UNM VALENCIA

Faculty Newsletter April 2023

CHANCELLOR'S REPORT

Dr. Samuel "Sam" Dosumu

TO MY FACULTY COLLEAGUES:

- The 2023 legislative session ended on March 18, 2023. UNM-Valencia received funds to support some of our projects such as solar panels for the workforce training center; maintenance on the business and technology (B&T) building; equipment and instructional materials for nursing; and dual credit and early college classes. Registration for summer 2023 and fall 2023 has begun. We will launch a campaign to encourage students to sign up for classes before heading out for the summer. Goal: 80% of our full-time degree (and certificate) seeking students sign up for classes by graduation date.

- Preparing for the commencement series which will take place May 10-12 for adult education, nursing pinning and college commencement.

- The Legislative Finance Committee (LFC), the legislative body that allocates money to NM higher education institutions will be holding its summer regional capital outlay project hearings at UNM-Valencia on July 27. This is an all-day meeting that brings college and university representatives together to present their capital project needs for the next fiscal year to the LFC.

DEAN OF INSTRUCTION REPORT

Dr. Laura Musselwhite

As this is the last Faculty Newsletter of the academic year, I want to thank you for all of the work you have done over this year as we have navigated teaching load (still navigating, I realize), welcomed a new Chancellor, and undertaken a strategic planning process, all while carrying on with teaching and learning. We are in the process of bringing several new colleagues to our campus as we wrap up a few searches, and I am thrilled to be able to include those people in our community and introduce them to the scholarly body that we foster here at Valencia.

For those who don't know yet, Victor French is retiring over the summer. Victor has served our campus in a couple of different roles over the years, but his commitment to quality instruction and research is always at the foundation of who he is. His leadership in undergraduate research has been key to the success of our STEM undergraduate research program. I am not at all certain of how we will replace him; I just know that his legacy will remain strong and help to guide us as he moves on to new adventures.

It is with pleasure that I remind you that graduation events will be soon upon us. Our largest event is Commencement on Friday, May 12 at 6pm. We will meet in the Academic Affairs office around 5:30 to start robing. For those who ordered regalia, we will have it there for you at that time. We then take a faculty picture, and process into the Student Community Center just before the ceremony at 6:00. Be on the lookout for the new mace that will lead the faculty in their processional! (Well, to be honest, Ana will hold the mace and lead us in.)

Finally, please make note of these events:

Thursday, April 6 – Strategic Plan Rollout, 11am in the SCC (lunch provided)

Friday, April 14 -- Faculty Academy, 10am in A101. Topic: Transforming Our Approach: Synergizing Neurodivergent Literacy Learners, Tutors, and Teachers with bell hooks' Social Justice Pedagogy, presented by Karen Walter and Patricia Gillikin

Friday, April 14 – Faculty Assembly, 1pm in LRC101

Friday, April 21 – Faculty Online Teaching Extravaganza

Friday, April 28 – End-of-Year Faculty Meeting, 9am in LRC101

Wednesday, May 3 – Honors Night, 5:30pm in SCC

Wednesday, May 10 – Adult Education and Allied Health Graduation, 6pm in SCC

Thursday, May 11 – Nurses Pinning, 5pm in SCC

Friday, May 12 – Commencement, 6pm in SCC

LIBRARY NEWS

Barbara Lovato

April Library Hours

Valencia Campus:
Monday through Thursday 8:00 am – 6:00 pm
Friday 8:00 am – 5:00 pm
Workforce Training Center
Monday through Wednesday 10:00 am – 4:00 pm
Virtual Reference Desk (https://unm.zoom.us/j/527080943)
Tuesday through Thursday 10:00 am – 2:00 pm

National Library Week

National Library Week (April 23 - 29, 2023) is a time to celebrate our nation's libraries, library workers' contributions and promote library use and support. The theme for National Library Week 2023 is "There's More to the Story," illustrating the fact that in addition to the books in library collections, available in a variety of formats, libraries offer so much more. Many libraries now lend items like museum passes, games, musical instruments, and tools. Library programming brings communities together for entertainment, education, and connection through book clubs, storytimes, movie nights, crafting classes, and lectures. And library infrastructure advances communities, providing internet and technology access, literacy skills, and support for businesses, job seekers, and entrepreneurs. (https://www.ala.org)

History

First sponsored in 1958, National Library Week is sponsored by the American Library Association (ALA) and observed in libraries across the country each April. All types of libraries - school, public, academic and special - participate. In the mid-1950s, research showed that Americans were spending less on books and more on radios, televisions and musical instruments. Concerned that Americans were reading less, the ALA and the American Book Publishers formed a nonprofit citizens organization called the National Book Committee in 1954. The committee's goals were ambitious. They ranged from "encouraging people to read in their increasing leisure time" to "improving incomes and health" and "developing strong and happy family life." With the cooperation of ALA and with help from the Advertising Council, the first National Library Week was observed in 1958 with the theme "Wake Up and Read!"from (https://www.ala.org)

Snapshot Day during NLW 2023: "There's More to the Story"

Many libraries choose a day during National Library Week to capture statistics about the impact the library has in its community on a typical day. Our "Library Snapshot Day" will be on Wednesday, April 26, 2023. Beyond taking snapshots of people using the library, data will be collected and shared on number of visitors, computer use, group and individual study, printing, photocopying, scanning, and circulation of library materials. We will have an online survey for anyone who uses the library virtually and a paper survey for those who visit physically. Be sure to stop by for refreshments!

We hope to see you when you come in during the week and especially on Snapshot Day!

The American Library Association (ALA) kicks off National Library Week with the release of its State of America's Libraries Report, including the list of Top Ten Most Challenged Books of 2022

National Library Week events:

Monday, April 24: State of America's Libraries Report released.

Tuesday, April 25: National Library Workers Day, a day for library staff, users, administrators, and Friends groups to recognize the valuable contributions made by all library workers.

Wednesday, April 26: National Library Outreach Day (formerly National Bookmobile Day), a day to celebrate library outreach and the dedicated library professionals who are meeting their patrons where they are.

Thursday, April 27: Take Action for Libraries Day, a day to rally advocates to support libraries.

Library staff traveled to Washington, DC to present at this Computers in Libraries March 28 - 30, 2023 Arlington, VA Hyatt Regency Crystal City

Libraries: Tech Partners for Community Sustainability: Our world and our communities have been disrupted and changed in so many ways, it may be difficult to see the way forward for libraries and information professionals. Our information industry has so many solutions, passionate advocates, and experienced and customer service-focused info pros that we will take a leadership role in rebuilding our communities, so they have a sustainable future. Whether that is a smart city, rural township, corporate organization, academic campus, K–12 school, or any other information-intensive community, we can and do make a difference. Computers in Libraries 2023 highlighted novel examples of libraries innovating, taking advantage of leading technology, and making it happen in their communities.
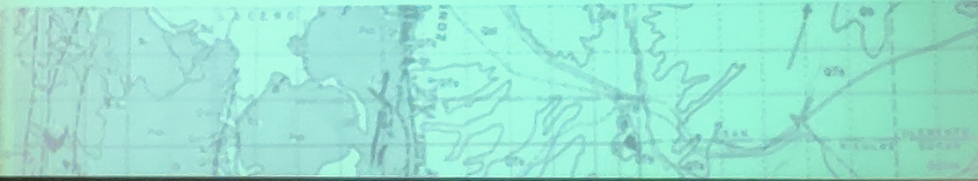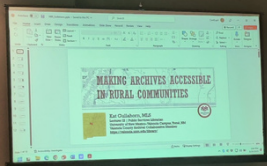
Making Archives Accessible in Rural Communities
Wednesday, March 29, 2023
Speaker: Kat Gullahorn, Public Services Librarian, University of New Mexico-Valencia Campus and New Mexico Library Foundation

The Valencia County Archival Collaborative (VCAC) is a grant-funded collaborative initiative among six libraries and museums across Valencia County which are interested in preserving and connecting the historical records of the many diverse cultures and histories of our residents. Relationships with community researchers, historians, and families across central New Mexico have enabled them to promote a participatory historical experience. Get tips to use in your community and hear their plans for a digital space to highlight the individual collections, and more.

Facing Disruption with Strategy Reset Thursday, March 30, 2023

Speakers: Cory Meyer, Library Information Specialist, University of New Mexico-Valencia Campus Library

Mary McCarthy, Technical Analyst II, University of New Mexico-Valencia Campus Library

Prior to COVID-19, the library and Campus Technology Support Services were working together to test using the library management system (LMS; used to manage asset circulation and cataloging; as well as membership management) to better track radios, phones, and other low-value portable items issued to staff members. With the arrival of the pandemic, we were tasked with making ready more than 50 laptops that could immediately be checked out to faculty, staff, and students. Shortly into this process, inventory control from our parent institution implemented specific requirements regarding inventory of laptops. This compelled us, along with our local campus inventory control staff, to develop an additional process to satisfy them. Since then, the library has been asked to make ready for checkout an additional 350 laptops and eight monitors, as well as many keyboards, mice, styluses, docking stations, audio/visual equipment for the digital arts classes, and pottery wheels for various pottery classes. This session shares some of the more challenging aspects of using an LMS for inventory control of items that are not traditionally found in a library setting and discusses the unexpected partnerships that arose from this new service.

Changing Library Spaces: Re-Evaluate, Repurpose, & DIY
Thursday, March 30, 2023

Speaker: Barbara Lovato, Library Director, University of New Mexico, Valencia Campus Library

Twenty-three years after the campus library building was completed, a local bond made funds available to replace the original thread-bare and worn-out carpet in the 10,000-square-foot facility. Since everything was going to have to be moved, staff members were able to systematically replace, reorganize, and re-envision spaces, processes, and collections. During the project, they incorporated the reference collection into the regular stacks and created a special collection for local legal resources, among other substantial changes. Old reference shelving was repurposed to create "cafe" seating areas throughout the library. By making longer stack ranges, they were able to create more open spaces for student seating. Planning consisted of everything from moving around scale model pieces of paper representing stacks and furniture to moving around actual stacks and furniture to see how it looked. It was an extremely tedious, iterative, and exhausting process. In the years since the completion of this project, staff have continued to change spaces and needs as circumstances (COVID) occur. This session shares lessons learned on the project, its planning and implementation, and what's been done since its completion.

Libraries Support Teaching and Learning

The Library is your portal to resources, collections, services, and librarians. Check It Out! http://valencia.unm.edu/library/

We are easy to connect with no matter where you are

Drop in to the Virtual Reference Desk < your Librarians are just a click away.

Dial in by phone +1 346 248 7799 (US) Meeting ID: 527 080 943

Call the desk: 505-925-8990

Email: unmvclib@unm.edu (or contact any of us directly)

Text a Librarian: 505-916-1647

See ALL the services available for faculty

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FACULTY SENATE UPDATE

Justin Bendell and Barbara Lovato

On March 28, 2023, the Faculty Senate voted in favor of a Branch Campus Council Committee Resolution calling for a 24-credit teaching load per academic year for all full-time faculty at UNM branch campuses.

While this resolution alone guarantees us nothing, it demonstrates that faculty across the entire UNM system stand in solidarity with our call for labor equity.

Because of its importance to the lives of branch campus faculty members, I have attached the resolution here for your perusal.

Justin Bendell & Barbara Lovato, Faculty Senate Representatives

See following Slide for the Resolution

RESOLUTION

Call to Codify a 24-Credit Teaching Load Per Academic Year for Full-Time Faculty at UNM Branch Campuses

Whereas teaching, service, and scholarly work are required for full-time faculty seeking tenure & promotion at the UNM branch campuses, and where the Full Time Equivalent (FTE) is 1.0 FTE and each 3-credit class is quantified as .20 FTE.

Whereas full-time faculty at UNM-Gallup & UNM-Taos teach 24 credits per 9-month academic year, which averages out to a 12-credit teaching load each fall & spring, a load that translates to four .20 FTE courses per semester (or administrative equivalent), with service & scholarly work accounting for the remaining .20 FTE, bringing the total to 1.0 FTE.

Whereas full-time faculty at UNM-Los Alamos teach 30 credits per 9-month academic year, which averages out to a 15-credit load each fall & spring semester, a load that translates to five .20 FTE courses (or administrative equivalent). In this scenario, there is no accounting for service & scholarly work. If service & scholarly work were accounted for at .20 FTE, like it is at Gallup and Taos, the total FTE for full-time faculty at Los Alamos would be 1.20 FTE per 9-month academic year (See Table 1).

TABLE 1

Campus	CRH per year teaching	claimed teaching % workload	actual teaching % workload	service & scholarly work % workload	FTE per 9-month academic year
Los Alamos	30	80	100	20	1.20
Valencia	27	80	90	20	1.10
Gallup	24	80	80	20	1.00
Taos	24	80	80	20	1.00

Whereas full-time faculty at UNM-Valencia teach 27 credits per 9-month academic year, which averages out to a 15-credit load one semester (five .20 FTE courses or administrative equivalent) and a 12-credit load one semester (four .20 FTE courses or administrative equivalent). In this scenario, there is only partial accounting (.10 FTE) for service & scholarly work. If service & scholarly work was accounted for at .20 FTE, like it is at Gallup and Taos, the total FTE for full-time faculty at Valencia would be 1.10 FTE per 9-month academic year (See Table 1).

Whereas this discrepancy in teaching load leads to a discrepancy in payment per credit given a theoretical base pay of $50,000, meaning that branch campus faculty are getting paid inequitably to teach the same classes across the branches (See Table 2).

TABLE 2

Campus	CRH per year teaching	teach % workload	3 CRH % workload	3 CRH % salary earned	base pay of $50,000 earned 3 CRH
Los Alamos	30	80	8	8	4000
Valencia	27	80	9	9	4444
Gallup	24	80	10	10	5000
Taos	24	80	10	10	5000

Whereas to achieve tenure, full-time faculty at Valencia & Los Alamos are currently required to teach 6 to 12 more courses than faculty at Gallup & Taos. With teaching excellence being required for continuance, tenure, & promotion of full-time faculty in the branch campuses, the measures for 'teaching excellence' must be consistent for full-time faculty in the branch campuses. Maintaining inconsistent teaching load policies between the branch campuses is an inequitable practice (See Table 3).

TABLE 3

RPT Process		Code 3	Code 6
Campus	CRH per year teaching	2 years CRH taught	5 years CRH taught
Los Alamos	30	60	150
Valencia	27	54	135
Gallup	24	48	120
Taos	24	48	120

Whereas service & scholarly work are required for continuance, tenure, & promotion of full-time faculty in the branch campuses, and not fully accounting for service & scholarly work for full-time faculty at Los Alamos & Valencia is an inequitable practice, and where workload policy discrepancies at the branch campuses limit research and education collaboration and thus do not align with the UNM 2040 Goal of "One University;" now, therefore, be it

Resolved

1. that the Faculty Senate calls upon the Provost and the University President to codify a 24-credit teaching load (or administrative equivalent) per 9-month academic year at 80% of workload (with service & scholarly work accounting for 20% of workload) for full-time faculty at all UNM branch campuses effective for the Fall 2023 semester

LEARNING COMMONS:TUTORING SERVICES REPORT

Shalaine Castillo and Patricia Gillikin

Writing Consultants Jimena Mendiola and Stephanie Romero, along with Karen Walter and Patricia Gillikin, are doing an online conference presentation April 7 on "How Neurodivergency Impacts Tutors and Tutees in the Writing Center." They are presenting at Tutor Con, organized by the Rocky Mountain Writing Centers Association.

The Learning Commons is seeking to hire new STEM Tutors for Summer and Fall!

If you have any students who you think will make wonderful Math and/or Science Tutors, please send their names and email addresses (if you can) to Shalaine Castillo, sbuck07@unm.edu. Students can apply online by searching for the job posting Learning Commons STEM Tutor at https://unmjobs.unm.edu under Student Jobs. The job listing will be updated soon to reflect Summer and Fall hiring.

FACULTY ASSEMBLY PRESIDENT'S MESSAGE

Cheryl Bryan

We've almost made it through another semester! Please remember that you can send Kind Notes throughout the year to fellow faculty and staff who have expressed kindness to you. Be Kind to a colleague: Kindness Notes

Lunch will be served at 12:30 PM, April 14, between Faculty Academy and Faculty Assembly, in LRC 101-C. If you plan to attend either or both meetings in-person, please send me a quick email by Tuesday, April 11, so I know how much food to order (cbryan@unm.edu). For online Faculty Assembly attendees, we are working on a fix for the sound issue, and it should be much better in the April meeting—fingers crossed.

We will vote on nominations for the Faculty Executive Committee (FEC) during our April 14 meeting. I am aware of the following nominations:

President: Ana June will take this position, moving from President Elect

President Elect & Treasurer: Andy Taylor

Secretary: Ian Burch

Members At-large (Two full-time faculty and one adjunct faculty positions):

Piotr Filipczak, Precious Andrew, and _____ (Full-time Faculty nominations), and _____ (Adjunct Faculty nomination)

Faculty Senate Representatives: Barbara Lavato & Justin Bendell (each serving their second year for AY 2023-24—no nominations this year)

Cheryl

Please note: One of the Faculty Handbook changes we will be voting on is to make the FEC one of our required committees. There are three FA and FEC meetings per semester, which is six (6) total. The **President-Elect** of the FEC fills in for the President, when needed, and becomes the President the following year. The **Secretary** of the FEC takes notes at the Faculty Assembly Meetings and the Faculty Executive Committee Meetings. Additionally, this person sends out the FA Agenda and meeting minutes to the faculty. For more information on this position, you can reach out to Ian Burch (ianburch@unm.edu) or Ana June (anajune@unm.edu). The **Members At-large** positions attend both the FA and FEC meetings, where they offer their expertise and ideas to support faculty. The **Faculty Senate Representatives** attend four meetings, per semester, at Main Campus. The meetings are held on the fourth Tuesday of the month. Additionally, this person represents our campus at the Branch Community College Council meetings. Representatives report information from those meetings at the FA meetings.

If you know of faculty that would like to run for any of these positions, please nominate them by sending an email to the FEC Secretary (Ian Burch (ianburch@unm.edu). You may also nominate candidates at the April Faculty Assembly meeting.

I look forward to meeting with you all Friday, April 14, at 1:00 PM via Zoom or in LRC 101-C, Cheryl

P.S. You will find the Zoom meeting link at the top of the April FA Agenda.

2022-23 FACULTY EXECUTIVE COMMITTEE MEMBERS

President: Cheryl Bryan cbryan@unm.edu
President Elect and Treasurer: Ana June anajune@unm.edu
Secretary: Ian Burch ianburch@unm.edu
Members at Large: Tammi Duncan: tammid31@unm.edu,
Precious Andrew pandrew@unm.edu, Andre Callot
acallot66@unm.edu
Faculty Senate Representatives: Barbara Lovato
bllovato@unm.edu and Justin Bendell jbendell@unm.edu

Faculty Assembly Meeting Minutes
Friday, March 10, 2022 (1:00 – 2:30 PM)
Zoom Meeting URL: https://unm.zoom.us/j/96800235277 (Password: 416012)

IN ATTENDANCE

Patricia Gillikin	Piotr Filipczak
Kat Gullahorn	Ariel Ramirez
Ana June	Justin Bendell
Andrew Taylor	Scott Kamen
Precious Andrew	Melanie Sanchez-Dinwiddie
Michael Gonzales	Karen Walter
Clifton Murray	Alexa Wheeler
Laura Musselwhite	Joe Poole
Samuel Dosumu	Barbara Lovato
Jerry Godbout	Andisheh Dadashi
Stephen Takach	

1. **Call to Order** (1 minute) Ana brings meeting to order (1:04pm)
2. **Acceptance of Agenda** (1 minute) (Jerry moves, Andy seconds) (1:05)
3. **Approval of Minutes** (1 minute) (Justin moves, Jerry seconds) (1:05)
4. **Chancellor's Report** – Sam Dosumu (10 minutes) (1:06pm)
   -Increase in compensation
   -Increase of 1% in ING fund, which funds basic operations (academics, student services, etc)
   -Projects awaiting approval by the legislature: modification to roofing of a building – $1.3 million project, solar panels for WTC.
   -HB 125: Dual credit task force – looks at how dual credit functions now, how it benefits students and state. Recommendations to come January 2024.
   -Intern in academic office, working with Sam and Laura regarding workload, coming on St. Patrick's Day. Trying to maintain consistency between branches, will talk to chairs, etc. Has until end of semester to submit reports and recommendations to provost.

(Difficulties with the audio for those on Zoom persist for some time. Testing and changing audio sources takes place. IT arrives ~1:17pm. Chaos ensues. Problem resolved ~1:21pm.)

5. **Dean of Instruction Report** – Laura Musselwhite (10 minutes) (1:14pm)
   -Following up on success coach pilot: working through a model on having a success coach, a faculty advisor and a mentor on a team that every student can access. Looking for faculty mentors. Stipends from PASOS grant. Some PASOS and student services people are going to be trained via workshop. Faculty mentor would be someone a student could go to that would answer common questions about future academic paths – want to pair a student with a mentor within their division.

   Patricia: Will faculty mentors receive the "coaching training?"
   Laura: In the initial round, only 12 people can participate, so probably not the first round, but in the future they could participate in the training workshop.

6. **Treasurer's Report** – Ana June (3 minutes) (1:24pm)
   Ana: Nothing's changed.
7. **Committee Accomplishments for AY 22-23** (3 minutes per committee) (1:25pm)

   ● *Adjunct Faculty Committee*
   Karen: It has been challenging to meet, but we started an idea at the end of last semester about how we would move forward. We broke up into subcommittees: resources for incoming/returning adjuncts, professional development. Goal is to have information about professional development to give to adjuncts when they come in at the beginning of the semester. Piggy-backing off of the idea of how to meet 1 on 1 or in small groups with faculty. Garner information about what adjuncts need.

   ● *Faculty Program Development Committee* (1:28pm)
   Ben: (audio distorted, couldn't hear this)

   Faculty Senate Representative Committee Report (5 minutes) (1:29pm)

Justin: Meeting held at end of February. Discussed compensation package. Provost wasn't there. Talked about elections. No additional business, shortest meeting ever. Discussed forum for teaching and learning resolution. Have copy of resolution if anyone wants to see it.

8. New Business / Announcements (1:32pm)

- Handbook Changes (15 minutes)

Michael: A few changes to discuss. Do approvals by FEC and (FHC?) need to happen linearly with handbook changes? Don't want to delay votes until September.

Laura: Potential changes have never been posted on the website. Just items that have been voted on.

Michael: One of the changes that we have is proposing a change in altering the process of changes. What we're proposing changing is that proposed changes should be submitted in the original section in its entirety, with the proposed changes highlighted, no later than 10 days prior to meeting.

Melanie: One of the changes we're proposing today is regarding promotion and tenure. There's a problem with the "highlighted section change" proposed here. There are some big changes. Want to present what the changes are and the rationale.

Clifton: The tenured faculty are those that are proposing these changes. Melanie rewrote sections of the handbook. I read them and Melanie has much improved the language in these sections. This tenure and promotion subcommittee has approved these changes, but Cheryl believes that the changes should be presented to the faculty assembly, but this is problematic because not everyone at FA is on this committee.

Justin: Very simple revisions are easy to highlight. In convoluted revisions, we can still show the original document, and this new changed document. Is that what we're going for, here?

Melanie: Yes, that's what should happen.

Jerry: That language could easily be inserted for small changes, but not considerable changes.

Karen: It is important for those who are not yet in line with tenure, I think these folks should have an idea of where we've come from and where we are.

Michael: Campus committees – what was in the handbook isn't reflective of the committees on campus. No highlights is what it states in the handbook.

Justin: How does this align with changes to the Constitution?

Michael: To my understanding, these changes reflect what is in the constitution.

Laura: The constitution may not be this thorough, but before April meeting, the handbook and constitution had some discrepancies. We'll make sure it's "clean" before the vote.

Melanie: (Shares screen) Advising section J. Nothing was changed regarding policy. The process will not change, at all. Old version was scrapped, started anew. Overwhelming majority of information taken from variety of documents: old handbook, provost office guidelines, all used to compile what we have now. This was proposed to the entire Promotion and Tenure committee in August, approved in (September meeting?). These changes are vast. I will now share new draft. What is in green text is 100% new, and the blue text is an edit (will email this out). Promotion and tenure members have already read this. This new language is coming from UNM Albuquerque handbook and other handbooks. The table shows the timeline. Grey highlighting is an edit – terms switched to match the Abq handbook. Everything in black is no change. Teaching evaluation is the same, scholarly work is modified slightly, service used to be called "on campus and off campus". Language changed from "on/off campus" to "service to university, and service to the profession." Under personal characteristics, we added some new language. In the dossier, this is what we've always done. Just putting in the handbook to clarify what we do and how we do it regarding the dossier. Dossiers used to be paper in 5 inch binders. 6-8 years ago, dossiers went

entirely electronic, and handbook had never been modified to address this. Language isn't different, but has been edited to match RPT and increase clarity. Language regarding external reviews clarified.

The standard was not changed regarding promotion, but the language was modified. Sentences now reflect "majority vote of excellent in teaching, majority vote of effective in scholarly work/service, etc." The process has not changed, it's now just very clearly described and documented. Sentences added to more clearly reflect dossier approval process from T&P to dean/chancellor, to main campus, etc.

Clifton: Should we email the original and also email the new versions? To whom? The entire faculty assembly? What if someone that isn't on this track says "I don't like it."

Laura: Everyone has to see the work that has been done for changes.

Jerry:

Kat: We have a similar process to move through, and watching this process of revision is very informative. I look forward to learning more than voting on your process.

Clifton: Okay, so we're going to email the entire faculty assembly the original and revised version.

Melanie: Yes.

Patricia: Folks like Karen and Kat should see the process (not a private process, anyway), are not going to vote against these changes. I don't think it's going to be an actual problem, here. This is a future problem to deal with, not for this meeting.

Stephen: Each school has slightly different processes for tenure and promotion. Every other college on main campus has different processes for promotion and

tenure. I couldn't find this kind of detail looking at Main's handbook, I think ours is much more specific.

Melanie: I think when people have come up through the process, it's been a little unclear, and these changes have been needed for a while. *Discusses other slight changes under Tenure and Promotion committee, officers section. Bullet 3 position does not exist, anymore.* These documents will be emailed for review over the next month. Section J and section N changes.

- Call for FEC Nominations (5 minutes) (2:10pm)

  Ana calls for nominations. Andy self-nominates for VP. Piotr nominated for at-large. Jerry nominates Precious for At-Large. Ana nominates Joe Poole for secretary.

9. Adjournment (*GAVEL STRIKES AT 2:15pm*).