



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

27 Attendees (Quorum)

In Attendance:

Tammi Duncan
Benjamin Flicker
Alexa Wheeler
Julia So
Kat Gullahorn
Liz Axelrod
Ian Burch
Cheryl Bryan
Sarah Heyward

Melanie Sanchez
Steven Romero
Victor French
Andre Callot
Andy Taylor
Clifton Murray
Justin Bendell
Michael Carriere
Jerry Godbout

Ana June
Ariel Ramirez
Micheal Gonzales
Cindy Goodman
Scott Kamen
Precious Andrew
Stephen Takach
Laura Musselwhite
Sam Dosumu

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 $160k \times 34\% = \sim 210$ 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 you 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 dont' vote on workload

Glad we dont 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 admin's 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 don't 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 are 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, let's 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