

Faculty Meeting Minutes  
October 28, 2022

*The meeting was called to order at 2:04 pm by Dean Camille Carey, once a quorum was reached. The following people were present for at least some portion of the meeting.*

**Faculty:** Maryam Ahranjani, George Bach, Reed Benson, Camille Carey, Scott England, Paul Figueroa, Sonia Gipson Rankin, Allison Freedman, Laura Gomez, Marc-Tizoc Gonzalez, Veronica Gonzales-Zamora, Steven Homer, John Kang, April Land, John LaVelle, Jennifer Laws, Ernesto Longa, Alicia Lopez, Nathalie Martin, Serge Martinez, Jennifer Moore, Aliza Organick, Michelle Rigual, Leo Romero, Joseph Schremmer, Sarah Steadman, Carol Suzuki, Samuel Winder, Peter Winograd (20 needed for quorum; names that count toward quorum in bold)

**Staff:** Beverly Akin, Tony Anderson, Stephanie Grant, Bonnie Stepleton, Ernest Tafoya

**Students:** Vanessa Springer (1L Representative), Paul Havern (2L Representative), Sheyla Lopez (3L Representative), Kae Rogers (SBA President)

**Announcements:**

**Welcome Students- Dean Carey:** Dean Carey welcomed students Paul Havern, Kae Rogers, Vanessa Springer, and Sheyla Lopez to the meeting and thanked them for their service.

**Ad Hoc Bar Passage Committee- Dean Camille Carey:** Dean Carey thanked the volunteer members: Elizabeth Elia, Marc-Tizoc Gonzales, Steven Homer, David Stout, Sonia Gipson Rankin, and Sam Winder. They have been diligently meeting.

**Faculty List Serve- Dean Camille Carey:** Dean Carey asked if all faculty had received her emails regarding the meeting. IT is rebuilding the faculty list serve, but a few people may have been dropped.

**Transgender Cultural Fluency Training- Sheyla Lopez:** The training was scheduled to be held at the same time as the faculty meeting so many of faculty were not able to attend. Sheyla has arranged for the training to be recorded and made available to any faculty who wish to watch it via a faculty YouTube link.

**Madrid Summer Law Institute- Nathalie Martin:** On November 1 at noon, there will be a meeting to promote the program. 38 students have already begun the application process. Paul Figueroa and Maryam Ahranjani will be teaching a class.

**Promotions and Tenure Committee- Nathalie Martin:** The committee has been working hard on getting ready for the promotions of three candidates. They have collected all of the material and have received all but one of the external reviews. They are continuing to meet and look forward to presenting the candidates for faculty vote on February 3.

**Marshall Brennan Moot Court Competition- Maryam Ahranjani:** All faculty should have received an email invitation to serve as a judge for the competition on November 12. If you haven't

already responded and are interested, please see Maryam. The high school students will argue a First Amendment problem and the senior law students shine in terms of their preparation with their students.

**ACTION ITEM: Approval of Minutes from September 16, 2022 - Dean Camille Carey:**

There was one very friendly amendment which was circulated. A motion was made and seconded to approve the minutes as amended. There was no discussion. The minutes were approved with a vote of 17 yes, 0 no, and 5 abstentions.

**ABA Site Visit, Spring 2024- Associate Deans Steven Homer and Michelle Rigual:**

The ABA site visit will be next year. They have a 10-year review cycle. The last visit to UNM School of Law was 2013-14. The next visit will be for the 2023-24 academic year. The visit will be scheduled for Spring 2024 rather than Fall 2023. We should receive the dates soon.

The review process has three parts: a site evaluation questionnaire, a self-assessment, and a site visit. The site evaluation questionnaire will be due 2 months before the actual visit. The majority of the work is completing that questionnaire and explaining how we meet the standards. There are minimums, and we aspire to do better than the minimums. While a lot of the information comes from the annual reports we file, the committee will also be asking for input and assistance from the faculty to complete the questionnaire. Faculty members will also be asked to describe the steps they take to meet the standards.

Those faculty members who have been part of the process in prior years may remember the lengthy self study. Now it is called the self assessment and can be as short as 4 pages. The self assessment is tied directly to ABA standard 204. There are two parts. One is an evaluation of the educational quality of the law school program, including a description of the program's strengths and weaknesses as defined by the standards, and the other is a description of our continuing efforts to improve the educational quality of our program.

The self-assessment may trigger two conversations. One, do we meet the ABA standards? Two, what are our aspirations with regard to the ABA standards? Where do we want to try to exceed them?

The site visit itself will include observations in classes and meetings with faculty in their offices. As soon as the dates are confirmed, we are going to ask that you block them off in your calendar and be available during those dates. Everyone needs to be here.

Currently, the committee is working on a first level audit of the standards to see where the law school may have weaknesses and identify areas that need work. At some point, we will have a survey for the faculty, staff, and students around the standards that are more qualitative.

Michelle Rigual will send out the standard to everyone after the meeting so everyone has the language.

**ABA Standard 303 - Associate Dean Serge Martinez:** Over the last couple of years, the ABA has spent some time looking at the standards to see how they deal with matters of race bias, cultural competency, and inclusiveness in the legal profession. The ABA focused on standards 303 and 206.

Proposed changes to Standard 206 included enhanced diversity requirements for students, faculty, and staff. Those proposed changes to 206 were withdrawn by the House of Delegates of the ABA.

Proposed changes to standard 303 were approved. Standard 303 focuses on the program of education and what is being taught. It was amended to add that the law school should provide an opportunity to develop professional identity and incorporate education on bias, cross cultural competency, and racism. These opportunities should be offered multiple times. Specifically, schools should offer opportunities at the start of the legal education, at least once again during the next three years and, before, concurrent with, or as part of the field placement and the clinical role.

Basically, the commentary has said that professional identity is developed over time and students need many opportunities throughout the course of study to develop their professional identity. Additionally, professional identity development should include cross-cultural competency. In the end, it is the obligation of lawyers to promote a justice system that provides equal access and eliminates bias, discrimination, and racism. In terms of the required instruction on bias and cross-cultural competency, that can be done through orientation sessions, lectures, courses that incorporate these topics, or other educational opportunities. There is no requirement to create a stand-alone upper division course.

Around the country, law schools are scrambling to figure out what this change means and how to implement it. UNM SOL already meets the bare minimum of the standard with our Lab class at the start of law school; our orientation, talking about cross-cultural competency, bias and racism; in incorporating these things into the clinical education program; and within the context of externships.

The faculty then discussed the new standard and how to approach it moving forward. A suggestion was made to survey the faculty about what they are doing to assess students' understanding of cultural and cross-cultural competency and reflective behaviors. Cross-cultural competency rubrics could help with a qualitative understanding of student awareness in these areas.

Another faculty member suggested incorporating the training that the members of the Dean's search committee received on cultural sensitivity and bias into a program that would be available to all students, faculty, and staff.

There was a general consensus among the faculty that while UNM SOL is a model of diversity and certainly meets the minimum standard, more can be done. There are opportunities for more and deeper conversations about cross-cultural competency, race, and bias.

**Advancement and Development Team Updates – Dean Camille Carey:** While staffing updates aren't usually included in faculty meetings, with the 75<sup>th</sup> Anniversary and all of the upcoming events this is worthy of note. The team has several open positions and one new hire. Addie Sanchez has been hired to work on events. She previously worked with the NM Bar. There is still an open marketing position. Ken Thompson, who was hired to replace Nikki Vigil, has resigned and that position will be open. There is also a job posting for a strategic planner which is a new position Dean Carey requested and the Provost approved. Fundraising is continuing but with so many open positions, the Dean asked for everyone's patience and assistance wherever possible.

**ACTION ITEM: Differential Tuition Increase Proposal- Dean Camille Carey:** Ideally, there would have been time for the faculty to meet and discuss the proposal before submitting it to the Provost. However, the Dean and Stephanie Grant learned on September 23 that the deadline for notifying the Provost about a proposed increase to tuition differential was October 1. Given the timeliness of the student-centered needs, it seemed important to submit the initial request and collect feedback later.

The most immediate need is for two additional staff positions. While the Dean has been working diligently on fundraising, most donors aren't interested in funding staff positions. They are more interested in scholarships. She will continue to work on that, but at this point, a tuition differential is necessary to fund the two needed positions. The first position is for a second person in Academic Support to help students with bar preparation and get familiar with the Next Gen Bar. The second position is a recruiter. The current 1L class is smaller than 110 to 150 they aimed for. The more students we have in the building, the more money is available to support student needs. A recruiter is important to make sure we have a fully diverse class. The law school hasn't had a recruiter since 2018 and it has caused some problems. The position has been posted regularly, but the salary is not high enough to attract a candidate with a JD. The tuition differential increase will allow for an increase in the offered salary from \$65,000 to \$75,000.

Most of the UNM professional and graduate programs charge an additional tuition differential. Once the Dean puts in a request, there is a comment period. The proposal was discussed with students at a coffee and donuts session and there will be tabling in the Forum. Once feedback is received, it is forwarded on to the Provost for a decision. He is generally very supportive of the idea but need to review the information and consider it. If the Provost approves, the proposal will move on to the Board of Regents.

The university charges a base tuition. It is a set amount charged per credit hour. The differential is added to the base tuition and is also charged per credit hour. Currently, in-state part-time students pay \$349.28 per credit in base tuition and an additional \$370.90 in tuition differential for a total of \$720.18 per credit hour. 100% of the tuition differential comes back to the law school. The proposed increase is \$16.47 per credit hour. That would increase a part-time students' tuition to \$736.65 per credit hour. The current and proposed tuition numbers for non-residents were also reviewed.

Full-time students pay the same tuition whether they take 12 credit hours or 17. Currently the base tuition for full-time in-state students is \$4,191.43. The tuition differential is \$4,450.80 and the total tuition per semester is \$8,642.23. The proposed increase would bring their tuition to \$8,839.87. It is possible that UNM will raise the base tuition, but the law school has no control over that. The proposed differential increase would fund a second academic support person at \$85,000 per year plus benefits, a \$10,000 increase to the salary of a recruiter, and \$7,686 in additional financial aid. The law school has not increased the tuition differential since 2012. Stephanie conducted a market analysis of tuition at our regional competitors, and our tuition would still be much lower.

The faculty then discussed the proposed increase. Many faculty expressed support for the increase and noted the significant difference between tuition at UNM SOL and law schools in neighboring states. The affirmed need for a recruiter to attract a larger applicant pool and retain more of the diverse and talented New Mexico residents.

Professor Gonzales-Zamora spoke as the faculty advisor for MALSA. She agreed that while \$400 a year is not a great amount, it is \$1,200 by the time students graduate. If they are adding that amount to student loans, the interest rate makes even a small increase significant.

SBA President Kae Rogers spoke on behalf of students. The SBA conducted a poll. About 30% of current students responded. 50.5% are opposed to an increase, 33.3% responded with “it’s complicated,” and 16.2% are in favor of the increase. The major issue raised by students was financial hardship. Many did not understand the math and how the differential works. They questioned whether other financing options had been explored. They will share the complete report with the Dean.

2L Representative, Paul Havern stated that after speaking with students, it is his feeling that most don’t seem to care. The students don’t have a clear understanding of how financial aid works and how this increase would affect financial aid. Students have noticed the staffing shortage and that it affects them. He expressed support for a recruiter because an increase in students, especially out-of-state students, means more money for students here.

3L Representative Sheyla Lopez reiterated Professor Gonzales-Zamora’s statement that even a small amount of money can have a significant impact on students from smaller New Mexico communities who might already be struggling financially. As a dual enrolled student, she pays the differential twice and would like to see more direct benefit to students. She brought up the writing workshop at the Anderson School of Management and stated that many students at the law school could benefit from something similar here.

Dean Carey thanked everyone for their comments. She then called for a motion that the tuition differential be increased by \$16.47 per credit hour. The motion was made and seconded. A faculty vote was conducted by a show of hands. The result was 17 in favor, 2 opposed, and 1 abstention.

*The meeting was adjourned by unanimous consent at 4:08 pm.*