

Faculty Senate Policy Committee

Meeting Minutes

April 6, 2016

3:30 p.m. to 5:00 p.m.

Members Present: Martha Muller (Co-Chair), Kimberly Gauderman (Co-Chair), Barbara Hannan, Marsha Baum, Leslie Oakes, Jamal Martin, and Lee Brown

Ex-Officio: John Trotter, HSC Vice Chancellor Emeritus, and Kimberly Bell, Deputy University Counsel, University Counsel Office

Members Absent: Melinda Tinkle

Ex-Officio Absent: Carol Parker, Senior Associate Provost, Office of the Provost & EVP for Academic Affairs, Vivian Valencia, University Secretary Emerita, Office of the Secretary, and Leslie Morrison, HSC Vice Chancellor

Staff Present: Candyce Torres, Office of the Secretary, Administrative Coordinator
Carol Stephens, Office of the Secretary, Professional Consultant

Guest Present:

Meeting began at 3:30pm

- 1.** The regular meeting of the Faculty Senate (FS) Policy Committee was called to order at 3:30PM on Wednesday April 6, 2016 in Scholes Hall, Room 101 by Co-Chairs, Kimberly Gauderman and Martha Muller.
- 2. Approval of Agenda.** Approved unanimously
- 3. Approval of Minutes.** Approved unanimously
- 4. Updates**

C09 “Respectful Campus” Taskforce Update. The task force is working diligently. The biggest challenge is there are a number of fully committed people so scheduling has been

difficult. There is a lot of work to be done by the end of the semester. This policy impacts faculty, staff, student staff and there's different administrative functions depending on the situation. A lot of discussion on the definition of bullying has occurred in the sense that it should be repetitive in nature. The task force is focused on two themes: how to make the policy clear, and that the procedures be well defined/applied. In addition, there are concerns about free speech and how to make it work in that arena. The task force meets frequently. The committee is near completion with the edits to the policy section and will move on to **Procedures**.

C07 Faculty Disciplinary Policy Update. AF&T is continuing to work on this policy. At this point AF&T is meeting with administrators, and trying to get input on what their possible avenues might be and what administrators think of the input. Marsha Baum met with Johnathon Bolton and John Trotter and she is also going to be meeting with Amy Wohlert this week and possibly Carol Parker. AF&T struggled for many months around this policy about whether it should be at the level of the Ethics and Advisory Committee or AF&T. The process is that if there is anything below suspension without pay it goes through the administrative chain. The peer hearing setup in C07 is triggered by the suspension without pay. The peer hearing procedure needs to have a due process system in place that mirrors the process outlined in section B of the Faculty Handbook for termination of a tenured faculty member. In terms of process, AF&T is concerned about the due process piece for suspension without pay because it's taking property away from faculty. The goal is to have this completed by the end of the spring semester. The process for the hearing needs to be in place as soon as possible and the body that hears it can be decided at a later time. AF&T will be sending this policy back to the Faculty Senate Policy Committee for consideration after they have finalized it. John Trotter recommended another alternative which is taking this issue to the Faculty Senate President to form a committee and follow this defined process. John Trotter indicated it wouldn't have to be a Standing Committee but rather an appointment of people that can follow the procedural rules.

Update on meeting with Director of UNM Policy Office. Co-Chairs Martha Muller and Kimberly Gauderman met with Pamina Deutsch and learned that the Whistleblower policy is still on the docket. Pamina was concerned that within the policy itself there could be problems with conflicts of interest. Martha Muller and Kimberly Gauderman encouraged her to consult faculty committees' in order to appoint faculty representatives for that particular policy. Pamina assured them that she would consult with them about which faculty would represent that particular policy. That will likely occur in the fall of 2016. The Campus Violence policy was also addressed. Students want to be able to bring pepper spray and stun guns on campus. The existing policy does not actually prohibit either of those items. This policy is also going to be reviewed and there will be faculty representation. This policy has been moved to fall semester for review. The Sexual Violence policy is on hold until receipt of the Department of Justice response. Various definitions for minors on campus and background checks are other policies up for review. Finally, there is a Regents Manual overhaul.

C60 "Visiting Scholars"; C220 "Holidays"; C225 "Professional Development"; C260 "Religious Accommodations" out for campus comment. Only one comment was received regarding Faculty Handbook policy C260:

"There needs to be clarification on what will count as a religious holiday. Will faculty be expected only to give accommodations for religious holidays that are specified in the annual

notification given out by the Provost? How will we know if a religious holiday is truly being observed if it is not in the annual notification? Does a funeral or wedding count as a religious holiday? Travel to a country that has religious history? I know of at least one example where a student attempted to convince one of my colleagues that a summer vacation was actually a religious holiday. This is probably rare, but a clearer definition would go a long way towards alleviating misunderstanding.”

Action- A motion was made by a committee member and seconded that there does not need to be clarification on what constitutes a religious holiday. The motion passed unanimously. This policy will move forward to the Faculty Senate on April 26, 2016 for approval if no other faculty comments are received.

Action-Fix second sentence under **Procedures** by adding the word “*members*” and adding “s” to chairs and “directors” after faculty:

“Faculty *members* should work with their department chairs or directors to coordinate their schedules with their religious observances.”

Action-The above sentence will also be repeated in the C220 Holiday policy.

A53 “Development and Approval of Faculty Policies”. Co-Chair Kimberly Gauderman went to the Operations Committee to address this policy. Operations has decided that they would like to review Standards. Kimberly Gauderman explained how this would be cumbersome to achieve. The goal is to make the administrative procedures transparent while maintaining oversight through the Policy Committee. The intent for Standards are to be created by the administrative office responsible for executing that process. The responsibility to update the document would be retained by that office so that the administration can update the document as needed. The Standard document does not carry the weight of an actual policy.

Action-The Policy Committee motioned to rescind the approval of this policy and will discuss it at a later date.

Next Meeting: May 4, 2016 3:30PM-5:00PM

Adjourn: 5:00pm