATUS FOR DUAL-ENROLLED STUDENTS** **DR. MATT MINGUS**

DISCUSSION	

Dr. Mingus shared his screen to show the Provost's email from the local advisory board packet. The email stated the administration would not enforce the university's vaccination policy on high school students taking classes at UNM.

Dr. Mingus discussed two possible responses, through the faculty union and the Ops Committee. UA-UNM recognizes that this is a problem, and has included the vaccination mandate and high school students' exemption from it in their current bargaining over COVID. The Faculty Assembly can vote to send a statement to the Faculty Senate and ask for their support. We can also send it to the Provost, President Stokes, Chancellor Malm, etc. Dr. Mingus had a draft of a possible response that he shared on-screen (see appendix) and put a link to in the chat. He read out the statement and asked for reactions and comments. He mentioned that this statement would continue to support medical and religious exemptions for the vaccine and that the Operations Committee was in favor of sending it.

One faculty member asked whether we should include a statement about the high school students' age group now having an extremely high incidence of COVID. A short discussion ensued of whether the administration already knew this, and whether it would be prudent to include in the email in that case. Mr. Rob Hunter said in the chat that Middle College High School has not told parents their students are exempt from the vaccination mandate.

The next question was what the policy of the local high schools was. Dr. Mingus replied that because the FDA had not formally approved any vaccine at the time, high schools could not require it. As well, students have the right to attend public school, and cannot be denied education because of not having received the vaccine.

Another Assembly member pointed out that the decision was made without consulting faculty. We tend to be affected by administration decisions, and this is not an invitation to shared governance. As well, it might cause divisions in the classroom between vaccinated and unvaccinated students; some of our face-to-face enrollment increased after the news about UNM's vaccination mandate. Given that, the faculty member felt that this exemption should be announced to all faculty and students, and the students who choose not to receive the vaccine should be encouraged to take online courses.

Some confusion arose over why these students were exempted from the vaccine mandate when they are students of UNM. Dr. Mingus replied that they are, but they also belong to their high school programs, and can become regular UNM students in the future. If they switch over to being regular UNM students, then they can be required to vaccinate. Another faculty member suggested that since the vaccinate mandate does have exemptions to it, it is not technically required.

There was further confusion over how to respond to this in classrooms on the first day. Dr. Mingus clarified, however, that instructors cannot ask students about their vaccination status or say that they have to leave class if they have not received it. Faculty can encourage them to get vaccinated and encourage them to wear masks in the classroom.

Some Assembly members were concerned how this might affect nontraditional learners and their perception of safety in the classroom, which could hurt enrolment long-term. However, others thought that it might not affect nontraditional learners since they would realize anyone can receive an exemption to the vaccine, whether or not they are high school students.

Assembly members suggested possible solutions for worries about the vaccine mandate, including recording classes and urging students to stay home with symptoms. As well, faculty were encouraged to incorporate a statement about possibly moving the class online at any point in their syllabus language; the administration had sent out an email a few days before that included a sample statement.

Finishing the general discussion, the Assembly turned back to revising the statement that Dr. Mingus had put together. Data and citations were recommended by those who wanted to see such ideas used to protect the community. Dr. Mingus replied that while he thought citations were important, he was not sure what the best method would be to add them. Without them, the statement could be treated simply as a letter rejecting the high school student exemptions to the vaccine mandate. Other faculty clarified that data from CDC recommendations could be cited, or the American Association of Pediatrics; it did not require PubMed articles. The citations should touch on increased COVID risks for adolescents and potential long-term effects of the disease. One professor suggested that pictures of petri dishes or the like could be used, to reinforce the point in a stronger way than words would.

Faculty were divided on the possible usefulness of the data, stating the university might be insulted by our implication that they did not know the research, or that it might make our statement look weak to

send two messages. One member offered feedback to remove the phrase "in the strongest possible terms," saying it wasn't needed. Others were concerned that since exemptions to the vaccine mandate already exist, our message might not land the way we wanted it to.

As to the specifics of the citations and data, Dr. Mingus suggested adding a reference to COVID's detrimental effects. Dr. Antoinette Abeyta recommended the American Association of Pediatrics article that focused on "clear and consistent" messaging as a source. Lack of this kind of messaging creates distrust and misinformation.

Mr. Hunter added that MCHS had received an email to tell families that their children didn't need to be vaccinated, but MCHS still wants the vaccination mandate.

One faculty member asked whether we could require that the Provost include language from the Assembly's statement in the syllabus language, but Dr. Mingus answered that this is beyond the scope of the letter.

Since there was some disagreement about citations and which ones to use, Dr. Mingus asked the Assembly to use Zoom reactions to indicate approval or disapproval of citations in the letter. The majority of the audience approved of citations, and Dr. Mingus asked Dr. Abeyta to look over the citations before he sent the statement, then asked for a motion to approve it.

I move to approve this letter and send it to the Provost's Office, to the Chancellor, to the President, to the Board of Regents, and to the Faculty Senate for support.

Motion: Roseanna McGinn
Second: Yes
Vote: Unanimous except for one nay
Motion Carried: Yes

INFORMATION **COMMITTEE REPORTS** **COMMITTEE CHAIRS**

DISCUSSION	

Dr. Mingus asked for committee reports:

UNMG Senator to ABQ: Dr. John Burke gave the report. The Chancellor's search for Taos is now done. There have also been significant budget changes, and strategic planning UNM 2040 is now a go, although this was put on hold before. He also mentioned that a posthumous degree had been awarded by the Faculty Senate and that there is a workload policy now under revision.

The Council of Branch Campus Senators was trying to become a Faculty Senate committee based out of the Albuquerque campus. Dr. Burke asked if he and Dr. Tracy Lassiter should push harder for this, and the Assembly approved it. Dr. Burke concluded his report, with information from Dr. Lassiter stating that the Faculty Senate meeting where the vote was to be held would be the next Tuesday.

Budget Review Committee: Dr. Bruce Gjeltema, the chair, reported that there were some vacancies that started last year due to faculty and staff retirements. As we move back onto campus, the BRC would like to do an inventory about staffing or faculty positions that are vacant and are creating difficulties for faculty members' normal functioning. One example was the admissions department,

mentioned in Director McMahon's report. If we can't issue ID's, then that's one example of a vital problem.

Dr. Gjeltema asked that faculty contact him or other committee members with specific examples of problems they are suffering from understaffing.

Committee on Teaching Excellence: Professor Roseanna McGinn, the chair, reported on the committee's activities. They will have a Zoom meeting next week. They had previously worked on ideas similar to the RASI training and are coming up with excellence in online teaching criteria. They are planning to send two memos that have some committee recommendations for online and hybrid teaching excellence to the Faculty Senate committee.

Constitution and By-Laws Committee: Dr. Keri Stevenson, the chair, reported that this committee will meet online between the August and September Faculty Assembly meetings. They need another member due to the departure of Dr. Jordan Balaban.

CARC: Professor Kelley Schukar, the chair, reported on her meeting with the Assessment Committee on the Albuquerque campus. She asked people who are interested in the committee to get in touch with her, and they will meet at the ends of October, November, and January. She stressed that assessment is important, can be useful for instructors and important for the objectives they want to achieve, and is mandatory. She defined assessment for those who might have questions about what it entails.

October 24th is the due date for assessments for the fall semester. Instructors can contact Professor Schukar for help if they are not sure how to do the assessments. General education assessment is done via student artifacts and the efforts of individual instructors or division chairs. They will focus on skills designated by the state: Communication, Quantitative Reasoning, Personal and Social Responsibility, and Information and Digital Literacy, to see what the trends are over time. Each single instructor reports on one essential skill. Professor Schukar is planning to reach out to division chairs over the next few weeks.

Curricula Committee: Dr. Lora Stone, the chair, reported that the Curricula Committee had met that morning. They have nine members, which means their ranks are full. They discussed upcoming program reviews that will be under revision, and solved some mysteries on that front with help from Dr. Sabrina Ezzell. Professor L. D. Lovett spoke to the committee about a possible future diversity course requirement. The Curricula Committee's next meeting will be on the 17th of September.

Library Committee: Dr. Andrew McFeaters, the new chair, reported. He said that both Ms. Cecilia Stafford and Dr. Arun Muthaiyan have provided him with guidance; they have also finalized the Experts' Corner database and will send out a link to faculty soon. Dr. Muthaiyan is currently helping Dr. McFeaters envision the scholarly journal for the Gallup campus.

Strategic Planning Committee: Dr. John Burke gave the report as the chair, and said the committee had lost a member; Professor Rachael Stewart has left UNM, and so Dr. Burke has asked for another member. They plan to meet the first full week of September to talk about the monies that may be coming in with the Gurley Hall renovation. They will also talk about how CCTE functionality will be changing.

Distance Learning Committee: Dr. Lanza, the new chair, gave the report, and said the committee had had had its first meeting this week. They discussed the changeover to Canvas as the university's LMS that is coming up, and professional development opportunities for faculty. UNM-Valencia is already

setting up Canvas workshops, so the DLC will ask for help from Valencia, and possibly join in their workshops. Next, Dr. Lanza asked if Dr. Mingus had any updates on Adobe Creative Cloud. Dr. Mingus thought it should already be available to all UNM-Gallup faculty, but said he would talk to Ms. Ann Swancer about it. Finally, Dr. Lanza added that the DLC is trying to increase connections between online teachers.

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Adjunct Faculty Affairs Committee: Dr. Kristian Simcox reported that the committee had met to elect a new chair, Professor Kristi Wilson.

UA-UNM, Faculty Union: UNM-Gallup VP Dr. Keri Stevenson gave the report. The union had sent out a statement in support of merit raises, which the university had tried to claim were forbidden by the new CBA; this is not the case, since the CBA is silent on them, and they are the administration's prerogative to grant. She then talked about the support UA-UNM is offering to nascent grad student union at UNM-Albuquerque, which has won the right to organize. Finally, she acknowledged that the union will be discussing the possible exemption from the vaccination mandate for high school students.

INFORMATION **ANNOUNCEMENTS** **VARIOUS**

Dr. Christopher Dyer said that both Dr. Lassiter and Professor Cecille Perales had won the Branch Campus Excellence in Teaching award. Awards like these attract students, by advertising that we have quality faculty, and Dr. Dyer suggested that an announcement about our winners should be on the website. Dr. Lassiter agreed and added that we need a reason for our community to attend this school, so showing that we are competitive with other local institutions can only be a good thing. Perhaps Professor McGinn could add this news to the Committee on Teaching Excellence's website. Ms. Cecilia Stafford mentioned in the chat that when she had won the New Mexico Academic Librarian of the Year award a few years ago, the fact was never mentioned on the website, which also does the library a disservice.

Dr. Antoinette Abeyta announced that she had received funding from the National Science Foundation to support students conducting research on climate change and sea-level rise in the Mississippi River delta. STEM students are eligible for this work and will receive a stipend. Students utilizing this grant can also choose to present at a conference.

ACTION ITEM **ADJOURNMENT**

I move to adjourn.

Motion: Matt Mingus
Seconded: Yes
Vote: Unanimous
Motion Carried: Yes

Meeting adjourned at 2:01 PM, by Faculty Assembly President Dr. Matt Mingus.

Recorded by: Keri Stevenson, Faculty Assembly Secretary, on August 20h, 2021