



**Faculty**





Gallup-McKinley County Day at the legislature is next week. There will be an information-only meeting held then; this means no votes and no decisions. They will present the draft budget, currently on the website, on that day as well. They have added a recommendation from Mr. Robert Griego, the CFO: Management Discussion and Analysis, which explains what the hundreds of indexes and the budget complexity actually mean. Right now our budget is flat, and there are no new additions or cuts. We will not be raising tuition and fees, and we expect flat enrollments. We will also not ask to raise taxes on mileage. We will not be using reserves for operations and I&G; the current plan is to use them only for five-year building plans. In other words, Dr. Malm concluded, we are much better off than last year.

There is a new shared governance body, the Staff Senate, and he will make the same presentation to them. The by-laws have come through legal in Albuquerque, and the CEO will report to them as well on a regular basis.

Dr.



On the current-day enrollment numbers, the count is slightly different, since 12-week and eight-week courses have their own census dates. We are on day 25 of the semester. So we are now at 2100 for headcount. From day 25 of last spring, this represents an 8% increase in enrollment and a 4.5% increase in credit hours.

Director McMahon moved on to discuss the awards given in the fall, to say that data for 2015

**DISCUSSION ITEM****ARTS & SCIENCES  
REORGANIZATION****DR. BRUCE GJELTEMA &  
DR. TRACY LASSITER**

Mr. Kee, current interim chair of the Arts & Sciences Division, asked Dr. Gjeltema and Dr. Lassiter to be on an Arts & Sciences ad hoc committee set up to look into reorganization. The committee also included Dr. John Burke and Dr. Kamala Sharma. Part of the impetus behind reorganization is to create a more equitable workload for the division chair, who currently has the largest workload among the divisions; they have to supervise more than half the full-time faculty at UNM-Gallup as well as many visiting faculty and adjunct members. The reorganization would be more equitable both with the other divisions sizes and with the workload of division chairs at other branch campuses.

As for the process of reorganization itself, Dr. Gjeltema and Dr. Lassiter explained that the Social Sciences faculty have chosen to stay with Humanities rather than with Math and Science. As a branch according to the handbook, are curriculum approval and division organization. We started working on the reorganization last spring because the administration had already done it in the past without faculty input. We had separate Applied Technology and Workforce Development divisions before the administration organized it so that these two groups were combined. Following the Faculty Handbook will allow us to organize the Arts & Sciences division more effectively and to realign the duties of the chairs with main campus and the Taos, Los Alamos, and Valencia branches.

Dr. Gjeltema and Dr. Lassiter then listed the original organization recommendations, which had input from Business & Applied Technology faculty. These recommendations are to divide the Arts and Sciences into two divisions, roughly focused on the two subject areas, and to change the meaning of the chair position so that we are more in sync with the other branch campuses.

As well as the other advantages, this may let us save some money from the compensations for chairs. The separate divisions would also offer more opportunities for faculty leadership, as there can now be new chairs and possibly assistant chairs. The vote, held among the Arts & Sciences faculty in September, was unanimous, and the recommendation was submitted to the Dean of Instruction. However, the Dean recently approached the Ops Committee and asked the Faculty Assembly to decide on a recommendation instead. Therefore, Arts & Sciences is asking for the support of the other divisions. While the vote to divide has been held, this does not preclude the other groups from offering input. The Assembly will hold their own vote on this next month.

Dr. Gjeltema and Dr. Lassiter then asked for comments from the faculty. One comment concerned the structure of Arts & Sciences, and how, since the recommendation affects the structure, that falls into the purview of the Assembly.

Another faculty member asked whether the present compensation for the chairs would stay the same or would be downgraded for the current chairs? However, as the ensuing discussion said, the Handbook says that this is an opportunity to redefine and reorganize and it is hard to do things outside that process. We can make recommendations but they may not affect the ultimate outcome for the chair paygrades.

One member stated that the past reorganization Dr. Gjeltema and Dr. Lassiter had alluded to was hard on Workforce Development. They did not receive support from the Assembly or other divisions, and the reorganization happened outside the say-so of Business & Applied Technology faculty. Partially as a result of this, as well as a perceived lack of say by the Business & Applied Technology faculty in campus-wide offices or becoming Senate representatives to Albuquerque, the faculty member felt that the Arts & Sciences division should have raised their desire to reorganize with other divisions. He also felt that Business & Applied Technology has not received support from other divisions in the matter of salary

raises and promotion, despite having the most graduating students each year.

Dr. Lassiter detailed some of the support she had given to Business & Applied Technology faculty in the matter of program reviews and promotions, and objected to the contention of no support from Arts & Sciences. Asked whether they would have wanted to be on the ad hoc committee that decided on the division split, the Business & Applied Technology faculty member agreed that they would. Dr. Gjeltema then discussed his perception that the process is not ideal. While the divisions can initiate reorganization and the Assembly can make recommendations, the Dean of Instruction is the one who has to make some of the final decisions. The division reorganization that happened to Business & Applied Technology was decided on without faculty input.

The Business & Applied Technology member said that the Dean should have asked the faculty affected by the past reorganization what they wanted. The discussion moved on to a process of how to handle such issues in the future. One Assembly member suggested that other divisions could give their input to the Operations Committee to handle.

Discussion then ensued of how divisions should speak to each other when making decisions and where the boundaries lie of what is appropriate feedback. Some were disappointed that other divisions, in their view, had not been more supportive of the new workforce chair.

The next topic to arise was how the reorganization would leave us comparing to other branch institutions. The answer was that we would have a more even distribution of faculty, which is something that other branch campuses already have. As to whether other campuses would have the same Arts & Letters vs. Math & Science division, Dr. Gjeltema and Dr. Lassiter replied that this was not so much a trend as a conversation that had occurred before. The changes would also more closely align our chairs with other branch campus chairs as far as teaching load and compensation. Our chairs currently have more work and













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