

Faculty Meeting Minutes January 31, 2025

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, Warigia Bowman, Camille Carey, Christy DeSanctis, Elizabeth Elia, Scott England, Paul Figueroa, Allison Freedman, Laura Gomez, Veronica Gonzales, Marc-Tizoc Gonzales, Vinay Harpalani, Steven Homer, John Kang, Josh Kastenber, April Land, Jennifer Laws, Ernesto Longa, Serge Martinez, Alfred Mathewson, Aliza Organick, Gabe Pacyniak, Nadine Padilla, Mary Pareja, Michelle Rigual, Sarah Steadman, Sherri Thomas, Samuel Winder, Peter Winograd** (17 needed for quorum; names that count toward quorum in bold)

Staff: Beverly Akin, Lawrence Begaye (minutes), Renee Ferrell, Ernest Tafoya

Student Representatives: Kieran Raney (2L), Vanessa Springer (3L)

Announcements:

Faculty Support - Dean Camille Carey: Tentative verbal offers subject to HR approval have been made to Lawrence Begaye who will fill Emilie McVay-Ash's position and for a second hire to fill a newly created position in Faculty Support. Cheryl Burbank will continue to be the supervisor to Faculty Support.

Faculty Services Representative - Dean Carey: The posting for Ramona Garcia's position is live, and the best consideration date is February 14. The position has been restructured so that Krista Allen will supervise all HR hiring services (student, staff, and faculty). The team will be Krista, Natasha Jiron, and the new hire.

Student Employees - Dean Carey: JD student employees have joined the United Graduate Workers of UNM, which is the graduate student union on campus.

- Union members are JD students who are doing work for which a JD is required – tutors and research assistants.
- Students previously hired as Research Assistants are now hired with the title of **Project Assistants**; students previously hired as Tutors are now hired with the title of **Graduate Assistants**.
- Project Assistants are paid hourly at the general rate of \$23.14 per hour. If they have a master's degree, the rate is \$25.45/ hr.
- Graduate Assistants are salaried. Faculty must specify the number of hours per week their GA will work.
- Both PAs and GAs are benefits-eligible if they work ten hours per week.
- Work study funds cannot be applied to either type of assistantship.
- This change will be effective February 17, 2025.
- Union employees must be in good standing. At the Law School that is a 2.0 GPA.

Dean Carey has asked the Provost to supplement the Law School budget to cover the additional cost and minimize the impact on the availability of professional development funds.

Associate Dean of Institutional Culture and Equity and Director of Law and Indigenous Peoples Program - Dean Carey: Dean Carey was hoping that Professor Sherri Thomas would continue as the Associate Dean of Institutional Culture and Equity after returning from her Fall 2024 sabbatical. Now that she has returned, she has chosen not to continue in the role. Professor Thomas will be serving as the next Director of the Law and Indigenous Peoples Program starting in July. Dean Carey is consulting with the Provost about what to do with the Institutional Culture and Equity position.

DEI (Diversity, Equity, and Inclusion) - Dean Carey: The University is putting a pause on new DEI initiatives in light of the current political climate. A campus-wide working group has been put together to consider how UNM should move forward.

Union Update - Ernesto Longa: AAUP will hold a national membership meeting on Zoom to discuss how to support faculty and align with students and other campus workers to fight attacks on healthcare, higher education, science, and the public good. The American Federation of Teachers held a town hall meeting yesterday to discuss the threat of ICE to schools and the impact of mass deportation and changing the “sensitive locations” rule. The recording is available online. UA and UNM will return to contract negotiations on February 6.

Action Item:

Approval of minutes from November 25, 2024 faculty meeting - Dean Carey: A motion was made and seconded to approve the minutes from the November 25, 2024 meeting. There was no discussion. The motion was passed with 23 yes votes, 1 no vote, and 3 abstentions.

Discussion Item:

AALS Report and Decision of the Council of the Section of Legal Education and Admissions to the Bar of the ABA from Site Visit - Dean Carey: The Council’s Decision raised four points of concern, none of which were discussed during the site visit, exit interview, or in the site visit report. The deadline to report the resolution of the points is March 21, 2025. Dean Carey has requested to meet with the Section’s Executive Director and has an appointment to speak with a member of the Council. Changes recommended by Dean Carey in light of the Council’s Decision are discussed below.

1. Standard 310(a): *A Law School shall adopt, publish, and adhere to written policies and procedures for determining the credit hours that it awards for course work* - The Council requests an update on how the Law School ensures adherence to the credit hour policy. Discussion tabled until Associate Dean Homer takes the floor.
2. Standard 315- *The Dean and the faculty of a law school shall conduct ongoing evaluation of the law school’s program of legal education, learning outcomes, and assessment methods and shall use the results of this evaluation to determine the degree of student attainment of competency in the learning outcomes and to make appropriate changes to improve the curriculum* - Some evaluation of learning outcomes will be assigned to a committee. Depending on the recommendations from the Executive Director

and Council member, it may be an ad hoc committee formed immediately or a regular committee assigned for next Fall.

3. Standard 402- *A law school shall have sufficient number of full-time faculty to enable the law school to operate in compliance with the standards and carry out its program of legal education* - The site visit report made mention of a fair number of instances of faculty members working substantially outside the law school. These were faculty members disclosing that they had outside employment or knew others who had outside employment. This is also an issue receiving attention University-wide. The Law School will adopt an outside employment certification/verification process.
4. Standard 702(b)- *The law school shall provide reasonable access and accommodations to persons with disabilities consistent with applicable law.* The Law Library bathroom is not ADA accessible. Associate Dean Rigual has put aside funds, employed an architect, and is moving forward to adhere to this requirement.

Discussion Item:

ABA Standard 310 - Associate Dean Homer: Suggested creation of a list of typical things we ask students to do outside of class time, such as homework, reading, taking quizzes, discussion posts, etc. and set an amount of time we expect a student to spend on that activity. For each course, we would determine how much of each activity is expected, then do the math to ensure it adds up to the necessary amount of time that students must spend outside of class.

Action Item:

Proposed change to Legal Writing Faculty Appointment, Review, and Promotion Policy - Associate Dean Homer: The Legal Writing Faculty Appointment, Review, and Promotion Policy currently says legal writing faculty *shall ordinarily be appointed to the position of Lecturer III*. A motion to amend the language to state: *Legal Writing Faculty shall ordinarily be appointed to tenure stream positions as defined by the University of New Mexico* was made and seconded. The motion passed with 24 yes votes, 0 no votes, and 0 abstentions.

Action Item:

Proposed Affiliate Faculty Designation for Professor Deleso Alford - Dean Carey: Professor Alford, who spoke at our colloquium last year, has been hired as the UNM HSC Office for Diversity, Equity, and Inclusion Visiting Professor. She has requested we make her Affiliated Faculty.

The last time we had a request for affiliate faculty status was 2021. At that time we put the question to a faculty vote. The process spelled out in the Handbook calls for a faculty member to make a nomination to the Appointments Committee, the Committee recommends to the Dean, and the Dean decides. The faculty discussed. A motion was made and seconded for the faculty present to act as a Committee of the Whole for the purposes of this request. The motion (and Prof. Alford's request) passed with 23 yes votes, 0 no votes, and 0 abstentions. This brings the Law School's number of affiliated faculty to four.

Discussion Item:

Faculty hiring priorities for 2025-2026 - Dean Carey: Cliff Villa is returning from leave and sabbatical in Fall 2025. At the end of AY 2025, Aliza Organick is retiring. Scott England is taking Leave without Pay to move to North Carolina and does not intend to return, and George Bach is leaving for the University of San Francisco. This year we had a failed search for the second Indian Law position. Dean Carey proposed, as a starting point for discussion, that the top priorities for hiring next year are Indian Law (up to two positions), Clinic (Aliza's retirement), Civ Pro/Con Law combo (George's departure), and Legal Writing (Scott's departure). The faculty discussed. There was discussion of adding Evidence to the list. The Dean urged people to think about our needs and how many hires we can handle between now and when we return to this issue at the faculty meeting in March.

The meeting was adjourned by majority vote at 3:57PM.