

**Faculty Meeting Minutes**  
April 15, 2022

*The meeting was called to order at 2:04 pm 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, Camille Carey, Elizabeth Elia, Scott England, Madelyn Finucane, Sonia Gipson Rankin, Vinay Harpalani, Steven Homer, John Kang, April Land, John LaVelle, Ernesto Longa, Serge Martinez, Alfred Mathewson, Jennifer Moore, Gabe Pacyniak, Mary Leto Pareja, Sergio Pareja, Michelle Rigual, Joseph Schremmer, Laura Spitz, Sarah Steadman, David Stout, Carol Suzuki, Sherri Thomas, Peter Winograd (19 needed for quorum; names that count toward quorum in bold)

**Staff:** Beverly Akin, Renée Ferrell, Bonnie Stepleton, Emilie McVay-Ash

**Students:** None

**Special Guest:** James Holloway, Provost & Executive Vice President for Academic Affairs

**ANNOUNCEMENTS:**

**From Dean Pareja:**

**Annual Evaluations and Committee Assignments:** The Dean sent out a request to the faculty to complete self-evaluations. He sent it earlier than in previous years. The Law School has been completing these a little late. Ideally, evaluations should be completed before the end of the spring semester. The Dean will also be working on next year's committee assignments real soon.

**Annual Office Shuffle:** Offices have not changed for the past couple of years due to the pandemic. There are several new faculty coming in and others have or will be retiring, so the office shuffle is returning this year. The process is likely to start soon.

**Judicial Selection:** Three new judgeships were created during the last legislative session. There are also a couple of retirements. For the new judgeships, Dean Pareja will chair two selection committees in June and Dean Camille Carey will chair one in Carlsbad in July.

**Funding Bill:** The state legislature passed a funding bill (the "Junior Bill"), and the governor signed it. UNM SOL will receive \$180,000 for the Border Justice Initiative (which we hope will become recurring), \$70,000 for the Border Justice Initiative (one-time funding only), \$60,000 to purchase a van for the Clinical Law Program to do community outreach, and \$90,000 for media upgrades to classrooms.

### **From Professor Laura Spitz:**

**Dean Pareja's Final Meeting:** Professor Spitz led a round of applause for Dean Sergio Pareja on the occasion of his final faculty meeting as Dean. She also led a round of applause for Professor Mary Leto Pareja on her final faculty meeting as "First Lady."

**ACTION ITEM: Approval of the Minutes from March 25, 2022 Faculty Meeting – Dean Sergio Pareja:** The Dean called for a motion to approve the minutes. The motion was made and seconded. The motion passed unanimously with no discussion.

### **Visit from the Provost – Provost James Holloway:**

Provost Holloway began by thanking Dean Pareja for his service to UNM SOL, UNM, and the State. He has greatly enjoyed working with Dean Pareja and has learned a lot.

Provost Holloway then acknowledged the notable achievements of the law school. The Border Justice Initiative was recently recognized as one of the top 25 most innovative law school programs nationwide. The Natural Resources and Environmental Law program moved up significantly in rank in U.S. News. The Clinical Law Program is highly ranked at #8 in country. He thanked the faculty for everything they have done to advance the law school. Provost Holloway acknowledged the tremendous impact that UNM SOL graduates have in the state.

The office of Academic Affairs is gearing up for tenure and promotions. There are about 100 this year. Provost Holloway stated that this is one of the most interesting things he gets to do. Although it is a lot of reading, it is also a lot of fun. He gets to see what colleagues are accomplishing throughout UNM. He noted that it is not necessary for dossiers to be super long. The Provost's committee is reading the dossiers now. The Provost's office has been modifying the process over the last few years. Committees should think strategically about the external reviewers. Ideally, reviewers should come from peer institutions. If not, explain why the chosen reviewer was the best choice. Provost Holloway also noted that no one is perfect, and he is expecting balanced reports that identify areas for growth.

Provost Holloway then moved on to the UNM 20/40 plan. A close-to-final version will roll out May 6<sup>th</sup>. There will be an event in the SUB to talk about the plan and what it means for the different units. The plan includes statements of mission, vision, and values. There are five main goals.

**Advance New Mexico:** This is a reflection of our mission as state institution. New Mexico culture is uniquely place-based; where you come from matters. This goal includes education, economic development, creating new intellectual property, and new ideas that lead to new businesses. UNM educates the workforce at all levels. UNM does everything from career technical training to PHD level and graduate professional programs.

**Student Experience and Educational Innovation:** This goal focuses on how to connect students with opportunities. Students learn a lot from one another in places outside the classroom, like the Forum. We also need to do more thinking about how we teach. What do we want to keep and what should we change.

**Diversity, Equity, and Inclusion:** UNM is an extremely diverse campus but that diversity is not represented at every level of the institution. Our Honors College is not as diverse as New Mexico. Our graduate population is not as diverse as our undergraduate population. Our faculty is not as diverse as our student body or as diverse as our state. Diversity is not just about numbers but also about experience and environment. Culture is in the forefront in New Mexico. We need to build on that culture and climate so that we can be welcoming and it can be natural for people to be different here.

**Sustainability:** This is sustainability in a number of ways. It's about the sustainability of the enterprise. UNM is challenged in many ways. We're challenged in terms of our resource base. We're challenged in terms of our ability to recruit students. Sustainability of this institution in the long run depends on addressing some of those challenges. We need to keep people excited to be here. We need to attract people. Finally, it's about sustainability in the sense of the natural environment, the environment in which we all depend.

**One University:** This is really about being one university, not Main Campus, North Campus, or branches. It's about Taos, Gallup, Sandoval Regional Medical Center, and what I will call central campus all being one institution and thinking about their opportunities as one institution. We really are looking for opportunities to encourage and foster scholars across the campus to work with each other. How can folks in the law school work with other colleges? We have \$10 million from the state to create a new School of Public Health and we're doing that in a one campus way. We formed an executive committee that's got folks from Sociology, from Psychology, from the School of Education, from the Health Sciences. I think there are opportunities there that I hope folks in the law school can think about. Where are the places in which, as a law school, you can engage with colleagues across campus, and what are the things we can do to make that easier? How do we help colleagues and the rest of UNM understand the scholarship and the capabilities here and potentially reach out and connect.

Provost Holloway then opened the meeting to questions from the faculty. Professor Sonia Gipson Rankin stated that she likes the language of Advance and requested additional training on implicit bias. Professor Sherri Thomas asked for retreats where faculty can have purposeful conversations about implicit bias and diversity. Provost Holloway responded: I appreciate you bringing up this topic. Advance is a National Science Foundation project. Its core mission is to increase the number of women in

STEM. What we really need to do is improve processes across the institution and the ability of units to support diverse faculty. All evaluations have bias. The schema in our brains are natural and biased. Advance helps us recognize it, remain conscious of the bias, and minimize the impact of biases.

Associate Dean Serge Martinez said that he loves the idea of collaborating with other departments. He has found it to be a really rewarding experience, but it's always in addition to day-to-day work. How can we incentivize it? Provost Holloway responded with a few ideas: 1. How do I find people? Randomly pairing people up for coffee gives them a way to connect. You get excited about your work and theirs. 2. Chairs get together over dinner. They can talk and find scholarly overlaps. 3. Everyone gets a token. One token is worth nothing. Three from different departments together are worth money. Three people can get enough funding for their project. The harder problem is usually time.

**Faculty Hiring Plan - Dean Sergio Pareja:** The Law School must submit its formal hiring proposal for the next year to the Provost's office by May 20, 2022. We will then receive an answer by June 15, 2022. Professor Lysette Romero Cordova will be leaving so Dean Pareja believes that ELA will need somebody to fill her position. The Dean proposed that we follow the same process that we utilized when we hired Lysette because it allowed Professor Steven Homer to convert to a tenure-track position. This will open up that possibility to our current ELA lecturers. The basic idea is that the position is listed as "one or more" tenure-track positions. If a current lecturer applies and gets it, then another hire can happen. A motion was made and seconded to approve this proposal. After no discussion, the faculty voted unanimously to approve the proposal.

Prior to going into executive session, Dean Pareja asked for a motion to invite Bonnie Stepleton to stay for the Executive Session. It was so moved and seconded. The motion passed unanimously.

*The meeting moved into executive session at 2:47 PM.*

**ACTION ITEM: Vote on honors and awards – Professor Vinay Harpalani, Chair of Honors & Awards Committee**

Professor Harpalani discussed the upcoming Student Honors & Awards. The compiled list was presented from the Committee for review and discussion, and when voted on, passed unanimously as presented: Yes 100% (21), No 0%, Abstentions 0%.

In the context of the discussion, it was decided that the Honors & Awards Committee should be charged with looking at our process of selecting Honors & Awards recipients in the fall. The Committee also should, in the fall, recommend a process to the faculty regarding how students will be selected for honors and awards each spring. The Committee specifically should consider what input may be needed with respect to disciplinary and other issues that may be known about nominees by the Associate Dean for Academic Awards.

Professor Laura Spitz moved to delegate the Associate Dean for Experiential Learning, Serge Martinez, in consultation with Vice Dean Carey, to approve the individual Clinical Law Program awards on behalf of the faculty. The Motion was seconded and, after some discussion, the faculty voted 19 yes, 0 no, and 2 abstentions, in favor of the motion.

*The meeting adjourned at 3:29 PM.*

DRAFT