

**UNM SCHOOL OF LAW
FACULTY MEETING**

Tuesday, November 18, 2008

The meeting was called to order at 3:14 p.m.

Attendance: Marsha Baum, Norman Bay, Reed Benson, Barbara Bergman, Barbara Blumenfeld, Sherri Burr, Barbara Creel, Chris Fritz, Eileen Gauna, Erik Gerding, Laura Gómez, April Land, John LaVelle, Antoinette Sedillo Lopez, Nathalie Martin, José Martinez, Alfred Mathewson, Jenny Moore, Sergio Pareja, Leo Romero, Carol Suzuki, Peter Winograd

Students: Ozy Adams

Staff/Sr. Admin: Sandra Bauman, Susan Mitchell, Bonnie Stepleton

I. Approval of October 28, 2008, Meeting Minutes

A motion was made and seconded to approve the minutes from the faculty meeting held on October 28, 2008, as presented. There was no discussion and, upon a vote, the minutes were approved unanimously without corrections or changes.

II. Announcements

a. The following announcements were distributed in print for the faculty to read and discuss:

- i. The processing and indexing of Governor and Mrs. King's collection has been completed, on time and under budget. The collection is now on site in the Law Library archive storage room, and can be found online as well.
- ii. On September 17, 2008, the NM Supreme court approved an amendment to NMRA 15-104. This amendment, which becomes effective for the February 2009 bar exam, now requires law schools to complete a Law School Certification Form and send it to the NM Board of Bar Examiners along with an applicant's final and complete transcript. UNMSOL is currently working on a process for complying with this new requirement.
- iii. Judicial Selection News:
 1. 2nd Judicial District: Leo will be chairing a Judicial Nominating Commission meeting Albuquerque on November 13th and 14th to fill two vacancies on the 2nd Judicial District Court.
 2. Bernalillo County Metropolitan Court: Leo will also be chairing a Judicial Nominating Commission meeting in Albuquerque on November 20th to fill a vacancy on that court.
 3. Court of Appeals: Professor Rob Schwartz was one of ten individuals recommended to Governor Bill Richardson by the Appellate Judicial Nominating Commission for consideration for appointment to one of three vacancies on that court.

- iv. UNM's HLC (Higher Learning Commission) accreditation site visit has been scheduled for April 6 – 8, 2009. Additional details regarding the agenda of the visit will be shared by main campus as it develops.
- v. The next Faculty Meeting will be held on Tuesday, December 2, 2008.
- b. Interim Dean Romero provided additional detail on the successful fund-raising reception for the Minzner Chair hosted by Senator and Mrs. Bingaman in Washington, DC, on November 8th.
- c. Professor John LaVelle announced that the recent Indian Law Convocation, also held on November 8th, was a great success.

III. Presentation of Service Recognition Pins – Interim Dean Leo Romero

- a. Dean Romero presented pins to the following faculty members in recognition for their respective lengths of service at UNM:
 - i. Five years of service: Professors Norman Bay, John LaVelle, and Carol Suzuki
 - ii. Ten years of service: Professors Nathalie Martin and Barbara Blumenfeld

IV. Report from Faculty Appointments Committee – Professor Alfred Mathewson

- a. Two Indian Law applicants have been asked to come for on-campus interviews: Rebecca Tsosie on Friday, November 21st, and Kristen Carpenter, on Monday, November 24th. A third applicant had been invited, but has since withdrawn.
- b. The committee plans to bring four clinical applicants to campus; however these visits may have to wait until January.
- c. The committee is interested in hearing how the current budget crunch might impact the hiring process going forward.
- d. Dean Romero spoke briefly about the recent AALS recruitment conference.

V. Update on Budget Crunch – Interim Dean Leo Romero

- a. Dean Romero briefly described his recent meeting with the Provost regarding faculty hiring.
 - i. He sent an e-mail to the Provost inquiring whether the current pause in faculty hiring will turn into a freeze, given that UNMSOL would want to know before spending any more money on the interview process.
 - ii. The Provost's response indicated that hiring would still be possible if the following conditions are met:
 - 1. UNMSOL can provide assurance that we can find the necessary 5% reduction in the current I & G budget.
 - 2. UNMSOL can find money in next year's budget to pay the salaries if legislature makes cuts in funding.
 - 3. If cuts are so substantial that UNM cannot afford to cover all existing lines, then UNMSOL is prepared to return the next two vacant faculty lines that occur in the future.
- b. Salaries make up a large portion of UNMSOL's budget. Salary savings for leaves have been used to cover other expenses, and the impact of a budget cut will be felt in many areas if these savings are no longer available for use.
- c. The faculty must decide how to move forward with the hiring for the current vacancies in light of the financial situation.

- d. Associate Dean Barbara Bergman received a memo from the Provost's budget director indicating new contractual language which allows the university to make adjustments to salaries, or cancel a contract, based on funding availability. The offer letters for UNMSOL's spring adjuncts had been mailed prior to the new language, and Dean Romero understands the Provost's position to be that any offers already accepted should be "protected." Dean Romero acknowledged both Associate Dean Bergman's and Melissa Lobato's efforts to get the offer letters out early.
- e. Staff hires will not be approved at all, although attempts will be made to justify hiring for some of the currently open positions.
- f. Discussion ensued.
- g. The faculty consensus was to move forward with the current searches, and see when the time comes to make offers where the budget stands. Dean Romero and Peggy Lovato will continue working to figure out how to meet the Provost's conditions. Should they come to the conclusion that UNMSOL cannot meet any or all of the conditions, he will let everyone know.
- h. Professor Mathewson thanked the Faculty Appointments Committee members for their very hard work so far.

VI. Report on Travel Policy – Associate Dean Laura Gómez and Interim Dean Leo Romero

- a. Dean Romero wants to support travel as much as possible by preserving the \$1500 available to each faculty member for professional development, and one additional trip if a faculty member is invited as a speaker, as stipulated by the current policy. Additional travel will become discretionary, being decided conservatively on a case-by-case basis.
- b. Associate Dean Gómez asked faculty members to send her an e-mail as notification of pending travel, indicating it would be helpful to get "prior approval" in order to allow for tracking of available funds in advance.
- c. Discussion ensued.

VII. Proposed Changes to Summer Grants (Discussion Item) – Associate Dean Laura Gómez

- a. The proposal was e-mailed to faculty members prior to both the last meeting and this one, as well as presented in print form for review and discussion.
- b. Associate Dean Gómez provided background to the proposed changes, assuring the faculty that they have nothing to do with the current budget issues. The distribution of summer grants has been a frequent discussion point during weekly deans' meetings for about two years. She also provided details regarding expenditures on these grants over the last three years.
- c. The three goals for the proposed changes are:
 - i. To promote a culture of summer research and writing.
 - ii. To shift from automatic grant to a merit-based system.
 - iii. To promote equity.
- d. The major changes the current proposal suggests are:
 - i. Change the grant amount from 9% of salary to a flat rate.
 - ii. Grants would be awarded within specified ranges based on two categories: research and teaching.

- iii. Criteria listed in the proposal embody an attempt to move towards a merit-based system.
- e. Discussion was invited and ensued.

The meeting was adjourned at 5:03 p.m.

Respectfully submitted,

Sandra Bauman
Administrative Assistant to the Dean