

C20: Employment of UNM Graduates

Approved By: Faculty

Effective Date: **Draft 9/12/17**

Responsible Faculty Committee: Policy Committee

Office Responsible for Administration: Office of Faculty Affairs and Services or Vice Chancellor for Academic Affairs.

Legend for highlights: Text from current policy shown in **black**; recommended changes to address current practice are shown in red, underlined. Recommendations from 9/6/17 Policy Committee shown in purple.

Revisions to the Policy Rationale, Policy Statement, and Applicability sections of this document must be approved by the full Faculty Senate

POLICY RATIONALE

The University of New Mexico (UNM) recognizes that it is important that UNM's faculty composition reflect wide-ranging viewpoints relevant to the missions of creation and dissemination of knowledge. Therefore, it is UNM's general policy that ~~no person~~ an individual who has received a terminal degree from UNM will not be hired as a ~~regular~~ member of the faculty in a position which may lead to permanent tenure, except if the hiring would greatly enhance UNM's academic, research, and public service mission. This Policy provides examples of instances that may qualify for this exception and the procedures for approval.

POLICY STATEMENT

At the discretion of the Provost/~~Vice President for Academic Affairs~~ or the Chancellor ~~Vice President for Health Sciences for Health Sciences faculty~~, an exception may be made to the general policy when the hiring would enhance UNM's mission. All hiring for positions which may lead to permanent tenure ~~tenure-track positions~~ based on one of these exceptions must be approved in advance, in writing by the Provost or the Chancellor. Below are examples of instances when an exception might be granted.

Post Terminal Degree Experience:

~~unless~~ Subsequent to the last degree at UNM, the individual ~~he or she~~ has taken at least one academic year of advanced work at another reputable institution or has established himself or herself professionally elsewhere. Such work or professional experience must be in his or her teaching field.

Pre Terminal Degree Experience

A person who has taken a master's degree, its equivalent, or pursued other substantial graduate work at another reputable institution before receiving a more advanced degree at UNM.

Shortage of Qualified Individuals

A highly qualified UNM graduate in a field where there is an acute shortage of qualified individuals.

New Mexico Minority Doctoral Assistance Loan for Service Program

UNM has a commitment to hire participants in the New Mexico Minority Doctoral Assistance Loan for Service Program who complete their doctoral degree at UNM for positions which may lead to permanent tenure.

~~In case of the above or any other exceptions to the general policy, it is recommended that the Provost/Vice President for Academic Affairs consult with the Academic Freedom and Tenure Committee before taking action.~~ **NOTE: Deletion of this sentence was requested, and approved by AF&T.**

APPLICABILITY

All UNM faculty including the Health Sciences and branch campuses.

DEFINITIONS

No specific definitions are required for the Policy Statement.

Revisions to the remaining sections of this document may be amended with the approval of the Faculty Senate Policy and Operations Committee in consultation with the responsible Faculty Senate Committee listed in Policy Heading.

WHO SHOULD READ THIS POLICY

- Faculty
- Department Chairs, academic deans and other academic administrators and executives.

RELATED DOCUMENTS

UNM Regents Policy Manual Policy 5.3 "Employment of UNM Graduates"
Faculty Handbook

Policy A53.1 "Policies Applicable to Faculty"
Section B "Academic Freedom and Tenure"

CONTACTS

[Direct any questions about this policy to the Office of Faculty Affairs and Services or Vice Chancellor for Academic Affairs.](#)

PROCEDURES

[The request for approval for hiring an individual who has received a terminal degree from UNM as a member of the faculty for a position which may lead to permanent tenure must be submitted to the Provost or Chancellor. The request must include an explanation of how the individual qualifies for the exception and how the hiring is in UNM's best interest.](#)

DRAFT HISTORY

[September 12, 2007 – Revised draft includes recommendations approved by the Faculty Senate Policy Committee on 9/6/17.](#)

February 11, 2017—Revised draft includes recommendations approved by the Faculty Senate Policy Committee on 2/8/17.

February 7, 2017—Revised draft prepared to begin discussions on how the Policy can be rewritten to address current practices of hiring UNM graduate.

HISTORY

Approved by Faculty on March 12, 1951

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