

Faculty Senate Policy Committee
Meeting Notes
April 6, 2022
3pm – 4:30pm
Zoom Meeting

Members Present: Karen Armitage; Lee Brown (co-chair); Robert Christenson; Matthew Hofer; Monika Nitsche; Jacob Ormsby; Karen Patterson (co-chair); Min Young Ro

Ex-Officio Present: Amy Levi, Vice President for Academic Affairs, HSC; Nancy Middlebrook, University Secretary; Barbara Rodriguez, Senior Vice Provost for Academic Affairs; Vivian Valencia, University Secretary Emerita

Staff Present: Carol Stephens, Professional Consultant, Office of the University Secretary; Caitlin Wells, Operations Specialist, Office of the University Secretary

Quorum achieved at 3:01pm and Lee Brown called the meeting to order.

1. Approvals

Agenda and minutes from previous meeting were approved by Committee members.

2. Updates

C07 “Faculty Misconduct and Progressive Discipline Policy”

Policy C07 was approved by the Board of Regents at the March 22, 2022. The wording added to the applicability section (“If there is no formal appeals process...”) should protect HSC faculty who are working at UNM Hospital and associated clinics by providing them with an appeal process if they do not already have access to one. Lee Brown asked if the Committee should identify policies without an appeals process, or let clinical faculty know that this policy has gone into effect. It was decided to refer these questions to HSC Council and the HSC Council Policy Committee, who will work on developing recommendations.

Policy A52.1.1 “Faculty Misconduct Review Committee” (FMRC) went into effect with the approval of C07. This policy outlines the composition and charge of the committee, and then C07 specifies the situations in which a faculty member could request a peer hearing with the committee. The FMRC is a standing subcommittee of the Academic Freedom and Tenure Committee.

3. Discussion/Action Items

C70 “Confidentiality of Faculty Records”

The Committee reviewed the comments received during the campus comment period, and none required any alterations to the policy. The Committee voted to approve the policy and to send it on to the Faculty Senate Operations Committee, along with a memo outlining the process and specifying that the Office of the University Counsel has been informed of the policy and given the opportunity to comment. After the policy is approved by Faculty Senate, it will go to the Board of Regents for approval.

C150 “Political Activities of UNM Faculty” and C240 “Leave of Absence Incident to Political Activity”

The Committee reviewed one comment requesting a change to the rationale of Policy C150 to clarify that UNM can recognize but not “approve” freedom of speech. The Committee voted to approve the policy with that change, and to approve the deletion of C240 from the Faculty Handbook (as the entire wording of C240 is contained within C150). Both policies will go to a full faculty vote, and then to the Board of Regents for approval.

F100 “Branch Campus Teaching Load”

The Committee reviewed the memo draft written by Carol Stephens, which specifies that F100 does not apply to faculty members who are covered by a collective bargaining agreement (CBA). UA-UNM had requested that the policy be removed from the Faculty Handbook, but after Lee and Karen attended a Branch Community Colleges Council meeting, it was decided to instead propose a revision to the policy to specify the precedence of the CBAs over the Faculty Handbook. The Committee decided to change the memo language to more closely mirror the language in the revised F100 and voted to send the memo to the deans of instruction at the branch campuses, as well as the BCCC and to other relevant parties.

They voted to approve the policy and to send it to Operations Committee to approve for it to go out for campus comment. The comment period is 30 days and will run into the week after finals. The policy needs to be approved by a full faculty vote, which will take place in the fall. Nancy Middlebrook will let the Committee on Governance know that this vote is coming up.

The Committee will review C100 “Academic Load” and C110 “Teaching Assignments” at a future meeting. C100 was last updated in 2012 and C110 was last updated in 1978, so they may merit some review.

Copyright for Instructional Materials

Carol Stephens shared some research material as well as a summary of that material with the Committee. One of the main motivations for examining this issue was faculty concern over the ownership of the content of their online courses, as well as other scholarly or creative projects. There is currently a little information on copyright in Policy E70 “Intellectual Property Policy,” but it does not cover all the issues related to online course content.

Carol Stephens said that there are two main ways forward: the Committee could revise E70 to add copyright protections (which would also open the policy up to other changes); or the Committee could create a new copyright policy that goes into greater depth on the intellectual property rights of faculty. The Committee agreed that the latter option seemed most expedient. This new policy might need to go into Section C instead of Section E. Stephens said that she could try to craft a very rough draft policy but would like to have the assistance of the group to ensure that she is on the right track.

Karen Patterson said that the Committee had previously discussed forming a task force to work on this issue, as it would bring in a more diverse group of people with expertise on copyright issues. The Committee decided to discuss this possibility at the next meeting.

Karen Armitage asked about the specific HSC policies providing for parental leave for medical residents and students, and Amy Levi said she would send them along.

Meeting adjourned at 4:34pm.