



discussed at the September meeting, is that the local school districts have approached us and want to initiate a dual credit program. Whether this program would involve university faculty going to local schools, high school students coming to campus, or an approach to faculty at the local

spring.

Professor Galin then turned the floor over to Professor John Zimmerman of the Long-Range Planning and Resource Committee.

Dean of Instruction said that long-term plans needed to be written first. This led to the recommendation to write the plans.

Professor Zimmerman explained the existence of a debate: existing positions vs. new positions. Existing positions, says the Dean of Instruction, are in his discretion (such as Dr. Buggie's position, left vacant after Dr. Buggie retired last year). New positions, such as for the Digital Media and Film program if established, do have to go through the Assembly. The Dean of Instruction, in other words, claims authority over old positions. There is thus an argument over whether the status quo (the Dean being able to hire old positions) should continue or not.

Professor Zimmerman hoped, with the recommendation he had introduced and the requirements it would place on divisions for writing long-range/strategic plans, to see a larger role for faculty in the future of this institution.

One faculty member asked how this would affect visiting professors. Professor Zimmerman answered that it would not. They are reviewed every three years and would continue to be so under this recommendation. A question came up as to how this would be handled. Professor Zimmerman urged the Divisions to make the decision, but also to write strategic plans to cover any hiring needs. Discussion, planning, and conversations should come first. The Long-Range Planning and Resource Committee does not intend to dictate any hiring decisions.

Another faculty member asked for help in developing a template for the strategic and long-range plans, and asked if the Long-Range Planning and Resource Committee would send a template for such a plan out. Professor Zimmerman agreed that they would develop the template and send it by e-mail.

More questions arose as to how long hiring decisions would take under the recommendation, if approved. In the past, long-term hiring decisions meant that student enrollment was lost because two faculty members had left and the new positions could not be approved in time. The faculty member wondered whether hiring decisions could be fast-tracked, and what would happen to the hiring of temporary faculty. Professor Zimmerman reassured the Assembly that hiring decisions can be fast-tracked if the Faculty Assembly has the long-range or strategic plan before them. It is our responsibility as a body to do this if we approve this recommendation. Budget lines remain current in the budget.

A faculty member asked about who would decide on hiring after the Long-Range Planning and Resource Committee saw any division plans and put them before the Faculty Assembly. Professor Zimmerman replied that the Dean of Instruction ~~approve~~ the CEO would still need to have final approval; the Assembly is only a recommending body.

individual areas could also be approved by the Committee and the Assembly.

A member of the Assembly asked whether a template for the strategic or long-range plans already existed. Professor Zimmerman emphasized the basic nature of their template, and that the committee will have more regular meetings, probably on the second Friday of each month, to work on and complete it. The next big step is to get the template completed and run by the Assembly.

A faculty member questioned whether the recommendation proposed by Professor Zimmerman would or would not be

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Committee, and it was clarified that, in this case, we think chairs should be added to the Executive Budget Committee, not the Assembly one.

**I move to recommend as a body that the division chairs be added to the Executive Budget Committee.**

**Motion:** Matt Mingus

**Seconded:** Yes

**Discussion:** A question came up as to whether other groups like the library could have membership in the Executive Budget Committee. The general consensus was that the proposed members could include faculty chairs only, not groups like IT. However, faculty chairs may include the Library Chair.

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students, they should be given, and we often have low attendance on the first day because of students dropping or switching classes. There are also eclipse parties that students, staff, or faculty may choose to attend to view the partial eclipse visible in Gallup.

Arts & Sciences faculty discussed the cultural relevance of the eclipse mentioned at the A & S meeting on Wednesday. We should respect the Native traditions because of the situation in the country right now. This is a time of re-examination and of introspection, and many schools on the reservation and elsewhere will be closed. Someone asked if we could make a recommendation to observe such eclipses in the future. Assembly members agreed that we should

Recommendation on Faculty Hiring from the Long-Range Planning and Resource Committee  
August 18, 2017

Recommendation of hiring: The UNM-Gallup Faculty Assembly recommends that *no* full-time faculty positions be advertised until Long-Term/Strategic Plans are written for these areas and these plans are approved by the Faculty Assembly. An exception to this recommendation can be made if an area will lose accreditation if there isn't a hire.

This recommendation will allow faculty stakeholders to work with the Executive Team in planning the future of our campus and may serve to backfill the current academic budget shortfall.