

Faculty Meeting Minutes
April 21, 2023

The meeting was called to order at 2:05 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, Marc-Tizoc Gonzalez, Vinay Harpalani, Steven Homer, John Kang, April Land, John LaVelle, Nathalie Martin, Jennifer Moore, Aliza Organick, Gabriel Pacyniak, Nadine Padilla, Vanessa Racehorse, Michelle Rigual, Leo Romero, Joseph Schremmer, Alexandra Siek, 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, Krista Allen, Ramona Garcia, Stephanie Grant, Courtney Holmes, Cheryl Burbank, Emilie McVay-Ash (minutes)

Students: Vanessa Springer (1L Representative), Paul Havern (2L Representative)

Guests: Shannel Wilson for the New Mexico Law Review (just for the first announcement), Rodina Cave Parnall for the American Indian Law Center

Announcements:

New Mexico Law Review - Call for Symposium Articles- Shannel Wilson: The New Mexico Law Review will host a symposium on the New Mexico Civil Rights Act in October 2023. They are currently taking submissions. The deadline for abstract submissions is April 30. They are particularly interested in articles focusing on how to interpret and apply the Act, how judges and lawyers can work with it, how to teach the community about it, and any other practical applications. The write on process for the NMLR begins May 6, and Shannel asked that 1L professors remind their students about it.

ABA Faculty Survey - Associate Dean Steven Homer: The ABA site visit will be April 7-10, 2024. The site evaluation team members will be here looking at our school and talking to students, faculty, and staff. They will sit in on classes. Steven Homer and Michelle Rigual are working on the self study, which is comprised of the site evaluation questionnaire and a self assessment. It will be much shorter than it was in the past. An email went out to the faculty on Monday with a survey. The questions are tied to specific ABA standards and will provide an overview of faculty practices. For example, X number of faculty do formative assessment in the form of quizzes and homework. Please take a look at the standards included with the email and try to be as responsive to those standards as possible in your answers. It only takes a few minutes to complete, and your answers will remain anonymous unless you include identifying information within the answer itself. The answers for each question are reported separately and are not connected to the other answers submitted by a particular individual.

75th Anniversary Gala - Dean Camille Carey: The Gala was a smashing success. Thank you to everyone who attended. Our new Senior Director of Advancement Courtney Holmes did a great job putting it together in a very short time with the help of a really great staff team. Thank you to Bonnie Stepleton for her help and to April Land who stayed until the very end to

help with clean up. The Dean has received a lot of positive feedback, and it seems to have made our alums and people in the community feel very positively about the law school. There was some dancing, but more conversation. The dinosaur moved around and roared in the lobby area. It was a really great event.

Tuition Differential Increase - Dean Camille Carey: The increase was approved by the Provost and the Board of Regents. Now that we have secured the funds to do so, we are going to start working on hiring a second academic support and bar passage person. We are also going to hire a recruiter, JD preferred. The remainder of the funds will go toward scholarships and financial aid.

UNM Travel ETTA Information - Emilie McVay-Ash and Cheryl Burbank: UNM has a new page devoted to travel and all faculty are encouraged to visit the site, travel.unm.edu, and create an ETTA Profile. The profile allows you to save your information and preferences and then designate someone to make travel arrangements on your behalf. UNM personnel can track who has traveled to a specific area, and, if there are weather or health/safety alerts for that area, can check on the travelers. They will also track cancellations and make sure that you do not lose points or credits. It is easier to modify tickets through this system than it is on some other third-party sites. Faculty support will hold a training for interested faculty after final exams. Faculty support staff members are also available to sit with faculty one-on-one to complete the profile.

Dean Carey reminded all faculty that international travel requires prior written permission from the Dean if you want to be reimbursed.

Amicus Gala Honoring Justice Edward Chávez - David Stout: The New Mexico Trial Lawyers Association and Foundation is holding the 2023 Amicus Honors Gala on May 5 at the Sandia Golf Club Event Center. Dean Carey has kindly offered to purchase tickets for those faculty who would like to attend. Please contact David Stout as soon as possible if you are interested.

February Bar Results - Dean Camille Carey: Tables with the February 2023 NM Bar Exam results were distributed to those present. The UNMSOL overall pass rate was 43%. The pass rate for other test takers was 45%. The first-time pass rate for UNMSOL was 62%, and the repeat pass rate was 29%. These numbers for the other test takers was 72% and 24% respectively.

The faculty discussed the results, noting that passage rates were down nationwide and this class spent their first year of law school online. Many students work while preparing for the bar, and this may adversely affect their ability to study. All agreed that professors need to make themselves available to answer questions and assist students in their preparations when asked. Rodina Cave Parnall mentioned that the AILC provides course reimbursement up to \$3000 to former PLSI graduates for bar prep courses. These students must promise not to work during this period. The AILC has also hired a tutor who is available to assist students.

The new academic support and bar passage staff member will not be here in time to assist this year's graduates to prepare for the July bar exam, but in the future this person will be working in conjunction with Beth Kaimowitz and offering additional support in one-on-one tutoring, small group tutoring, and other focused support to students.

Action Items:

Approval of Minutes from February 17, 2023 faculty meeting - Dean Camille

Carey: A motion was made and seconded to approve the minutes. There were no amendments or discussion. The minutes passed with 17 yea, 0 nay, and 5 abstentions.

Honors and Awards - Professor April Land: *(The student representatives left the room during this discussion):* Professor Land presented the committee's nominations to the faculty for approval. One of the professors raised a strong objection to a student nominee based on the student's past behavior. The professor did not feel comfortable naming the student or going into detail in a large group. The faculty then discussed the best way to deal with this type of objection. Due to time constraints, it was not feasible for the committee to meet and bring an alternate nomination back to the faculty for approval before the program goes to print. In the future, Professor Land would like to provide a list to the Associate Dean for Academic Affairs so that he may review the candidates and flag any concerns.

Professor Kang identified a student he had nominated but did not appear on the list. He felt strongly that she was deserving of an award and asked that her name be included. Professor Emeritus Leo Romero stated that there is a precedent for adding additional students or splitting awards if a faculty member feels strongly that the student is deserving of an award, gives reasons, and the rest of the faculty agrees.

Professor Land called the question and asked the faculty to approve the slate as provided with the exception of the student whose behavior is in question and the possible addition of the student Professor Kang nominated and to allow the committee to make those two changes if necessary. The faculty voted 21 in favor with 0 opposed and no abstentions.

Hiring Plan for 2023-24 - Dean Camille Carey: Professor Laura Spitz will be leaving for a new position at Seattle University that begins Fall 2023. Professor Reed Benson will be retiring at the end of the 2023-24 school year. A written hiring proposal will be due to main campus around mid-May if we want to conduct a search next year. Last year's deadline was May 20 and if it stays consistent, this year's deadline would be May 19, which is the date of the next faculty meeting. We would need to decide on a hiring plan today or schedule another faculty meeting to vote on a hiring plan before May 19 if we want to conduct a search next academic year.

In the past, the law school has taken a replacement approach to hiring. That is inconsistent with UNM Criteria for Annual Faculty Hiring Plans. UNM asks us to consider how the position enhances critical research, creative work, and scholarly goals, including alignment with the UNM 2040 goals. Other considerations include our academic mission, response to unit academic program review, advancement of the unit's Diversity, Equity, and Inclusion goals, faculty input, and alignment with our multiyear plan. The objective today is start thinking beyond the replacement model. Regardless of how we deal with these two positions, we need to start a conversation about faculty hiring in light of our needs, mission, and goals. The Dean then opened the floor for discussion. Associate Dean Homer was asked about holes in our teaching curriculum. He responded by sharing that finding professors to teach some of the core courses is surprisingly challenging. Many are taught by adjuncts. He agreed that the replacement model is more reactionary and would like see a conversation about the curriculum in connection with a hiring plan.

Dean Carey stated that she will be putting the future hiring plan on the agenda for next year. Associate Dean Homer has the curriculum covered for next year, so the faculty has some time to make decisions if needed. Further discussion on the pro and cons of each option followed.

Professor Gabe Pacyniak moved that the faculty move forward with an open rank NREL search. Associate Dean Sherri Thomas seconded the motion. After some discussion, the faculty voted to approve the motion with 19 in favor, 2 opposed, and 0 abstentions.

Professor Nathalie Martin then moved that the faculty conduct a search for a business law professor. Associate Dean Sherri Thomas seconded the motion. After some discussion, Professor Martin withdrew her motion. Most of the business law faculty are out this semester, and a faculty search warrants further consideration regarding the needs of the law school.

The meeting was adjourned with unanimous consent at 4:08 PM.