

**Faculty Meeting
Minutes
October 27, 2023**

The meeting was called to order at 2:03 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, Reed Benson, Camille Carey, Barbara Creel, Christy DeSanctis, Elizabeth Elia, Scott England, Allison Freedman, Sonia Gipson Rankin, Marc-Tizoc González, Vinay Harpalani, Steven Homer, John Kang, Josh Kastenberg, April Land, Jennifer Laws, Ernesto Longa, Serge Martinez, Alfred Mathewson, Gabriel Pacyniak, Nadine Padilla, Mary Pareja, Sergio Pareja, Vanessa Racehorse, Michelle Rigual, Alexandra Siek, Sarah Steadman, David Stout, Carol Suzuki, Sherri Thomas, Samuel Winder, Peter Winograd (*17 needed for quorum; names that count toward quorum in bold*)

Staff: Beverly Akin, Stephanie Grant, Bonnie Stepleton, Ernest Tafoya, Emilie McVay-Ash (minutes)

Students: Vanessa Springer (2L Representative), Samuel Peoble (1L Representative)

Guests: Shannel Wilson for the New Mexico Law Review, Patrick Lopez for Career and Student Services

Announcements:

New Mexico Law Review - Professor Carol Suzuki: The New Mexico Law Review will host a symposium on the New Mexico Civil Rights Act on October 28, 2023. There are about 190 people registered. The faculty is invited to attend and can register in the morning. Breakfast is at 8:00 AM and the program starts at 9:00 AM. Students and faculty may attend for free.

Natural Resources Journal Symposium - Professor Gabe Pacyniak: The Natural Resources Journal is partnering with the Speaker of the House Javier Martinez's office to co-host a symposium on November 3, 2023. The focus of the symposium is a Just Transition to a Low Carbon Economy. It will be held at the UNM Continuing Education Building. There will be speakers from frontline communities, union representatives, executive branch agencies, and some faculty. Registration is at capacity, but if anyone wants to attend, please contact Professor Pacyniak. The NRJ students, the staff from the Speaker's office, and the Continuing Education Center staff have done a tremendous job with all of the logistics.

Tribal Law Journal Symposium - Dean Camille Carey: The Tribal Law Journal will host an online symposium on November 9, 2023. The focus of the symposium will be the bicentennial of Johnson v. McIntosh.

Cookie Challenge - Professor Josh Kastenberg: Professor Carol Suzuki won the cookie challenge. It was a really fun event and the Veteran's Law Society raised lots of money.

Thank you to everyone who participated. The group started with \$0 in its bank account, and the money raised with help get them started. They are working with pro bono organizations that assist homeless veterans and helping with challenges to disability determinations that have been made to the detriment of the veteran.

Business Law Society Fundraiser - Professor Maryam Ahranjani for Professor Paul Figueroa: The Business Law Society is creating a faculty calendar as a fundraiser. Faculty should be receiving an email inviting them to participate in the next week.

SBA Trick or Treating - 1L Rep Samuel Peoble: The SBA will provide candy to any faculty members who want to participate and have students come their office. Please email Samuel if you are interested.

Action Item: Approval of Minutes from September 15, 2023 Faculty Meeting - Dean Camille Carey: A motion was made and seconded to approve the minutes with a friendly amendment. On page 5, in the fourth sentence under the heading “Updates: Fundraising, Judicial Education Center, New Mexico Law Center Building, Forum, Faculty Library,” “Thank you, Peter for making a very generous estate gift” will be changed to “Thank you, Peter for making a gift to the scholarship fund.” The motion passed with 24 yea, 0 nay, and 4 abstentions.

Strategic Planning for Faculty Hiring - Dean Camille Carey: At the end of the last academic year, the faculty discussed engaging in meaningful, strategic planning around faculty hiring. Historically, the law school has followed a replacement model. When someone teaching in a particular area left, a new faculty member was hired to teach that same subject area. The law school will start looking at its mission, goals, and needs and start thinking about hiring in that context. The discussion about strategic faculty hiring will begin at the next faculty meeting. To provide context, Bonnie Stepleton and Patrick Lopez will share data about post-graduate employment of our students.

Graduate Employment - Bonnie Stepleton and Patrick Lopez: They presented data regarding our students’ post-graduate employment and what skills or knowledge employers think new hires should possess going into the job. Some of the data comes from the ABA employment survey. The ABA requires law schools to collect employment information 10 months after graduation. That data is entered into a program called Connect. The program allows the data to be sorted in different ways. There is a limit on the type of data the employment survey collects.

The 2022 survey results showed that UNM SOL graduates were employed in the following areas: Law Firms - 36%, Government - 22%, Public Interest - 21%, Judicial Clerkships - 15%, and Business or Industry - 6%. The 2023 poll has not been completed, but public interest is expected to be high and judicial clerkships will make up about 20%. The only law school with a higher percentage of graduates going into public interest law is CUNY which is focused on government and public interest law. Sixty-one percent of CUNY’s 2022 graduates went into government or public interest law.

In addition to the 10-month employment survey, Patrick Lopez conducted an informal survey of employers. This voluntary survey was sent out to 50 hiring managers from the

firms and agencies who hired the largest number of UNM SOL graduates in the last 4 years. This survey did not include judicial clerkships. The survey recipients were also encouraged to send the survey to others in their organizations who had contact with or supervised new hires. The survey asked employers to identify their practice area, rank factors that influence their hiring decisions, rate the importance of elective courses, and identify which courses are important and which course grades are a factor in hiring decisions. They were asked to identify traits they look for in new graduates and which skills they want new graduates to possess. They were also asked to identify areas where new attorneys need additional training or coaching. Of the 50 surveys sent out, 22 people responded.

The primary practice areas represented in the survey results were: Civil Litigation (8), Commercial/Transactional (1), Criminal Law (6), Drafting Legislation (1), Income Tax (1), Litigation/Transactions/Natural Resources (1), Municipal Law, (1), Natural Resources/Environmental Law/Energy Law (1), and Public Interest Law (1). It is possible that more than one person from a single firm or organization responded and those answers would then weigh more heavily than they would with a larger response pool. The most important factors in hiring decisions were: externship (9), law school grades (5), legal work experience (3), and the clinical law program (2). Elective classes were a neutral factor or not important for thirteen of the respondents. The most important classes to respondents were Civil Procedure I & II, ETP, Criminal Law, Evidence, CLIP, Property Law, Trial Practice, Legal Writing, Constitutional Law, Torts, and Administrative Law. Legal writing was the area most listed as one in which recent graduates need more preparation. Professionalism and trial experience, either in ETP or Mock Trials, were also listed.

The faculty and student representatives briefly discussed the results presented and offered suggestions and help for future surveys.

Course Coverage and Gaps - Associate Dean Steven Homer: Associate Dean Homer suggested that the process for determining future hiring needs might start with three questions. What is the core curriculum of the law school? Of that core curriculum, which classes should be taught by full-time faculty? To what extent are full-time faculty not teaching those courses? At present the law school is very reliant on adjuncts. Adjunct faculty bring a lot to the classroom in terms of experience, but they complicate the schedule. Many are only able to teach at the end of the day, and they are not always as available to students for office hours. They also don't have the time, incentive, or opportunity to become experts in teaching.

Associate Dean Homer presented a chart which listed the B and C designated courses. B indicates courses that the law school wants to offer at least once a year. C courses are those the law school wants to offer at least every 2-3 years. Many of the B and C courses are taught by adjuncts or the same full-time faculty members are tasked with teaching those classes to the exclusion of other subjects they might prefer to teach.

Associate Dean Homer suggested that it may be time to re-examine the ABCD Course designations as part of the strategic planning.

Professor Emeritus Peter Winograd asked about class size limits. He was concerned that for some courses, although the faculty member teaching the course had not placed a limit on the class size, a limit was imposed when the course was scheduled. The Registrar explained that class sizes are often limited by the available space. Class size cannot exceed the fire capacity for a room, and there are a limited number of midsized classrooms.

Dean Carey said that they are hoping to integrate more mid-sized classrooms into the New Mexico Law Center Building. An architecture firm has been chosen to do the feasibility study for the renovation for that building. Once that study has been completed, they will move to choosing a firm to work on the design. Additional classroom space is one of the things they will look at.

The meeting moved into executive session at 3:17 PM.

EXECUTIVE SESSION:

ACTION ITEM: Discussion Item - Possible Targeted Hire of Alex Ritchie - Maryam Ahranjani, Chair of Faculty Appointments Committee, and Dean Camille Carey:

[redacted]

The faculty discussed the options and will vote at the next meeting on November 17, 2023.

The meeting was adjourned with unanimous consent at 4:31 PM.