

Faculty Meeting Minutes
April 16, 2021
(via Zoom)

The meeting was called to order at 1:04 p.m. by Dean Sergio Pareja, once a quorum was reached. The following people were present for at least some portion of the meeting.

Faculty: Maryam Ahranjani, Reed Benson, Camille Carey, Barbara Creel, Elizabeth Elia, Paul Figueroa, Mark-Tizoc González, Verónica Gonzales-Zamora, Vinay Harpalani, John Kang, April Land, John LaVelle, Jennifer Laws, Ernesto Longa, Nathalie Martin, Serge Martinez, Alfred Mathewson, Gabriel Pacyniak, Mary Leto Pareja, Sergio Pareja, Sonia Gipson Rankin, Alejandro Rettig y Martinez, Michelle Rigual, Joseph Schremmer, Alexandra Siek, Sarah Steadman, Carol Suzuki, Sherri Thomas, Cliff Villa, Samuel Winder, Peter Winograd (20 needed for quorum; names that count toward quorum in bold)

Staff: Beverly Akin, Krista Allen, Tony Anderson, Ryan Barber, Scott Cameron, Melissa Lobato, Bonnie Stepleton, Ernest Tafoya,

Students: Taylor Bingham

Guests: Duane Arruti, UNM's Chief Information Officer, Ann Swancer, UNM IT Officer, Helen Padilla, Director of the American Indian Law Center

ANNOUNCEMENTS:

Melissa Lobato asked that the Faculty to send any information regarding faculty publications, speaking engagements, and media appearances, to her attention, as well as if the faculty has anyone who has spoken to their classes or are inviting them to speak in their classes this semester so we can thank them on social media and send a thank you note from Dean Pareja.

Bonnie Stepleton, Director Student and Career Services gave the faculty an update on the SOL graduation. There will be limited in-person graduation at the law school on Saturday, May 15, at 1:00 p.m. The only people authorized to attend are graduating students, faculty, and necessary staff. No guests will be allowed, but the event will be streamed so that family and friends can watch from home. The event will take place outside. Students will start outside and will never come inside. The Honors and Award Ceremony will take place on Friday, May 14, 2021 at 2 pm, via Zoom, outside in the same graduation space. Like graduation, only students, faculty and necessary staff may attend, and more information will be forthcoming.

Professor Sonia Gipson Rankin announced that Savannah Hoover, a 3L, won third place in the Comcast Pitch Deck Competition which is an experiential learning opportunity for would-be student entrepreneurs who are contemplating, starting, or operating an early-stage venture, and who are looking to improve their pitching skills, with the potential to earn seed funding for their business model. The judges were venture capitalists from New Mexico and Silicon Valley; and have received word from another Dean on campus that one of the judges wants to talk to Savannah directly regarding her idea. Professor Sonia Gipson Rankin encouraged all to congratulate her for this major accomplishment.

ACTION ITEM: Approval of Minutes from March 26, 2021 faculty meeting - Dean Sergio Pareja: Motion made by Professor Mary Pareja, seconded by Professor Nathalie Martin. Motion passed: 21 yes votes, 0 no votes, and 1 abstention.

Student Rep Taylor Bingham indicated that she had from recent feedback from the 1L class concerning exams.

- Requesting carrels to be open in the library for final exam use and reserving for exams
- Students with 13-inch monitor finding difficulty to read the exam.
- Possible to print the past exams and have them available in the library.

Library Director and Associate Dean Michelle Rigual, informed Ms. Bingham and the faculty that the library carrels are open and have been open, are socially distanced as indicated by the tape, and are available on a first come first serve basis. Associate Dean Sherri Thomas continued by stating that there are over 50 carrels which are open as well as other spaces throughout the library that can be used for exams.

Registrar Ernest Tafoya informed Ms. Bingham that students have been emailed and instructed to either find a second laptop or a larger monitor. They also have also been informed that IT has laptops to lend out on a first come first serve bases. Ryan Barber added that students can also check out monitor through IT, and there are also the kiosk computers outside of the IT office that can be used for exams. Ryan Barber indicated that should a student need a computer/monitor to have the student put in a help ticket, then IT can make arrangement with the student and they will be able to track the computer/monitors checked out.

Registrar Ernest Tafoya addressed the releasing of exams for students to print. Mr. Tafoya stated that it is completely up to the professors. However, professors have been asked to be very careful when releasing exams for students to print during an upcoming exam period. The reason for this is because a professor can only write a multiple-choice question so many ways. Mr. Tafoya strongly indicated that professors are discouraged from releasing multiple choice exams for printing for this reason. Vice Dean Camille Carey added that some students are taking exams on different days, which you as a faculty member will not know, if somebody has an accommodation. So, if students have the ability to print, there is the possibility of sharing the full exam with someone else.

Introduction of new member of law school's IT team (Ryan Barber) and discussion regarding the law school's post-ransomware IT needs – Duane Arruti, UNM's Chief Information Officer, Ann Swancer, UNM IT Officer, and Ryan Barber:

Ryan Barber introduced himself and gave a brief background of his work history at UNM. Mr. Barber indicated that he is located in Chad's old office and is onsite. He indicated he is meeting with his staff and understands that getting services back by the fall semester is a priority.

Dean Sergio Pareja introduced and welcome Duane Arruti, UNM's Chief Information Officer, and Ann Swancer, UNM IT Officer. Dean Pareja stated that he felt this was a good opportunity to check in with everyone since the ransomware attack to see if there are concerns that need to be addressed or to make us aware of anything we have missed. Mr. Arruti thanked the Dean and began by informing the faculty that he was a 25-year veteran of the University of New Mexico, and current role is Chief Information Officer and is a professional faculty member at the Anderson School of

Management. Consequently, he is very well aware of the rapid movement the faculty had to face this last year teaching remotely. And then, of course, School of Law Faculty and Staff faced another huge challenge with the compromise that occurred, and the loss of service temporarily. Mr. Arruti gave quick kudos to Chad, Jerry, Cesar, IT students, for their excellent work in restoring services, and really focusing on ensuring that School of Law needs could be met. Mr. Arruti then open the floor for discussion.

Helen Padilla raised the question that a notice went out about being able to have outlook emails and contacts restored. Will this still be a possibility? Ryan Barber stated that an email had been sent out to about 200 people and they received only 57 responses back. At this time Jerry is looking at the quote for an additional 10 just in case somebody missed the email. So as of right now, we are waiting on the quote to be finalized, once that is done, we will let you know.

Professor Vinay Harpalani then asked if there was a timeline for the return of the network printing and scanning? Ryan Barber stated they had received the final quote, getting the printers possibly on Monday; however they were having meeting directly after this meeting so more information should be coming shortly. At this point the SOL is receiving brand new printers, and the IT team will be deploying them shortly.

Professor Mary Pareja asked if it would be possible to have a training session as to what apps they should be using when using an iPad/phone instead of their laptops and how to be accessing things and what the work process should look like. Ryan Barber indicated that would not be a problem, that it just comes down to which resources you need to access and to determine which apps you need to use, stating that anyone needing training should contact him.

Duane Arruti introduced Ann Swancer, UNM IT Officer. She serves as the liaison for a number of entities on campus, supports all of our branch campuses, and works with Athletics. Ms. Swancer will help facilitate any service escalation that you might need here at the School of Law; she has a really good background with the whole portfolio of services. When Ryan and team have needs that extend beyond their capabilities, we are here to here to help.

Library Director and Associate Dean Rigual then asked if we can now use our desktop PC if it is remediated. Duane Arruti stated that there should not be any issue. However, Mr. Arruti stated that he would double check with his team.

Dean Pareja stated there has been quite a bit of talk regarding the intranet and the need to share information across the school, yet privately and in a secure manner. Mr. Arruti indicated that it was first important for him and his team understand what was the nature of the data that was lost. There are also technical issues. Mr. Arruti stated that he needs to talk with Jerry to understand what was lost and to figure out what can be restored.

Fundraising report – Dean Sergio Pareja: Dean Pareja stated that from reading the survey results from the strategic planning committee, he noticed several comments that indicated that fundraising is really important. What are normal fundraising numbers? How are the funds used, and how can they be used? Dean Pareja stated that he asked the UNM Foundation for the law school's fundraising history, and they provided him with 12 years of records. The dean explained that at

UNM the dean of every unit on campus is given a fundraising goal each year, and every month a report is received as to how much fundraising money has been brought into the unit. The goal of the unit come from the UNM Foundation. The Foundation does an assessment which compares the units with other similarly situated public school, assessing how much they can raise in a state with a wealth level like ours, with our alumni base, with the size of the student body. Historically the law school has raised anywhere from a million dollars up to about 2.5 million in a given year, with it usually being about \$1.5 million a year. Starting in 2015, when the co-deanship began, the Foundation locked the law school's annual goal at \$1.5 million a year. We have exceeded it every year except during the 2020 fiscal year when COVID hit. In FY2018, we raised more than double our goal, and we exceeded it by over a million dollars the following year. As a result of the shift online and no personal donor meetings this year, our current fundraising goal for FY2021 is \$1 million. As of April 12, 2021, we have exceeded that and are at \$1.13 million dollars.

Dean Pareja stated that he was concerned that the perception is that fundraising will fix all our problems. However, that is not the case. People for the most part are not donating money to support things that we already do. For example, they generally do not give money so that you can rehire the staff or faculty that you lost due to budget cuts. They typically are giving money because they want to see their money expand something you do, to allow you to do something that's important to them. This does not necessarily help with the core problem, which is insufficient state funding to do what we need to do to properly run the law school. Budget cuts come with consequences and, until this most recent legislative session, our budget has been cut significantly every year since 2013.

Tenure clock opt-out process – Nathalie Martin, Associate Dean for Faculty Development:

Associate Dean Martin noted that opting out of the automatic one-year extension of tenure clocks (due to the pandemic) is something that each person can decide to do anytime between now and tenure if they choose to. There is no stigma in taking the extra year if people want to take it. The philosophy is that this just acknowledges the collective trauma, and the pandemic fallout that we all have experienced. Going through the tenure process at the same time is obviously incredibly stressful. The extra year also acknowledges that much of the research that people were doing was completely derailed and stopped this year. Provost Holloway consulted with the UNM Committee on Governance, UNM's Academic Freedom and Tenure Committee, and received the endorsement of the UNM Faculty Senate Operations Committee to enact an automatic one-year extension to the probationary period. Associate Dean Martin indicated that most of the departments and people on main campus are taking the extension opportunity. However, if you do not want the extra year, you have to fill out the Opt-Out Notification Form (attached). If you know that you want to opt out, please try to submit your form to Ramona Garcia by the dates listed below:

- (Promotion & Tenure) Form to Ramona Garcia by Friday, May 7, 2021
- (Mid-Probationary) Form to Ramona Garcia by Monday, August 23, 2021

Faculty hiring discussion – Dean Sergio Pareja: Dean Pareja stated the way faculty hiring works is that the Provost authorizes us to submit requests for approval to move forward with a search by the end of May. The faculty of each unit vote on whether to request a particular hire, and a formal proposal is then submitted to the Provost. He typically decides whether we can go forward by the

end of June. The Provost has not yet sent out a memo ask for hiring requests. Dean Pareja hopes that we will be able to vote at the May 7 faculty meeting on our hiring request. Dean Pareja spoke with the Provost on Friday to get a sense of whether we are going to be able to hire at all. It's seeming likely that he is not going to have a hiring freeze, but it is not exactly clear how much he is letting go forward. We are most likely to get approval to go forward with the Economic Justice Clinic hire because that is a twice failed search that was merely suspended last year. The only other hire that we have recurring faculty salary funds for at this time is Professor Emerita Christine Zuni Cruz's position. One scenario that Dean Pareja has explored with the Provost and University Counsel is the possibility of using Professor Zuni Cruz's line to hire for two very junior positions. One would primarily be a doctrinal LIPP professor who would also be faculty advisor to the Tribal Law Journal and to rotate into SILC as needed. The other would be a natural resources & environmental law professor who teaches and writes at the intersection of those areas with Indian Law. This person would also rotate into the Environmental & Natural Resources Clinic as needed. For this "position splitting proposal" to work, the search would expressly have to be for an "entry-level assistant professor" with a strong preference for somebody who is no more than 3 to 5 years out of law school. If the first hire turns out to have graduated from law school more than that long ago, the second hire request likely would be denied (offers are ultimately made to applicants by the Provost).

Bonnie Stepleton asked about the status of the Dean Search Committee. Dean Pareja said he doesn't know the exact status; however, the President of the Alumni Board emailed the Provost four days ago, and the Provost responded that he is "in the process of forming this search Advisory Committee now and expect to start inviting people to join the committee in the next few days." The Provost has received many recommendations for people to serve on the committee.

Meeting adjourned by unanimous consent at 2:26 p.m.