



**The
Faculty Assembly Meeting**

MINUTES

February 21, 2025 12:30 PM ZOOM

MEETING CALLED BY:	Dr. Carolyn Kuchera, Faculty Assembly President
MINUTES ASSEMBLED BY:	Andrew McFeaters, Faculty Assembly Secretary
FACULTY ATTENDEES:	Antoinette Abeyta, Karla Baldonado, Lowell Bautista, John Burke, Markos Chavez, Neysa Cox, Chris Dyer, Robert Encinio, Vanessa Ferguson, Niko Harrington, Jennifer Henry, Yi-Wen Huang, Hasani Jayasinghe, Joe Kee, Carolyn Kuchera, Jacob Lacroix, Carmela Lanza, Jonathan Lumibao, Elvira Martin, Aretha Matt, Andrew McFeaters, Roseanna McGinn, Arun Muthaiyan, Sangam Pangeni, Arthur Perales, Cecile Perales, Chathuri Sandamali, Kristian Simcox, Chad Smith, Ernesto Watchman, Kristi Wilson, Yuquing Zou
GUESTS:	Alok Dhital, Lewis Gambill, Ann Jarvis, Matt Mingus, John Zimmerman

ACTION APPROVAL OF AGENDA DR. CAROLYN KUCHERA

DISCUSSION	
Move to amend agenda. Motion: Professor Joe Kee Seconded: Yes Discussion: None Vote: Unanimous Motion Carried: Yes	

ACTION APPROVAL OF MINUTES DR. CAROLYN KUCHERA

DISCUSSION	
Move to approve the minutes from the January 17, 2025 UNMG Faculty Assembly meeting. Motion: Professor Kristi Wilson Seconded: Yes Discussion: None Vote: Unanimous Motion Carried: Yes	

Dr. Carolyn Kuchera makes a public statement to express her commitment to support faculty who are feeling under attack by the current presidential administration, particularly with regard to the administration's attempt to freeze federal grant funding and to its ongoing threat of restrictions on university DEI efforts. In late January, she received an email from a concerned colleague asking if the Faculty Assembly has plans to discuss these issues and their potential impact on our campus and mission, the academic freedom upon which we rely, and the review criteria for promotion and tenure. This professor's research involves climate change, and she oversees undergraduates, including a large proportion of students from underrepresented minority groups. She feels under threat and in need of protection. Undoubtedly, she is not the only one feeling this way on our campus; and, to be clear, professors at institutions around the country, and not just those whose research is federally funded or those who are directly engaged in DEI efforts, are feeling this profound stress. While this situation is by no means unique to UNM-Gallup, I believe we can work together to create a response tailored to our own institution. I brought this faculty member's concern to the Operations Committee, and we shared it with the Executive Team earlier this week. They assured us that, while federal administrations may change, our institutional values do not. Similarly, the faculty member referenced here raised the question: what does it say if we step away from our mission and values? She also stated that values don't offer protection. They are not actionable. Dr. Kuchera continues her report by asking that we work on actions to protect our faculty from these federal threats. One such action is already available to us in the form of a survey created by UNM Faculty Senate President Cristyn Elder. The survey was forwarded to all UNM-Gallup faculty on Wednesday morning by Dr. John Burke. This brief, anonymous survey asks three questions: 1) what are you most worried about? 2) what information do you need? 3) how would you like UNM administration to communicate with faculty? The survey also includes a call for additional comments. Responses are due by Monday so that they can be shared with President Stokes and Provost Holloway.

DISCUSSION ITEM / PROPOSED DIVISIONAL REORGANIZATION / DEAN ZIMMERMAN

Dean John Zimmerman thanks everyone for inviting him to the Faculty Assembly meeting. He begins by explaining some of the rationale behind the proposed reorganization of the divisional structure. He mentions that the UNM Constitution says that one of the rights and responsibilities of faculty governance is the approval of the creation of new divisions and programs upon recommendation from the branch campus administration; and forwarding to appropriate UNM entities for final approval. At present, branch campus administration is making this recommendation for reorganization. In the end, faculty will meet to vote on approval.

Dean Zimmerman mentions that changes can be difficult for the people impacted by those changes. He, the chairs, and the Executive Team are sensitive to that fact. The objective is to be thoughtful about having these conversations. These changes won't impact most faculty.

Dean Zimmerman mentions that he talked with the Operations Committee last month to make them aware of these proposed changes. Everyone worked to develop a timeline to address this process. This way faculty would have time to voice any concerns. At present, he and the chairs all approve of these changes. The chairs understand the ins and the outs of the challenges facing academic affairs. The Executive Team is also in full support of the changes. Over the last month, he has discussed in small

groups of faculty about how said faculty are going to be impacted by the changes. Many were in agreement that the changes make sense. It is important to state that no faculty positions will be lost. Likewise, no staff positions will be lost. In addition, faculty will not be asked to move their offices.

Dean Zimmerman displays the following chart to the Faculty Assembly:

Applied Technology, Allied Health and Safety	Math, Science, and Business	Humanities, Education and Social Sciences	Nursing and Human Services	Career & Technical Education Pathways	Zollinger Library
Division Chair	Division Chair	Division Chair	Nursing Director	Director	Director
Admin. Asst.	Admin. Asst.	Admin. Asst.	Admin. Asst.	2 Full Time Staff	Admin. Asst.
Perkins Grant					
16 FT Faculty 12 PT Faculty	12 FT Faculty	19 FT Faculty	9 FT Faculty	3 FT Faculty	2 Full Time Staff
Dental Assisting CERT/AAS (PD)	15 PT Faculty	30 PT Faculty	17 PT Faculty	10 PT Faculty	3-4 Work-Study
Construction Tech CERT/AAS	General Studies AAS			CCTE	
Welding CERT/AAS (PD)	General Education CERT	Liberal Arts AA	Nursing CERT/AAS/BSN	GMCS Career Pathways	
Criminal Justice AA	Science AS	Early Childhood Ed CERT/AA (PD)	Human Services Family Studies AA		
Auto Tech CERT/AAS (PD)	Office Specialist CERT	Teacher Education Secondary AA (PD)	Human Services Substance Abuse AA		
Cosmetology & Cosmetology/Barbering CERT (PD)	Hotel, Restaurant, and Tourism Customer Service CERT	Teacher Education Elementary AS (PD)	Community Health Worker CERT		
Medical Laboratory Tech AS (PD)	Business Administration AA	Alternative Licensure CERT(PD)			
Phlebotomy CERT	Business Principles CERT				
Fire Science AAS					
EMS Basic CERT (PD)					
Health Information Tech CERT (PD)					

He points out that the current divisional structure is more than eleven years old. The only change made during that time involved a separation between the Arts and Sciences faculty. Half of the faculty on the entire campus were in one division, which made for an extraordinary workload for that division's chair. The issue now is that the chair workloads are not equitable between the divisions, especially with regard to programs, certificates, degrees, program reviews, accreditation, hiring, and the diversity of programmatic offerings. In the current Business and Applied Tech division, in the current EHHS division, that's where most our programs and degrees reside. EHHS has approximately eighteen degrees and certificates. Business and Applied Tech has fourteen. FAHSS has three. Math Physical and Natural Sciences has one. Because of these imbalances, BAT and EHHS have lagged behind in program reviews due to the disproportionate workloads. In the proposed restructuring, however, workloads become more equitable. For example, there would now be six programs and degrees in HESS. There would still be twelve in Applied Tech, but they would have seven program coordinators covering eight of the programs. This would streamline that division chair's workload. That chair would be focused on the four programs that do not have a program coordinator.

One of the other imbalances that exist under the current structure is that some divisions have chairs who are lecturers. According to the *Faculty Handbook*, that chair cannot perform the duties of chairing the promotion committee overseeing tenured and tenure-track promotions. Right now, that role has to be farmed out to another division. One thing everyone will notice about the proposed changes is that every faculty member in the new Applied Technology Allied Health and Safety division is a lecturer. The chair of that division would be a lecturer and thus would be able adjudicate any promotions in that track. The other outcome that makes sense is that most of the degrees and programs in that division are intended to be terminal to this campus. Those students don't tend to transfer to a four-year institution. The other common denominator in that proposed division is that these are the students that tend to receive funding from the Perkins Grant. This makes for much more consistency in that division.

Dean Zimmerman points out that the Operations Committee did have a concern that this reorganization would limit opportunities for faculty to become chairs. However, one can see that in the ATAHS division, lecturers can become chairs who can oversee promotion of lecturers in the division.

An additional advantage to the restructuring would derive from salary savings, since a chair position will be eliminated when Dr. Lewis Gambill retires this year. That was not an objective of the plan, but those funds can be used to benefit the campus in other ways. Dean Zimmerman asks that faculty present recommendations for how that money could be used. One possible application would be post-award grant support.

He adds that, as of right now, the CCTE area is under Business and Applied Tech, but the reality is that students in CCTE aren't just being served by Applied Tech faculty. So that really needs to become its own entity, because of the collaborations we engage in with the Gallup-McKinley County Schools in creating these career pathways. This program will be growing over the years.

Dean Zimmerman closes by pointing out that these proposed changes are meant to address UNM-Gallup's current needs. If a better system is needed in the future, then new proposals will be adopted then.

Dr. Kuchera asks if any faculty have questions. Some faculty ask questions through the chat feature on Zoom.

Dean Zimmerman, responding to Professor Neysa Cox, answers that he specified that almost all the degrees are terminal. The Dental Degree is the one exception, leading to transfers to main campus.

Professor Roseanna McGinn adds that her students' degrees also lead to transfers.

Dean Zimmerman, replying to Dr. Aretha Matt's questions, answers that the proposed restructuring, should it be approved, would begin in fall of 2025.

Dr. Antoinette Abeyta points out that the Curriculum Committee has been lumping similar degree programs together in order to avoid unnecessary repetition--placing elementary education and secondary education together, for example. The proposed restructuring does not place those together. Dr. Antoinette points out that she does not understand that approach. She then points out that the restructuring would not create equity insofar as the number of faculty members in each division.

Dean Zimmerman answers that, in terms of the program reviews, they are separate degrees. Regarding the size of the Humanities division, Dean Zimmerman asks their division chair, Dr. Matt Mingus, to explain the workload.

Dr. Mingus points out that his division is going to be bigger than the other divisions even without the reorganization. That is because he aggressively hires TPTs. The influx of new faculty from the divisional restructuring would be minor by comparison. Regarding the other issue, Dr. Mingus mentions that that constitution for the Faculty Assembly provides a clear timeline for when chairs are supposed to be notified about program reviews. For that entire timeline, he was asked for two program reviews, because they were considered separately then. After he submitted them, he was asked to combine them. He points out that he is not going to do that work without the notification. If in the future the Curriculum Committee would like to have them combined, they should send out notifications asking for them to be combined--or they should combine them in their schedule.

Dr. Abeyta follows by stating that the Curriculum Committee did request on November 25th that the future program reviews be combined. That was a unanimous decision by the committee because they felt that it was excessive work to review two documents which were essentially the same.

Dean Zimmerman mentions that the proposal can make adjustments and changes based on the feedback provided here. He adds that if one considers those program reviews and if one is thinking about the AA in Liberal Arts, about the AS in Science, and about General Studies, the division chairs in the Humanities area and the Math and Science area--they have to collaborate on those regardless.

Dr. Chris Dyer mentions that Dean Zimmerman's comment about post-award grant support is very important.

Professor Niko Harrington remarks that she understands that the proposed changes won't eliminate any positions, but there is only one administrative assistant position for the new division that would include EMS. Currently there is only one under Chair Ann Jarvis right now. Chair Gambill has one, too. The concern is about which assistant is staying and which is going.

Dean Zimmerman responds that this is why faculty should consider the proposal carefully, but it can't be pretended that the changes impact only faculty. There could be potential impact on the staff. Should the proposal pass, there will be conversations with staff. Staff also have policies and procedures around HR. The administrative assistants are part of a CBA. Dean Zimmerman has been talking to HR to find out the rules, but no decisions have been made because the proposal needs to be approved by faculty first. Conversations with staff would take place after that to discuss issues of reassignments or transfers or whatever. Dean Zimmerman adds that we don't want two admins on one area while there is no admin in Dr. Mingus' division. Some kind of change would take place there. The objective is to be fair and equitable.

Dean Zimmerman mentions that Dr. John Burke has a question in the chat. Dr. Burke asks why the Construction Tech area does not have a director. The answer is that no one has volunteered or signed up to do that work.

Dr. Burke follows up by pointing out that that might not be forward-looking, because all of the other areas have a program director. He asks why a program director can't be added there for any future hires.

Dean Zimmerman responds by saying that administration would love to have a program director there, but the current two fulltime people have declined to take that position. As those faculty transition and new faculty are hired, the hope is that there will be a new program director.

Professor McGinn mentions that for certain kinds of programmatic accreditations a temporary consultant can be hired. She asks if that would be a possible solution in this case.

Dean Zimmerman expresses thanks for the idea.

Dr. Kuchera asks Dean Zimmerman to explain the timeline for the overall process.

Dean Zimmerman mentions that it would be ideal if the Faculty Assembly could vote on this sometime soon, though obviously not during this meeting. Perhaps March's meeting would work. In the meantime, Dean Zimmerman is happy to answer individual questions until then. A real priority is not to leave staff hanging in the wind, so a vote in March would be ideal. He stresses that he would like

everyone to consider what is best for the institution. That is the objective behind the proposal. He then thanks everyone for their time and feedback.

ACTION ITEM RESCHEDULING MARCH'S MEETING DATE PROFESSOR MCGINN

Professor McGinn introduces a vote to reschedule the Faculty Assembly meeting date in March since the third Friday of March occurs on spring break. She mentions that the date could be set after or before spring break.

Dr. Abeyta mentions that the Curriculum Committee meets on the 28th. She humbly requests that the proposed date be March 14th.

Professor McGinn makes the motion to vote for March 14th.
The motion passes by a majority of eighteen votes.

INFORMATION

COMMITTEE REPORTS

COMMITTEE CHAIRS

Dr. Kuchera asks for the committee reports.

UNMG Senator to ABQ: Dr. Kristian Simcox begins by mentioning that the Faculty Senate met on January 28th. President Garnett Stokes gave a report to the Senate, addressing a number of issues in hirings, athletics, and so on. She offered a response to the recent executive actions coming out of DC. Her response emphasized a wait-and-see approach. There have been communications from her office since then, and they advise continuing this approach. Faculty Senate President Cris Elder addressed related issues in her report, including the update that the Faculty Senate is contracting with the ACLU to conduct know-your-rights trainings, focusing on how to advocate for the most vulnerable members in our communities. These trainings have largely been held in Albuquerque. We'll see if these trainings will be made available for remote engagement. President Elder also mentioned that they are looking into expanding grant opportunities to Nursing, Pharmacy, and Population Health; but they hope to make these funding opportunities available to the branch campuses as well. Along with this, a significant portion of the meeting was devoted the issue or providing equitable access for textbooks. There were two presentations. One was given by representatives from Institutional Support Services and the UNM bookstore in Albuquerque. They were making the case for equitable access, a system in which students pay a flat fee currently set a \$279 per semester. Students have the option to opt out. That is the initial price, but it isn't clear if that price will remain. A response was given by a faculty member from UNM Libraries who is working on open educational resource grants. At this point this is an issue that only applies to main campus; it does not apply to the branch campuses. We'll see if they plan to expand this equitable access program to branch campuses, at which point we would take a real interest in considering the program and our position on it.

Budget Review Committee: Dr. Andrew McFeaters mentions that he has attended a few meetings over the past month. First he reminds everyone that Dean Zimmerman sent out an email yesterday to itemize the schedule for the budgetary process. So if any faculty have requests or concerns for the budget for their divisions, this is the ideal time to meet with their division chairs to discuss those matters. From March 3rd to the 17th, chairs and directors should meet with area faculty to discuss future budgetary needs for their classrooms and programs. Dr. McFeaters then goes on to

discuss what he learned during a meeting with Chancellor Sabrina Ezzell regarding higher ed's budgetary requests from the legislature. There is a 5% increase in Formula Funding (a total of 42.1 million); a minimum of 4% compensation increase for all employees; 4 million for student services and basic needs; additional supplemental faculty compensation of 8 million; Dual Credit HED is asking for 10 million; a tech enhancement fund of 50 million; a campus safety fund of 10 million; a Higher Ed Faculty Endowment fund of 10 million; a building renewal and replacement fund of 100 million; equipment renewal and replacement of up to ten million; and an expanded cyber security fund of 11.7 million. That obviously pertains to all of higher ed at the state level. Aside from that, the Budget Review Committee met earlier this month. One of the issues discussed related to communicating to students the actual reality of whether the changes at the Department of Education at the federal level has any effect on their financial situations. The concern is that speculation and reactions to the uncertainties in Department of Education could sway student's decisions to pursue or continue their education. We want to think about how our Financial Aid Department communicates to our students what the realities are in order to dispel any confusion. This is something the committee wants to think about as the facts in DC become more clear.

Committee on Teaching Excellence: No report.

Constitution and By-Laws Committee: Professor Joe Kee says that the committee has met monthly. They have been discussing developing more consistent policy language in the constitution for standing committees. Professor Kee mentions that there will be a future action item to address these issues, possibly next month. Another goal is to make sure the chairs of standing committees have a much clearer guideline for procedures, processes, and responsibilities regarding the beginning of their tenure. The goal is to shore up these issues before the end of this semester, also making sure that it is clear who the committee chairs will be before the fall semester.

College Assessment and Review Committee: Professor Lowell Bautiste says the committee is going to arrange a meeting. The dean and the chair have selected the faculty to participate in the artifact submission. Those faculty members will receive an email to remind them to submit the artifacts. The ultimate goal is to make sure all faculty understand how to complete this process.

Curricula Committee: Dr. Antoinette Abeyta says that the committee is in the process of reevaluating the program review process. Currently this process involves unnecessary duplication of work. They are trying to streamline the process.

Library Committee: Professor Niko Harrington reports that the committee had met earlier this month. One priority discussed involves ways to educate people about the art displayed on campus, particularly the exterior art. Gallup as a community holds an art crawl. The goal is to hold an art prowl on campus. The goal is put on this event and potentially make it a monthly event.

Strategic Planning Committee: Professor Ernesto Watchman says that the committee had met earlier in the month on February 6th. They assigned different committee members to be part of the Strategic Planning Resource Committee meetings and such. Other than that, the committee identified several goals to work on. One of those goals is to strengthen collaboration between faculty and administration as well as with students. He invites everyone to bring new ideas to the table.

Distance Learning Committee: Dr. Chris Dyer reports that the committee finally got formal IRB approval to implement its survey. The surveys will be directed to three cohorts: faculty, students, and community members. The committee is being divided into groups to handle the different surveys. The community portion will include businesses and organizations like the Chamber of Commerce. Dr. Dyer adds that he will be presenting on the GOAL program during the committee's March meeting. Taking

into account UNM-Gallup's adult learners and the 27% growth in online learners, this is an important issue. In terms of community outreach, we have left behind adult learners in recent years. The GOAL program seeks to address that issue.

Adjunct Faculty Affairs Committee: Professor Karla Baldonado mentions that they met earlier last month to finalize an FAQ for adjunct instructors first entering the UNM system. They worked on the draft and they are meeting again later next week to finalize that form.

UA-UNM, Faculty Union: Dr. Kuchera passes along a report from Dr. Keri Stevenson. The update is that bargaining is ongoing. Sessions were held on the 6th and the 12th of this month. There is one taking place this afternoon that Dr. Kristian Simcox will be attending and presenting at. There will be one more session on the 26th.

INFORMATION

ANNOUNCEMENTS

VARIOUS

Professor Chad Smith of the Nominations Committee reminds everyone that nominations are about to go live for elected offices on Monday. Interested parties can nominate themselves or others. The offices are president, vice president, secretary, the Operations Committee positions, Nominations Committee members, and one Faculty Senate position. The nomination process will remain open until March 14th

Professor Markos Chavez says that the library has been training a new admin assistant. Today she finally got her P Card. Now the library can resume building its collection. One goal is to purchase scientific calculators. Professor Markos then mentions that Bowl for Kids is coming up. A team of faculty are being put together. If anyone is interested, they should reach out to him. It's all about fundraising for the kids.

Dr. Yi-Wen Huang mentions that *Red Mesa Review* is accepting submissions for the 2025 year. Submissions are due by April 1st. It will be a double issue, combining 2024 and 2025.

Professor Kristi Wilson mentions that Professor Dana Aldis is doing a great job organizing the upcoming visiting artist event. She urges everyone to attend on March 11th, from 6-7PM in Calvin Hall auditorium.

ACTION ITEM

ADJOURNMENT

Motion to adjourn.

Motion: Dr. Carolyn Kuchera

Seconded: Yes

Vote: Unanimous

Motion Carried: Yes

Meeting adjourned at 1:56PM by Faculty Assembly President Dr Carolyn Kuchera.

Recorded by: Dr. Andrew McFeaters, Faculty Assembly Secretary, on February 21, 2025.