Faculty Assembly Meeting Minutes  
Friday, November 11 2022 (1:03 – 2:53 PM)  

27 Attendees (Quorum)  

In Attendance:  

<table>
<thead>
<tr>
<th>Tammi Duncan</th>
<th>Melanie Sanchez</th>
<th>Ana June</th>
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<tr>
<td>Benjamin Flicker</td>
<td>Steven Romero</td>
<td>Ariel Ramirez</td>
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<td>Alexa Wheeler</td>
<td>Victor French</td>
<td>Michael Gonzales</td>
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<td>Julia So</td>
<td>Andre Callot</td>
<td>Cindy Goodman</td>
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<td>Kat Gullahorn</td>
<td>Andy Taylor</td>
<td>Scott Kamen</td>
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<td>Liz Axelrod</td>
<td>Clifton Murray</td>
<td>Precious Andrew</td>
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<td>Ian Burch</td>
<td>Justin Bendell</td>
<td>Stephen Takach</td>
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<td>Cheryl Bryan</td>
<td>Michael Carriere</td>
<td>Laura Musselwhite</td>
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<td>Sarah Heyward</td>
<td>Jerry Godbout</td>
<td>Sam Dosumu</td>
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1:03 Call to Order  
Justin Bendell moves to accept agenda, Jerry Godbout 2nds  
Ana June moves to approve Oct minutes, Ariel Ramirez seconds  

No discussion on agenda or minutes  

1:04 Chancellor’s Report  
Chancellor’s + Dean report will be combined into a joint presentation  

1:05 Strategic planning  
Consultants in EOD in abq to help simplify & organize process  
Scale is new  
Keeping an eye on legislature for spring session  
Optimistic after election results  
Waiting on any changes to funding formula  

1:08 Workload Policy - Sam Dosumu  
Policy went to provost  
Putting 5/4 forward as starting point - don’t want to bite off more than can chew  
Worried about financial implications  
“Not a case of line in the sand”, but starting point  
As new admin, doesn’t want to go to “extreme end”.  
Doesn’t want to write off 4/4, but start at 5/4 to see what that looks like  
Students are coming back - struggled to make it to 2000 students  
First priority is to get more students. More enrollment = more money  
Asking for faculty understanding and patience  
Wants to look at whole year of analysis and then revisit 4/4 in Spring 2024  
“Very hopeful that the outcome will benefit both sides”  
Wants to stay sustainable at the end of the day
Doesn’t have relationship with abq campus to get backup money in case of a budget deficit

1:13 Laura Musselwhite continues
Emphasizing that Sam has been very open
Lots of discussion of whether to jump straight to 4/4 or ease into 5/4
No time to find more adjuncts - shedding courses
4 in this spring will not be as expensive as 4 next fall
“Agree with Sam, it's the more prudent way to go”
Happy we hit 2000 students, but want 2400 to match pre-Covid numbers
Latest document hasn’t been updated with effort numbers
Call for questions or comments

1:15
Justin - Gallup and Taos have been running 4/4 for a year - plenty of data to look at their numbers, talk to their faculty. How much of that discussion with them has been done?
Laura - Just met with all chancellors & deans yesterday. Gallup model has nuances that we don’t bring up. It’s not uniformly 4/4 - lecturers are 5/4, not sure it matches
Cheryl - Are they being paid overload for that 5th class?
Justin - Yes
Sam - Not totally sure, but doesn’t think so. Also have a different element on their service element. All campuses should be close. Willing to look at our internals and see what works. We’re larger than Taos, so appreciate their guidelines, but not perfect translation.
Laura - If Gallup policy says 5/4, they not get overload
Cheryl - But our lecturers do not have same responsibility to service & scholarship
Justin - In Gallup’s policy, tenure is explicitly 4/4 policy. They get tenure faster and less work. Inequitable tenure system for the branches

1:20
Laura - Agree we should be consistent. We are here because we are not consistent. Maybe we’ll find out the budget impact is a non-issue, but budget is a finite zero-sum game.
Sam - In other states, governor/state declares raises for faculty, but state never fully funds the raise. Wants campus to be stable and generate revenue, but it’s not there and needs more students

1:23
Cheryl - Basing part of evaluation on coming (4 class) spring semester. Canceling classes & reorganizing means spring will be a bad example. Had we had more time, this would have been scheduled correctly
Laura - Agree, that’s why we also need Fall
Cheryl - Will fall also be 4 so we can properly evaluate 4?
Sam - Not 100% set in stone, but probably not
Laura - Spring’s data will be cloudy, Fall will give us data to project and plan. It will let us run hypotheticals with 4 and give a fuller picture. Some divisions and teachers will have an easier adjustment. Need to look at enrollment, been running a ton of tiny courses. If we can take course load into account and see what needs 4 courses and what needs replacement, this will help determine full impact. Max estimate in cost is 150k.
1:28 Scott Kamen - Workload policy presented explicit says 5/4
   Laura - can be changed
   Scott - 5 in fall is business as usual, we already have that data. Doesn’t tell us the impact of fall
   Justin - we have 35 years of data of 5 in a fall. We need to run a 4 to see how it operates to see a true test

1:29 Andre Callot - What does the negotiated contract say about how decisions are made?
   Laura - arbitration determined that faculty workload is a management decision. Comes from chancellor, approved by Provost

1:30 Julia So - Understand that LM & Sam’s 5/4 proposal is not permanent?
   Laura - Yes, not a monolithic decision, but running a test
   Justin - How much would it cost Valencia to go to 5/5 to 5/4 vs 4/4
   Laura - Rough estimate, probably upper bound. 30 Teaching faculty
   If all 30 full timers drop 1 class and we replace that with an adjunct 80190 per semester
   Sam - Does not include benefits
   Cheryl - That assumes it must be taught by an adjunct
   Laura - Yes, this is the maximum cost
   Sam - Worst case scenario is 160k x 34% = ~210 total with benefits each year. Possibly backfill raises too. Not close opportunities, but wants to go 1 stage at a time so we can keep the lights on
   Ana - Note that we’re at 30 minutes of discussion
   Julia - Looking forward to the conversation - it will not stop today

1:35 Alexa Wheeler - If the change is not permanent, we should try the 4/4
   Sam - We can make the 5/4 work, but the 4/4 is probably too deep a cut
   Laura - If enrollment goes up, we can afford it but then need more faculty. If enrollment goes down though, we may need to change plans

1:37 Justin - In conversation with Gallup, they got 4/4 by writing it up, dean sent it to provost, and provost asked “can you afford it?” and Gallup said yes so they approved it. Yes or no, could we afford it right now?
   Laura - Why do we have to answer that right now? A quick yes or no seems like a bad idea
   Sam - I can’t answer that right now, there’s many variables that make up the whole budget and planning. Asks for the group’s understanding that we’ll evolve this going forward
   Laura - It’s a tradeoff - we could fire 5 people and afford it.
   Justin - We have a budget. Can we subtract the predicted cost and go "can we keep going?"
   Laura - It seems basic, but "have enough to keep going" is nebulous
   Justin - idk, ask Gallup
   Laura - I would not presume to do that

1:40 Julia - One more comment. Urge admin to think about morale on campus if we stick with 5/4. As Laura said, everything is a tradeoff, but morale is important for us faculty, especially now as we know how other campuses operate. Feeling very strong sense of inequity. Call for action for the administrators. We want to feel supported
Sam - Thank for your comment. I want to support that to. “The chancellor wants to support the faculty”. Not drawing a hard line in the sand, wants to find a happy medium. Conversation is not over, asks for understanding, wants to make sure we know what we’re stepping into

1:42
Patricia - appreciate the 4 in spring, look forward with the continuing dialogue. Hoping it becomes clear to admin, as it is for faculty, that 4/4 is doable not just for morale, but also for equity and beneficial to campus as a whole.
Laura - Been here for 8 years, I work with faculty, this faculty is great and you all care about your jobs. I care about your morale
Sam - You’re highly regarded by me and my colleagues
Justin - Four four

1:44 Treasurer’s Report
Ana June “We have some money”
$600, plus $57.16 wrangled for snacks
Cheryl - Lunch today is taken from that 600
Should be able to do 1 lunch per semester

1:45 Faculty Program Dev Committee - Ben Flicker
Planned a few social events for the end of this semester
More formal programs in the spring semester

1:46 Faculty Handbook - Michael Gonzales
Met couple of times, going through book to make sure no contradictions & everything is aligned
Cheryl - Changing one area often affects others

1:47 Faculty Communications - Alexa, read via Ian Burch
Michael is doing a great job running the newsletter
Alexa is doing website, welcoming input and feedback
Ian is managing listserv and rallied for access

1:48 Slight change of order - doing small details first

1:48 FOTRC Changes & Vote
No comments on changes
Michael moves to vote, Cindi seconds
25 YEA 0 NAY

1:50 Move to dissolve Faculty Conflict Resolution Committee
Julia - Question. Constitution requires this to exist. Do we need to amend constitution as well or is handbook sufficient?
Cheryl - Didn’t see it in the constitution. Anyone have process knowledge?
Alexa - Also doesn’t see it
Stephen Takach - Committee hasn’t met, hasn’t reported, so we can table until Feb if we want
<many clarifications that this is an official handbook change>
Cheryl - We should be able to simultaneously vote to dissolve cmt and change constitution simultaneously. Same as adding a committee
Alexa - Agrees with adding process
Julia - Prefer amending first, then dissolve
Scott - Constitution does not actually include conflict. AW says same
<conflict is not a required cmt in const>
Julia - Used to be there, must have been removed in last const update
24 YEA 0 NAY

1:56 Faculty Senate - Justin
Faculty Senage met in late october, short meeting with no pres or provost
Academic freedom, most engaging meeting
Critical race theory & academic freedom, crafting an official response
Campus-wide symposium to address CRT & academic freedom
Mini-symposium test run next week

1:58 Branch Campus Council
Day before meeting w chancellor, so was anticlimactic
More work for term teaching contracts for adjuncts
Planning next year priorities, asks for ideas from us
Let Justin or Barbara Lovato know now or over email

Barbara - Other branches have college council with Faculty + Staff + Admin
We don't have, seems new at other places. Investigate why they added it and effects
Overlap with strategic planning?
Main campus handbook has sections on branch campuses, review that to make sure it's correct
Will report back with more info about college council
Patricia - “Staff and faculty in the same room talking to each other? YES!” Workgroup is good, but getting us working together more is good

2:01 Stephen - Does anyone know about the “One campus group”? 
Rick Goshorn was guiding it
No one has any idea

2:04 Teaching Load Discussion
Cheryl - Both Laura & Sam said they hope we vote to approve this, but we have no purview over this
Between union, admin, and chairs. Not the faculty body. Thus, no vote
Letter will be sent back saying we have no right & responsibility to vote, still want 4/4
Bottom line is about equity - we are the only ones even consider a 5/4 - including main for Lect.

2:06 Scott - Odd situation, reiterating that we don't vote on workload
Glad we don't vote; urgent vote was threatening "if you dont approve, you'll do 5 in the spring".
Dont want to vote for a compromise
Cheryl - Sept had 27Y votes with 0 no, cumulative voice has power
Not the end of the conversation
Admin won't give hard numbers or specific “if x we can do this”
We are only* campus teaching 5/5
2:10 Justin & Scott - Los Alamos does 5/5, but they’re a mess
   Cheryl - All fulltime faculty have harder requirements for tenure or lecturer promotions
   At 5/5, doing stuff for promotion meant we are not getting paid for service relative to
   other camp
   We care about our students, but we are not being cared for

2:11 Justin - Equity working group statement in response to chancellor’s counter offer
   <Statement will be sent out>
   tl;dr 5/4 still iniquitous, 4/4 now

2:15 Cheryl - Call for ideas, especially from chairs - how can we make 4/4 happen?
   Worried that 5/4 will get locked in if we don’t keep fighting

2:16 Admin has given no information about budgets
   Jerry - that’s not our job, it’s admins job to find the $
   Scott - They didn’t like JB’s yes/no question, but budget projections are literally their job
   Justin - As a chair, I did a budget analysis in 2020 for humanities and it was ignored.
   Budget showed they could hire a new faculty and do 4/4
   Scott - Had to hold tongue about benefits - adjunct dont get benefits so that’s irrelevant
   anyway
   Cheryl - Matters only for retirement contributions, but wouldn’t change salary
   Scott - Getting lost in numbers may be a bad idea. Teaching 5 in the fall tells us nothing
   Ariel - Starting budget analysis for math dept. While Fall has more students, but there
   are spring classes with low enrollment but still need to be taught.
   Justin, Stephen - our divisions too
   2:21 Cheryl hard to build community with only 5 people in a class vs 20 people in a
   class. Combining small courses is not a bad thing. PASOS maps means we have
   specific courses locked into semesters anyway
   Ariel - Nothing to gain from 5 in the fall. Need 4 in the fall to gather data. Rushing to
   make a 4 this spring means data will be messy and bad
   Justin - We should get all chairs on board for a unified 4 in the fall
   Scott - Helpful for seeing financial impact. 4 this spring is more expensive because of
   scramble. Self-fulfilling prophecy as it was set up poorly
   Andy Taylor - Is that deliberate?
   Scott - Probably not, more likely from Provost taking a cruise mid-
   semester
   Cheryl - It got pushed back repeatedly instead of a clean chain of meetings.
   Alexa - Agreeing with 4 in the fall for data
   Cheryl - Clarifies that Sam’s proposal said draft

2:27 Scott - we don’t have ability to vote. Asking for a vote in the first place is a “democratic
   veneer”
   Cheryl - if we were to vote, this could be an argument to lock it in for the future
   Deny could be used to retaliate back to a 5/5
   <Chatter about retaliation, covering up unilateral decision>
   To reiterate, our 44 resolution was to let admin know faculty know & think that we’re
   being inequitably treated on campus

2:30 Julia - thinking about timeline, if we want to push for 4 we need to be united by Feb &
   March
FA doesn’t meet in Jan, so FEC really need to push this ASAP
Cheryl - clarification Sam said we could do 5/4 or 4/5 - use chairs to set 4 in the fall to give them data
Julia - admin wants 5/4 next years
Cheryl - yes, so we try 45 as they said that is an option
Ian - they will try to change workload percentage - they will likely aim for more service as we go to 4

2:34 Ariel - clarify that individual faculty may swap to 4/5 vs 5/4
If we go 4 in fall, are we committed to 5 in the spring to preserve? If not, do “4 in the fall to show that 4 works forever”
Do a 4 in the fall immediately. We’ll give you the 5 in the spring if it doesn’t work
Cheryl - Get actual Fall data

Justin - by talking about policy too much, we’re consenting to it
Scott - get everyone on board to 4 fall. FA has no formal role, but get everyone on the same page and make our feelings felt
Cheryl - chairs speak with faculty to give them data for fall
Justin - We have 3 chairs in the room - can we all encourage faculty to schedule 4 in the fall?
Stephen - our division is weird, everyone looks like their credits & classes our slightly off
Ariel - worried about leaving faculty in limbo - doesn’t want to have to swap them from a 4 to a 5
Justin - slight risk, but worst case we go from losing to losing, gets data to prove our point
Stephen - Laura was rationalizing how to get data from 5 in fall. If faculty & chairs can choose, 5/4 vs 4/5, then it'll work fine
Cheryl - BIT has outliers, can be adjusted and figured out
Stephen - wants to see who decides 54 or 45
Jerry - they've verbally confirmed that, but document does not say. They agreed to a choice, but never explicitly said
<more discussion about chair vs faculty>

2:45 - Cheryl It’s 2:45, lets discuss the announcements. Can stay if you want

2:46 - Justin wanted to do APR reform, but expected 4/4 by now so that's higher priority
Encourages someone else to head APR reform

2:47 Ana - Reading NM
7pm, Nov 16 Wednesday on Zoom. Alums of UNM, great writers
Reading some of their work and then a Q&A
Have students join too
Flyer is in the newsletter

2:48 Cheryl - Holiday Tree Decoration
Faculty hasn't been too involved. Would be really nice to choose a tree
If you’re creative or love to decorate or just want to hang something up or don’t fear getting on a ladder
Justin - Ornaments with 4/4 Now!
Cheryl - not a ton of work, should be fun. More people involved then less work
Stephen - someone added a number to a stump to decorate
Cheryl - they sent out an email for date… completed by Dec 4th, removed by Dec 22nd No religious stuff, durable, no extension cords.

2:53 Adjournment
People can stay to unofficially continue 4/4 discussion