

**UNM SCHOOL OF LAW  
FACULTY MEETING**

**Tuesday, May 13, 2008**

The meeting was called to order at 8:59 a.m.

Faculty Attendance: Megan Argo, Marsha Baum, Norman Bay, Paul Biderman, Barbara Blumenfeld, Kip Bobroff, Michael Browde, Sherri Burr, Barbara Creel, Denise Fort, Sandy Gaines, Eileen Gauna, Erik Gerding, Laura Gómez, Steven Homer, April Land, John LaVelle, Antoinette Sedillo Lopez, Nathalie Martin, José Martinez, Alfred Mathewson, Margaret Montoya, Jenny Moore, Mike Norwood, Helen Padilla, Sergio Pareja, Carol Parker, Leo Romero, Suellyn Scarnecchia, Rob Schwartz, Carol Suzuki, Gloria Valencia-Weber, Christine Zuni Cruz

Students: Brian Close, Daniela Gonzales, Leon Howard

Senior Admin./Staff: Sandra Bauman, John Feldman, Peggy Lovato, Susan Mitchell, Bonnie Stepleton

I. Approval of Past Minutes

Dean Scarnecchia asked for, and received, a motion and a second to approve all three sets of minutes from the April (1<sup>st</sup>, 15<sup>th</sup>, 29<sup>th</sup>, 2008) faculty meetings. Upon a vote all were adopted unanimously with no corrections.

II. Announcements

- a. Students Leon Howard and Daniela Gonzales presented to the faculty a Student Resolution concerning late grades, including a description of the negative effects late grades have on students.
  - i. The Student Affairs Committee (Erik Gerding, Chair, Barbara Blumenfeld, John Feldman, Bonnie Stepleton, and student representative, Daniela Gonzales) has also been working towards some type of late grade resolution/proposal and support the students presenting the resolution. Dean Scarnecchia strongly encouraged faculty to develop a policy that works in regard to getting final grades in on time, which will reduce hardship on the students and exemplify professionalism. Some recommendations include: increasing fines; taking fines out of summer stipends, travel allowances, etc. President Schmidly is suggesting a late grade policy for UNM (current proposal is \$10 per grade).
  - ii. Questions were invited and brief discussion ensued.
- b. Professors Antoinette Sedillo Lopez and April Land briefly discussed the recent clinical conference, congratulating Professor Carol Suzuki for chairing the event. They also acknowledged Professor Mike Norwood's final plenary presentation.
- c. Dean Scarnecchia announced the appointment of Professor Suzuki as Chair of the AALS Section on Clinical Education, beginning January 2009.

- d. The wording for a memorial presented to the family of former and recently late Professor W. Garrett Flickinger received official unanimous approval by the faculty.

III. Best Practices for Dean Searches - Presenters: Associate Dean Laura Gómez, Professors Marsha Baum, Alfred Mathewson and Margaret Montoya

- a. Associate Dean Gómez identified the committee members (Professor Scott Hughes participated in addition to the presenters), reminded the faculty of the charge of the ad hoc committee, and mapped out the course of presentations and discussions for the ensuing time frame. To fulfill the charge and to look at best practices in dean searches, the committee gathered information (via research, interviews and surveys of faculty) and considered the applicability of the gathered data to UNMSOL.
- b. Professor Baum distributed summaries of the faculty survey, briefly detailed the results, and thanked the faculty for the high response rate to the survey.
  - i. The purposes of the survey were to identify topics for discussion at this meeting, reveal continuing concerns from the last dean search, and offer a chance for faculty to express views in a risk-free environment.
  - ii. The survey asked questions to reveal what elements of the last search were helpful or productive, which elements were not helpful or productive, and what is seen as being critical for a successful upcoming search.
  - iii. Professor Baum presented the responses:
    - 1. Helpful elements included the diversity of views (including untenured faculty), the selection of faculty to the committee by vote, and a committee of good quality.
    - 2. Those things seen as unhelpful related to either treatment of internal candidate(s), or lack of trust or respect for the search committee's process and result.
    - 3. Elements perceived as necessary for a successful search process included search committee composition and selection, process, recruitment, vision, and trust.
  - iv. Professor Baum invited questions. There were none.
- c. Professor Montoya handed out schematic charts which the committee thought would help the faculty visualize and synthesize the compiled information. Each of the three pages represented one area of information (Best Practices & Good Questions to Consider; Debates; Process, Details and More Question), each area being further broken down into five categories (Vision, Recruitment & Outreach, Search Committee, Finalists, Main Campus). Professor Montoya briefly described each category of information or suggestions in each area. Upon the conclusion of her presentation, she invited questions. Some discussion and clarification followed, which included the point made by Professor Leo Romero that Main Campus expects SOL to fully support the search from our budget.
- d. Small Group Discussion
  - i. The large group broke into smaller groups and spent 45 minutes reading and discussing a case study which the committee had created to capture some of the strengths, weaknesses, and underlying tensions in UNMSOL.
  - ii. Each group talked about two questions after evaluating the case study:

1. What additions in any category (strengths, weaknesses, underlying tensions) should be included?
2. What kind of leader do you want for the described organization?
- iii. At the close of the discussion period, each group reported the highlights of their discussion to the entire faculty.
- iv. A brief open period of additional commentary based on the small group discussions ensued.
- e. Professor Mathewson facilitated a period during which those present were given an opportunity to provide their opinions (anonymously through the use combined PowerPoint/clicker technology) on the importance of various elements to include in consideration during the dean search process. The intent was to gauge what consensus there might be among the group. Items presented fell within the following categories: Time Line for Search, Composition of the Committee, Internal Candidates, and Voting.

IV. Selection of Faculty Representatives for Dean Search Committee - Facilitator: Interim Dean Leo Romero

- a. A list of faculty members who had not previously indicated a choice not to serve on the search committee was presented to the group for a paper ballot vote.
- b. It was agreed by the group to allow listed individuals additional time to opt-out of inclusion on the committee.
- c. The vote resulted in the following eleven names of tenure, tenure-track, legal research and writing, and emeritus faculty members: Norman Bay, Laura Gómez, Fred Hart, Steven Homer, April Land, John LaVelle, Nathalie Martin, José Martínez, Margaret Montoya, Jenny Moore and Christine Zuni Cruz. Dean Romero stated that individuals whose names are included in this list, but who would rather be considered as alternates should let him know.
- d. The faculty consensus was that Dean Romero should send the list of eleven names, as-is, to the provost as the SOL faculty's recommendations as potential members of the search committee.
- e. Additionally, Dean Romero asked faculty to consider how to recommend potential alumni or judiciary representation to the committee. He expressed his opinion that SOL staff should choose their suggested representative(s), which was not contested.

V. Faculty Hire - Facilitator: Dean Suellyn Scarnecchia

- a. Spreadsheets depicting which courses have been taught, and by whom, over the past few years were handed out and described by Associate Dean Mike Norwood. Errors and other items were pointed out, clarified and discussed. Dean Scarnecchia thanked Dean Norwood, Melissa Lobato and Pat Trainor on their work to put the information in a format to facilitate a discussion to determine areas of hiring priority.
- b. There will be two open faculty lines next year, with the possibility of up to three additional open lines the following school year.
- c. Each of the following faculty members presented the highlights and needs of their particular areas for hiring consideration:
  - i. John Lavelle – Indian Law, including the Southwest Indian Law Clinic
  - ii. Nathalie Martin – Business and Economic Development, including the new clinical aspect of the program.

- iii. Antoinette Sedillo Lopez – Clinical Program in general
- d. Discussion and input followed each of these presentations.
- e. General comments and discussion regarding hiring ensued.
  - i. Various faculty members weighed in on other areas in the curriculum needing additional faculty.
  - ii. Dean Scarnecchia clarified the method of budgeting being used by UNM in regards to open faculty lines and departmental hiring. She expressed the opinion that things will continue to work as they historically have, in the short run, but the long term is unclear.
  - iii. Various proposals were made and discussed. The scope and timing of the searches were also discussed, given that UNMSOL will also be conducting a dean search.
  - iv. The options were narrowed down to the following list. A vote was called in which each individual indicated his or her first hiring choice. The voting results are listed below..
    - 1. Hire 2 Clinicians (one being within Business/Transactional area) – 3 in favor.
    - 2. Hire 1 Clinician, 1 Indian Law specialist – 2 in favor.
    - 3. Hire 2 Clinicians (including Transactional), 1 Indian Law specialist (3 total hires) – majority in favor.

VI. Strategic Planning – Facilitator: Dean Suellen Scarnecchia

Time did not allow for discussion of this area. Dean Scarnecchia strongly suggests that the faculty, through the Curriculum Committee and Assessment Committee, move the Carnegie conversation forward next year. The Carnegie study team will now include Professor Norman Bay (along with Associate Deans Norwood and Sedillo Lopez).

The meeting was adjourned at 5:01 p.m.

Respectfully submitted,

Sandra Bauman  
Administrative Assistant to the Dean