

Faculty Meeting Minutes  
January 20, 2023

*The meeting was called to order at 2:06 pm by Dean Camille Carey, once a quorum was reached. The following people were present for at least some portion of the meeting.*

**Faculty:** George Bach, Camille Carey, Elizabeth Elia, Scott England, Allison Freedman, Sonia Gipson Rankin, Veronica Gonzales-Zamora, Marc-Tizoc Gonzalez, Vinay Harpalani, Steven Homer, John Kang, April Land, John LaVelle, Jennifer Moore, Aliza Organick, Gabriel Pacyniak, Nadine Padilla, Vanessa Racehorse, Michelle Rigual, Leo Romero, Joseph Schremmer, Alexandra Siek, Sarah Steadman, David Stout, Carol Suzuki, Sherri Thomas, Samuel Winder, Peter Winograd (20 needed for quorum; names that count toward quorum in bold)

**Staff:** Beverly Akin, Renee Ferrell, Bonnie Stepleton, Ernest Tafoya, Emilie McVay-Ash (minutes)

**Students:** Vanessa Springer (1L Representative)

**Announcements:**

**Teaching Schedule- Associate Dean Steven Homer:** Soon he will be talking to faculty about teaching in Fall 2023 and would also like to talk about Spring 2024 and Summer 2024. He realizes that Spring and Summer might be harder to predict, but would like to start planning soon.

**UNM Climate Study- Associate Dean Sherri Thomas:** There was a campus-wide email about the UNM Climate Study. A staff-specific survey was rolled out in January at the staff breakfast. The survey is offered in both English and Spanish. People at the breakfast spoke directly to staff about the survey in both languages. UNM's Division for Equity and Inclusion will send out emails to faculty regarding the surveys. Associate Dean Thomas will wait to send a reminder email closer to the deadline. She doesn't want to inundate everyone with duplicate emails, so please watch for the email from [diverse@unm.edu](mailto:diverse@unm.edu).

Results of the campus-wide climate survey should be available at the beginning of summer. They are going to try to break it down by department, but they are also going to maintain the anonymity of the respondents. If there are not very many people in a department and it would be easy to identify someone, the information might not be as detailed.

The climate surveys have taken several years to pull together, and the plan going forward is to do them cyclically and continue to improve the questions. She welcomes feedback from the faculty. One of the questions is about first-generation students, but she would like to see it go further and ask for the highest level of education achieved by parents. Please feel free to contact her with questions or comments.

**Syllabi and the Upcoming Site Visit- Beverly Akin:** Please make sure to send your current semester syllabi to Beverly Akin. She is collecting them for the upcoming site visit. She has the Fall 2022 syllabi, but is still missing the Spring 2023 syllabi.

**ABA Site Visit- Dean Camille Carey:** The visit has been scheduled for April 7-10, 2024. Please block your calendars and keep yourselves available. The committee will try to meet with all of the faculty in their offices and attend as many classes as possible. Please try to plan as typical a class as possible for those days. It is not a good week to schedule individual student conferences.

**Judicial Education Center- Dean Camille Carey:** For many years the JEC has conducted education for the judiciary and their staff throughout the state. It looks like judicial education will now be moving to the Administrative Office of the Courts. The NM Supreme Court is committed to this move. Legislation is pending. If the Bill passes, the move will be effective July 1, 2023. Unfortunately, this is going mean that the current JEC staff will be laid off. While there was some initial hope that they would be able to move directly into positions at the AOC, those new positions will be competitive postings. Any current JEC staff will need to apply to the AOC just like any other candidate.

There was some additional discussion about possible reasons for the change including funding and the court's desire to maintain more direct control over judicial education in the state. The faculty as a whole expressed sadness and empathy for the impact this will have on our colleagues at JEC and IPL.

**Promotion and Tenure Committee- Professor Jennifer Moore:** The faculty will be meeting in two weeks to discuss the promotion and tenure of several colleagues. In one week, the faculty will have access to the committee's reports on each candidate.

**Barbara Brown Simmons Celebration of Life- Professor Sonia Gipson Rankin:** There will be a Celebration of Life at the UNM Chapel on January 27. Refreshments will be served at 5:15PM followed by the service at 6:00 PM. Black History Month will kick off the following morning at the SUB. The keynote speaker will be Dr. Adolph Reed, Jr., and tickets are still available.

### **Action Items:**

**Approval of the minutes from October 28, 2022 meeting- Dean Camille Carey:** Associate Dean Sherri Thomas moved that the faculty vote to approve the minutes. Associate Dean Steven Homer seconded her motion. There was no discussion. The minutes were approved in a vote of 22 aye, 0 nay, and 3 abstentions.

**AALS House of Representatives Report- Professor Sonia Gipson Rankin:** Professor Sonia Gipson Rankin represented UNM School of Law at the AALS House of Representatives.. This was the first time she had been able to attend the AALS conference in person. There were remarks from the outgoing president, Erwin Chemerinsky, who explained that there were 176 schools attending the conference. There was a presentation to honor those of our colleagues from across the country who have passed since the last in person meeting. Dean Fred Hart was included in this presentation and the whole thing was very moving. The new president, Mark Alexander, who is also the Dean of Villanova University's Charles Widger School of Law, gave a speech and explained the theme for the next year: Defending Democracy. He reminded everyone that although attorneys make up less than 1% of the United States population, they have an outsized level of influence. It is their role to defend democracy, and Professor Gipson Rankin felt that call on a personal level. The speech is available online, and she encourages everyone to take the time to watch it. Some additional areas

AALS will be focusing on for the next year include increasing the number of virtual conferences, holding part time and adjunct faculty workshops, and providing programming for retired faculty.

Professor Maryam Ahranjani received the Deborah L. Rhode Award. The Deborah L. Rhode Award is presented by the AALS Sections on Leadership, Pro Bono & Service Opportunities, Professional Responsibility, and Women in Legal Education. It is awarded annually to the law professor or lawyer who exemplifies the groundbreaking work, imagination, and inspired action of Deborah Rhode.

Professor John Kang offered his assistance and guidance to any faculty who are interested in presenting at the AALS conference in January 2024 in Washington, DC.

**Honors and Awards Committee Update- Professor April Land:** The committee is working on their nominating system and encourages all faculty to look at the list of awards and think about the students they had last semester. Students who are graduating in Spring 2024 and those who graduated in December 2023 are all eligible. The committee hopes to have an application ready in February. Professor Gabe Pacyniak said that there are students fundraising for an Environmental Justice Award. Professor Land said these students should coordinate with Bonnie Stepleton in Career and Student Services for now.

**Ad Hoc Bar Passage Committee Update- Professor David Stout:** The committee was charged with reviewing the recommendations made by the previous Bar Passage Task Force, determine which recommendations have been implemented, and work on a plan for implementing any recommendations that have not yet been implemented. The committee found that most of the recommendations have been implemented. Many of the faculty have gone well beyond the recommendations in terms of creativity and assisting students. The committee will meet again next week to work on reports for the faculty so everyone can see where we are.

**Updates on Self-Evaluations, Summer Grants, and Hiring- Dean Camille Carey:** Self-Evaluations, which are used for your annual review, will be due Monday, April 24. Dean Carey will send out an email and then a second email reminder. Last year the reviews were due on Monday, April 26, so the schedule this year is the same. The law school is actually late in the review process. Next year, the schedule will be earlier.

Similarly, for this year, summer grant proposals will follow the same model that Dean Pareja used in terms of requirements to get a grant and an enhanced award. Last year the application was due April 1. This year it will be due on April 3. That process may change for next year. Dean Carey welcomes faculty input on the process. Faculty will receive an email regarding the deadline and current process and a second reminder email.

Scott England and Christy DeSanctis have received official offer letters from main campus. Dean Carey has not received any formal notices of upcoming retirements, so at this point, we will have a year off from faculty hiring and appointments.

The new strategic planner for the advancement team is Courtney Holmes. She will be starting on Monday, January 23. We are still working to fill the remaining positions in Advancement including positions in Development, Marketing, Event Planning, and Alumni Relations. For the Admissions team, they are looking at combining the recruiter and financial aid position and increase the salary in order to attract qualified applicants.

**Updates on Facilities and Fundraising- Dean Camille Carey:** We will be updating the Forum this summer. The old dark wood paneling will be replaced a more modern, maple paneling. The new paneling will have a layer of felt underneath to help with sound proofing. We will also be replacing the carpeting and the wood doors and giving the space a fresh coat of paint. We also received a donation for new furniture in the Forum.

The law school is currently trying to buy back the leasehold for the New Mexico Law Center Building. It currently houses IPL on the top floor. We have made an offer on the leasehold and received a counter offer. We are currently in negotiations, and it looks like the purchase will go through. There have been suggestions to make it a one stop Student Services area or a nice event space. Nothing will happen quickly. The school will need some funds to update the space.

This has been the best fundraising year in the history of the law school. Since July, we have raised \$8,151,615.00. Eric and Dana Marie Knapp have donated an estate gift of \$1.9 million to the Peter A. Winograd Scholarship. Peter has also made a generous gift to the Peter A. Winograd Scholarship. We received a \$2 million estate gift from Deborah Berardinelli to establish the David J. Berardinelli Scholarship for aspiring trial lawyers.

We received a \$2 million gift from Senator Joseph Cervantes, James F. Scherr, Sam J. Legate, Joseph G. Isaac, and Daniel Anchondo to establish two endowed scholarship funds. One is the Judge Sarah Singleton Endowed Scholarship Fund. This is a full tuition scholarship for a New Mexico resident intended to reflect the values held by Judge Sarah Singleton. The second is the Cervantes Scherr Legate Isaac and Anchondo Scholarship Endowed Fund which includes two full tuition scholarships for in-state residents and one full tuition scholarship for a non-resident. The Dean specifically thanks Professors David Stout, Michael Browde, and Ted Occhialino for their assistance with this donation.

We have also received donations for the Johnnie Cochran and Hannah Banks Best Scholarship for Law School Diversity. The Dean specifically thanks Professors Sonia Gipson Rankin, Sherri Burr, and Alfred Mathewson for their assistance with these donations.

Donations are coming in for the Phil Davis Memorial Scholarship and the Barbara Brown Simmons Scholarship in honor of the first black woman to graduate from UNM School of Law. We are also very excited about the Navajo Graduate Student Fund which is \$100,000 split between the School of Law and the School of Medicine.

**Late Grades- Dean Camille Carey:** There has been an issue with some faculty turning in late grades. The administration and the Registrar's Office have started to receive complaints and expressions of concerns from students and faculty members. We have not consistently enforced our own grading policy, especially regarding the fines. In keeping with today's theme of due process advanced notice, we will begin following the policy created by this faculty regarding late grades and fines.

The policy is located on page 37 of the Bulletin and Handbook of Policies.

There are several reasons to care about late grades. First, many disbursements are dependent on grades. Members of the military, Native students who receive assistance from their tribes, and scholarship students must submit their prior semester's grades before they can get the disbursements

to pay this semester's tuition. Students who are pursuing clerkships or other employment need proof of their final semester grades. The Registrar needs final grades to certify graduates before they can register to take the bar exam.

On the Main Campus, professors have 48 hours to submit their grades. Professors at the Law School have 20 days. The policy states "No exceptions will be made except with the approval of the Dean for good cause shown which is normally construed as circumstances unanticipated and beyond the control of the faculty member." This is something you need to ask for in advance and under very exceptional circumstances. Affected students will be notified of any exceptions permitted by the Dean. Monetary fines will be \$50 per day or any portion of the day that the grades are late. This goes up to \$100 for professors who have previously submitted late grades. The Dean may take noncompliance with this policy into consideration when determining summer research grants, reimbursement for professional travel, and requests for course release or sabbatical. The Dean stressed that she is not trying to be mean, but feels it is important to follow the policies that the faculty has voted on and which appear in the Bulletin and Handbook of Policies.

Discussion regarding the specifics of the policy and reasons for exceptions followed. The Registrar, Ernest Tafoya, was available to answer questions regarding the deadlines. At the conclusion of the discussion, a straw poll was held to determine faculty interest in continuing the discussion at a future faculty meeting. The vote was 14 in favor of further discussion and 10 who felt it is not a priority.

1L Student Representative, Vanessa Springer, urged the faculty to consider student input in any policy change.

The Dean thanked everyone for their comments and input.

*The meeting was adjourned with unanimous consent at 3:42PM.*