

Faculty and Shared Governance at UNM: An Overview



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SCIENCES, 2024-2026



What this Presentation Does



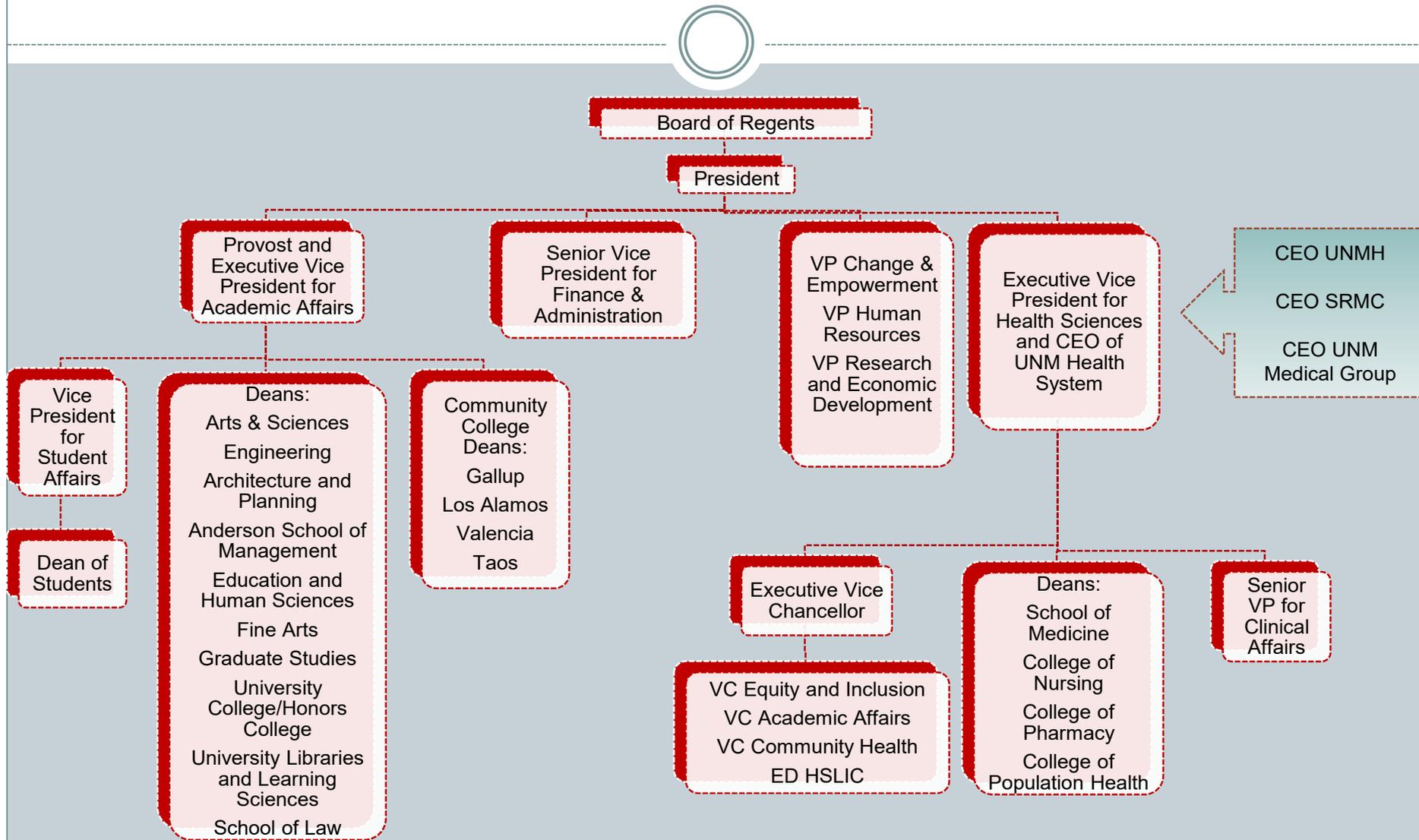
Presents Information about:

- Governance at UNM
 - Administrative
 - Faculty Governance
 - Shared Governance
- The UNM Policy Landscape
 - Jurisdiction
 - Revision

Disclaimer:

- This information reflects my experience working on Regents, Administrative, and Faculty policy as a representative of faculty governance bodies and DEI, and
- I recommend that interpretation of university authority and policy in specific cases be reviewed by the appropriate administrative units and/or elected faculty committees

Governance: Administrative Structure

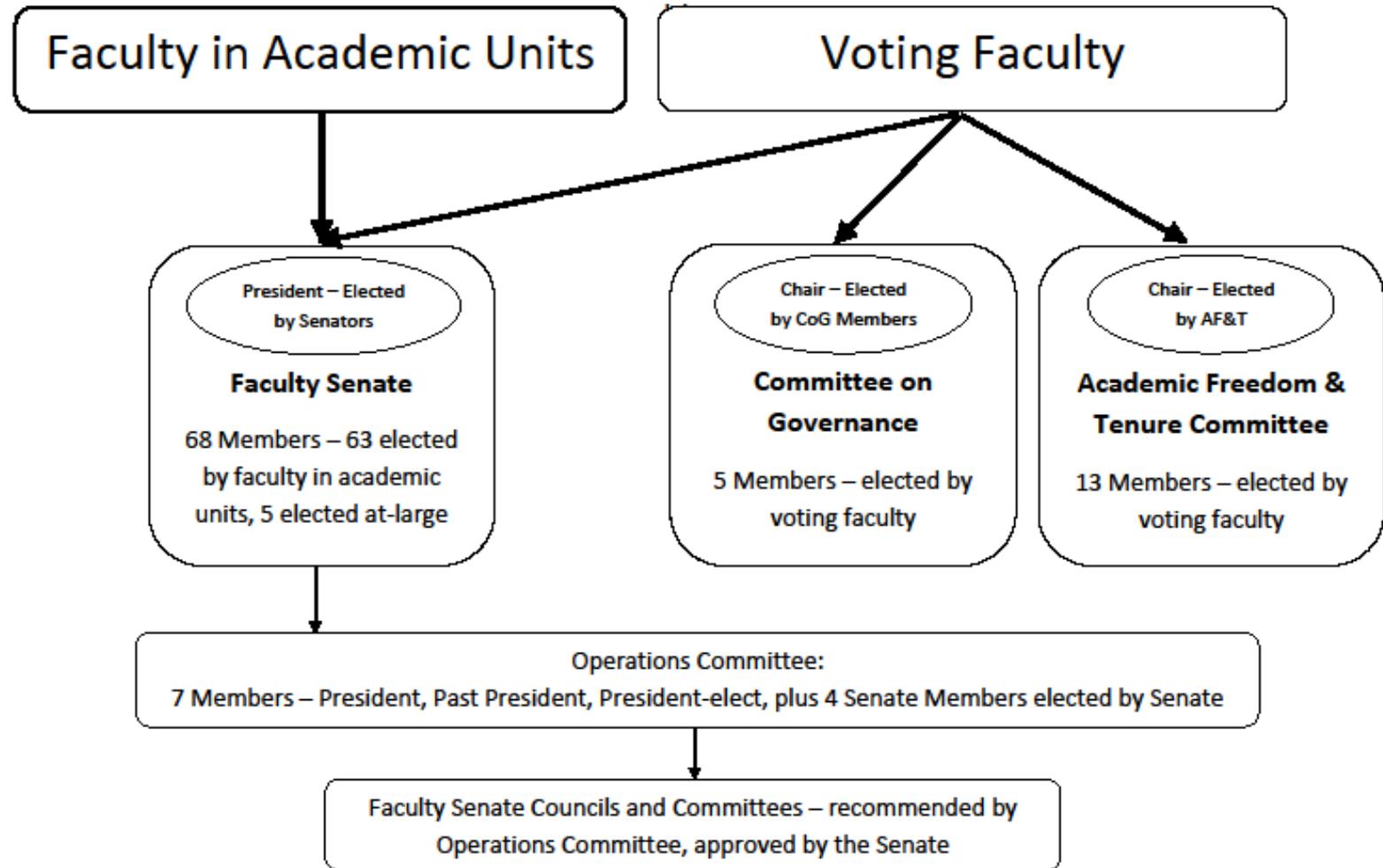


Word Cloud: Your Best Faculty Governance Experience

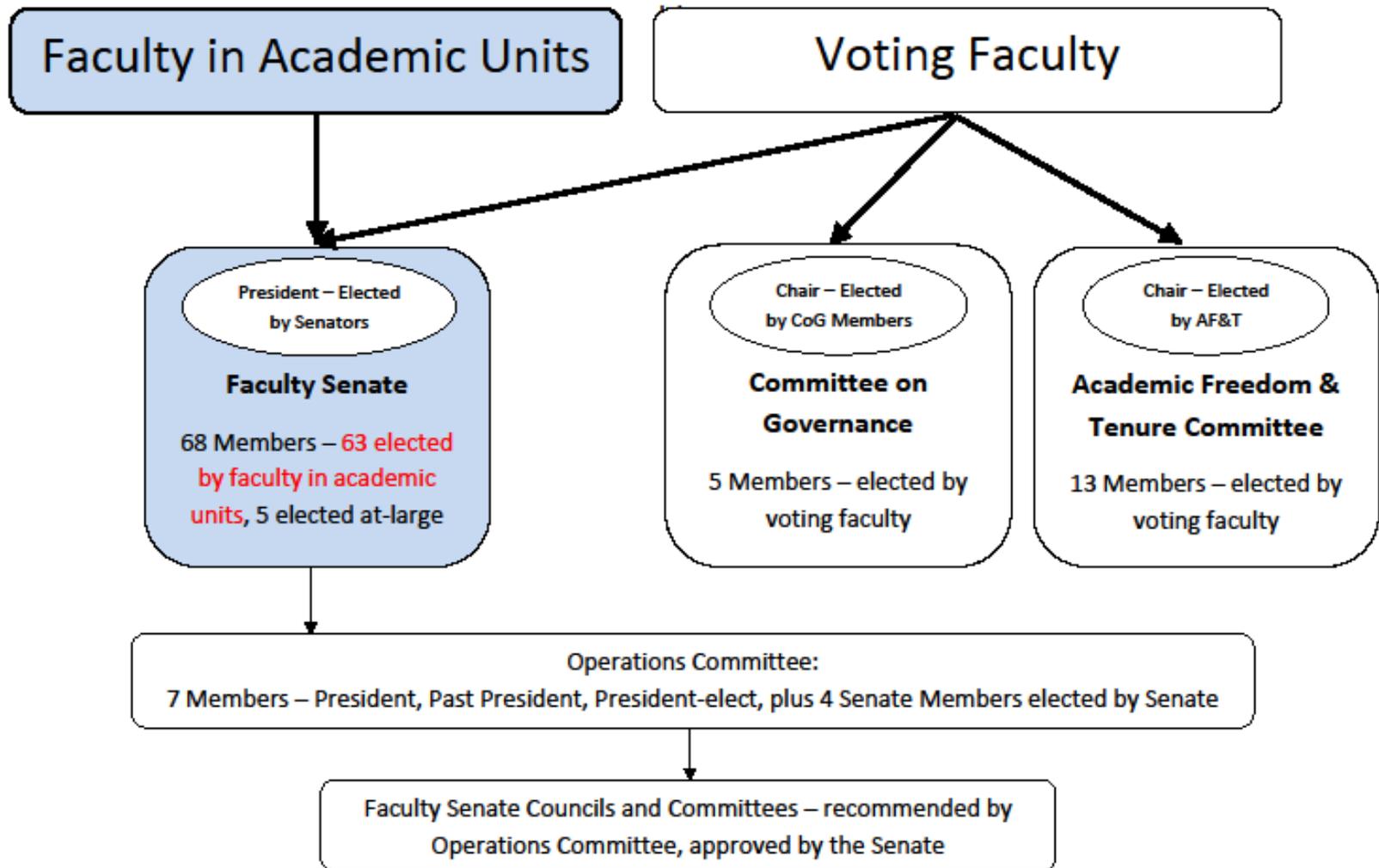


- 1) Think about your *best experience* in faculty governance, whether in the Senate or elsewhere in the university.
- 2) Enter adjectives that describe what faculty governance is at its best.

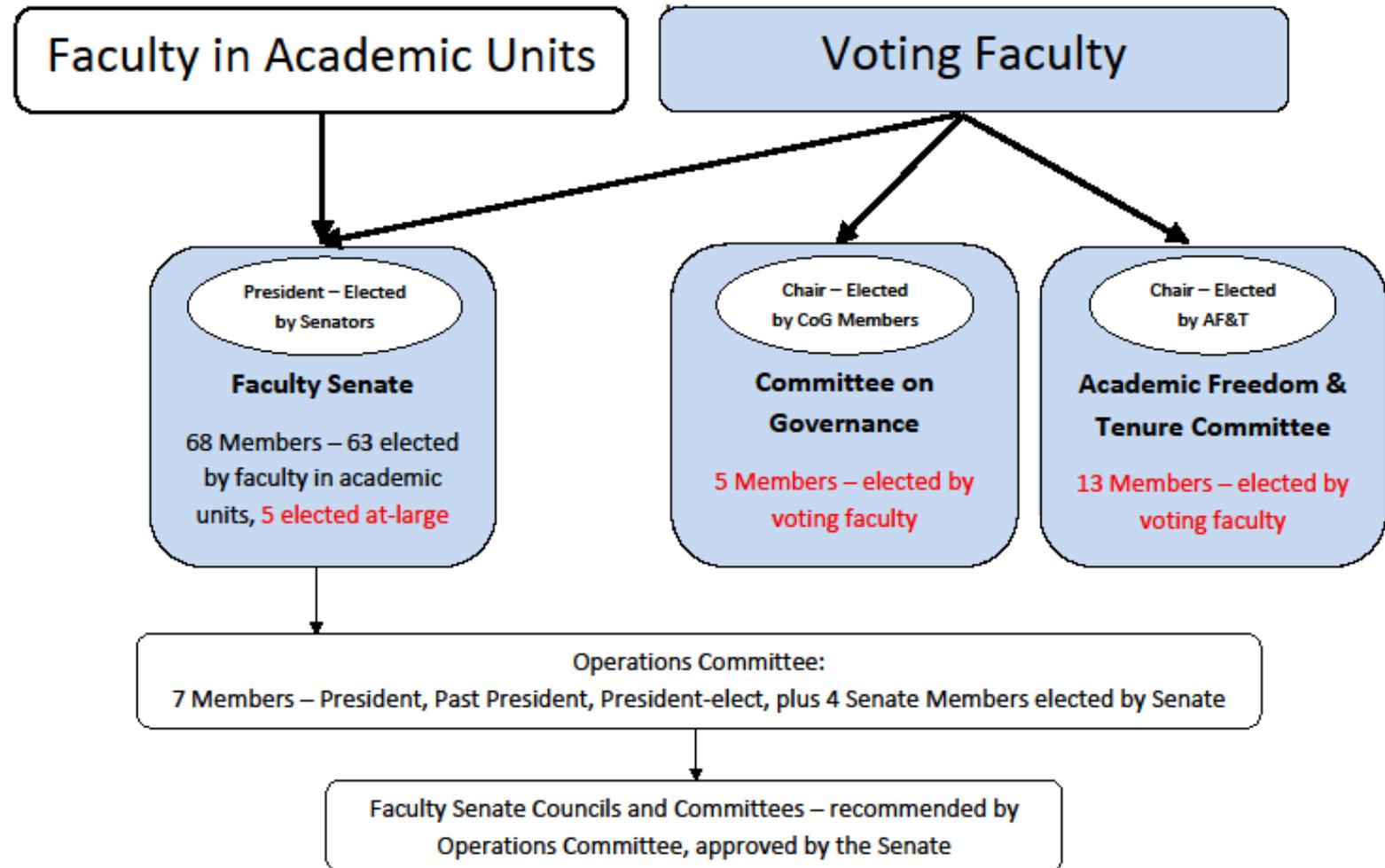
Governance: Faculty



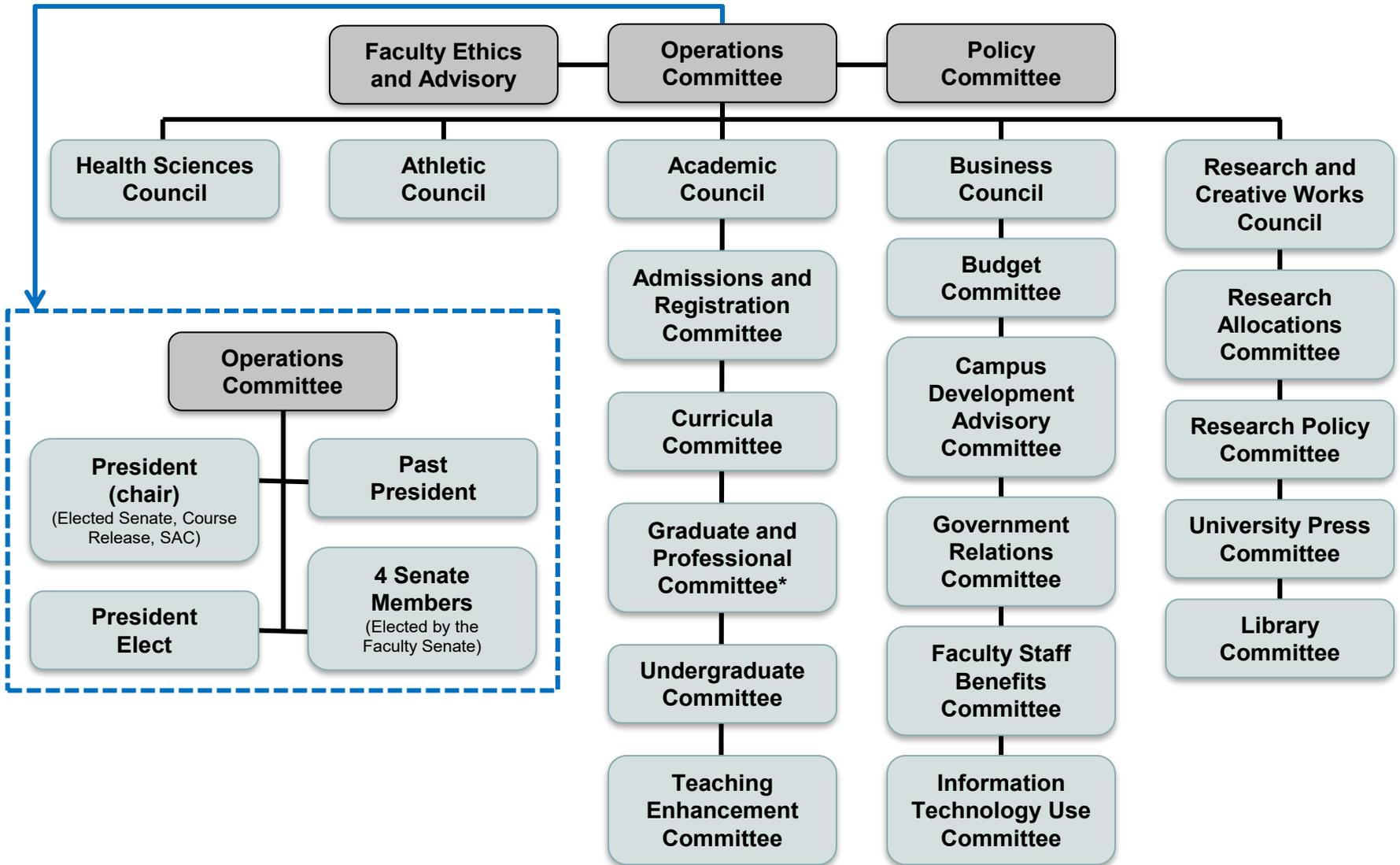
Governance – Faculty Representation



Governance – Faculty Representation



Governance – Faculty Senate





Origins:

- From Full Faculty to Faculty Senate
- The “Committee of Five”

Responsibilities:

- Elections
- Constitution
- Governance structures
- Senate
- General faculty meetings

Governance – Academic Freedom & Tenure



- **Membership:** 13 tenured faculty members, elected for 2-year terms. CONFIDENTIAL and NEUTRAL.
- **Jurisdiction:** Anyone engaged in teaching or research on UNM campus, and any complaint linked to “big three”
 - Violation of academic freedom
 - Improper consideration in which a decision on substantive issues was not based upon impartial professional academic judgment and resulted in prejudice to the faculty member
 - Procedural violations of *Faculty Handbook* policies that resulted in prejudice to the faculty member



“A good governance system is no guarantee that academic freedom will flourish. A governance system is merely a structure that allocates authority, and authority needs to be exercised if even the most appropriate allocation of it is to have its intended effects. Faculty members must be willing to participate in the decision-making processes over which a sound governance system gives them authority. As the Association’s Statement on Professional Ethics says, faculty members must “accept their share of faculty responsibilities for the governance of their institution.” If they do not, authority will drift away from them, since someone must exercise it, and if members of the faculty do not, others will.”

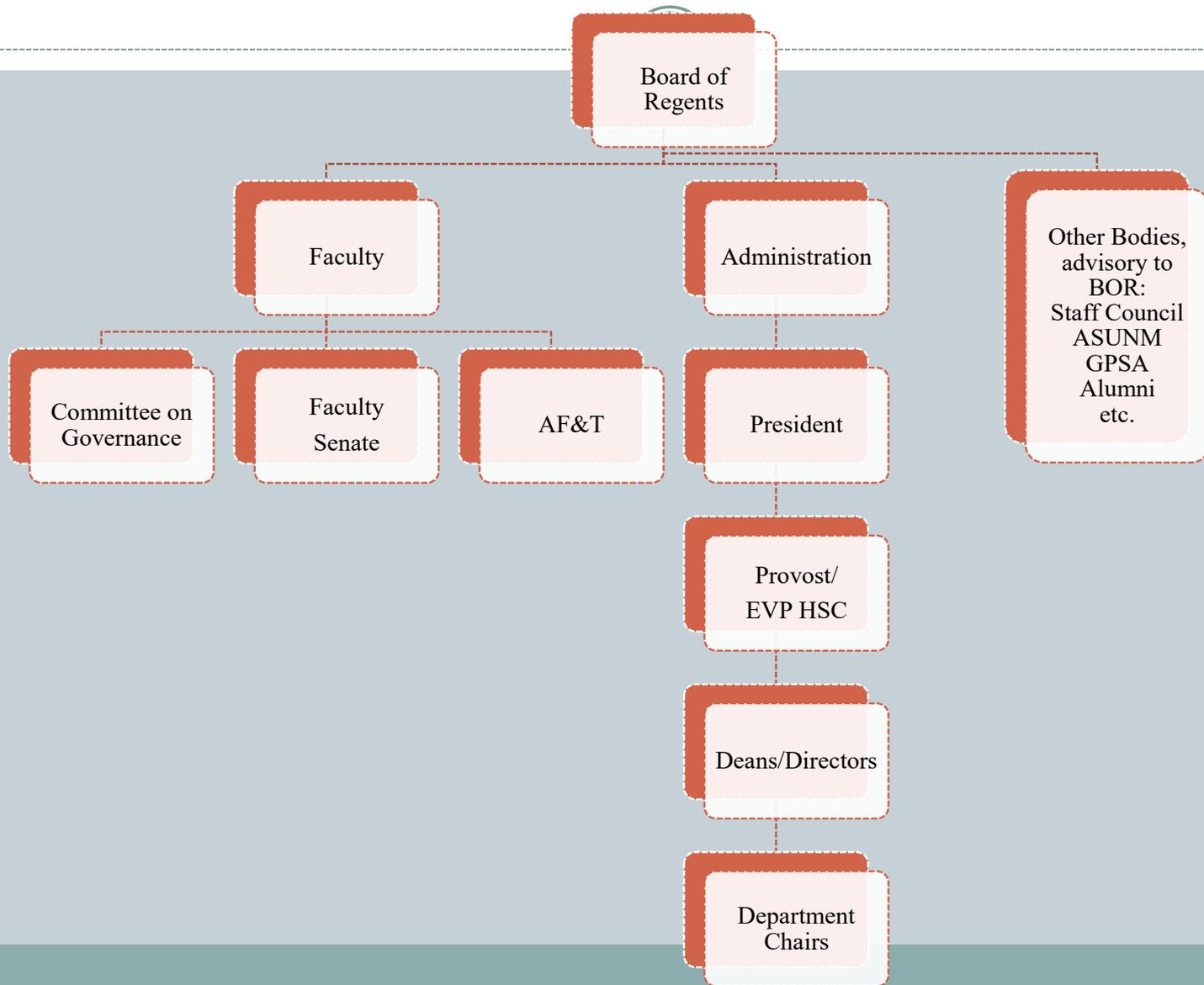
Poll: Most Important Qualities of Healthy Shared Governance



Select up to three qualities you believe are the most essential qualities of healthy shared governance.

- Mutual trust between faculty and administration
- Clear delineation of governance roles and responsibilities
- Early and meaningful faculty consultation in decision-making
- Transparency in budgeting and financial planning
- Protection of academic freedom
- Respect for faculty expertise in academic matters
- Open, two-way communication
- Accountability and follow-through on decisions
- Representative and inclusive governance structures
- Administrative responsiveness to faculty recommendations

Shared Governance – UNM Structures

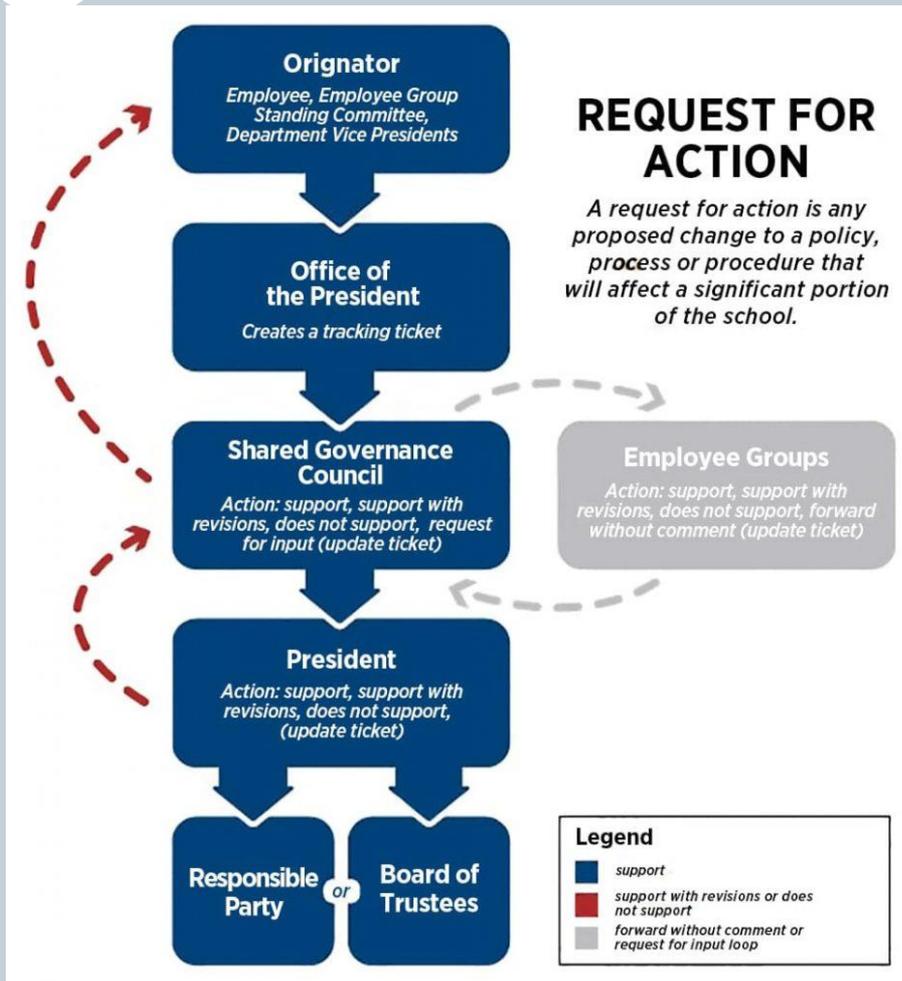


Shared Governance – Elsewhere



SUNY ALBANY

EAST CENTRAL COLLEGE
(Union, Missouri)



The Policy Landscape



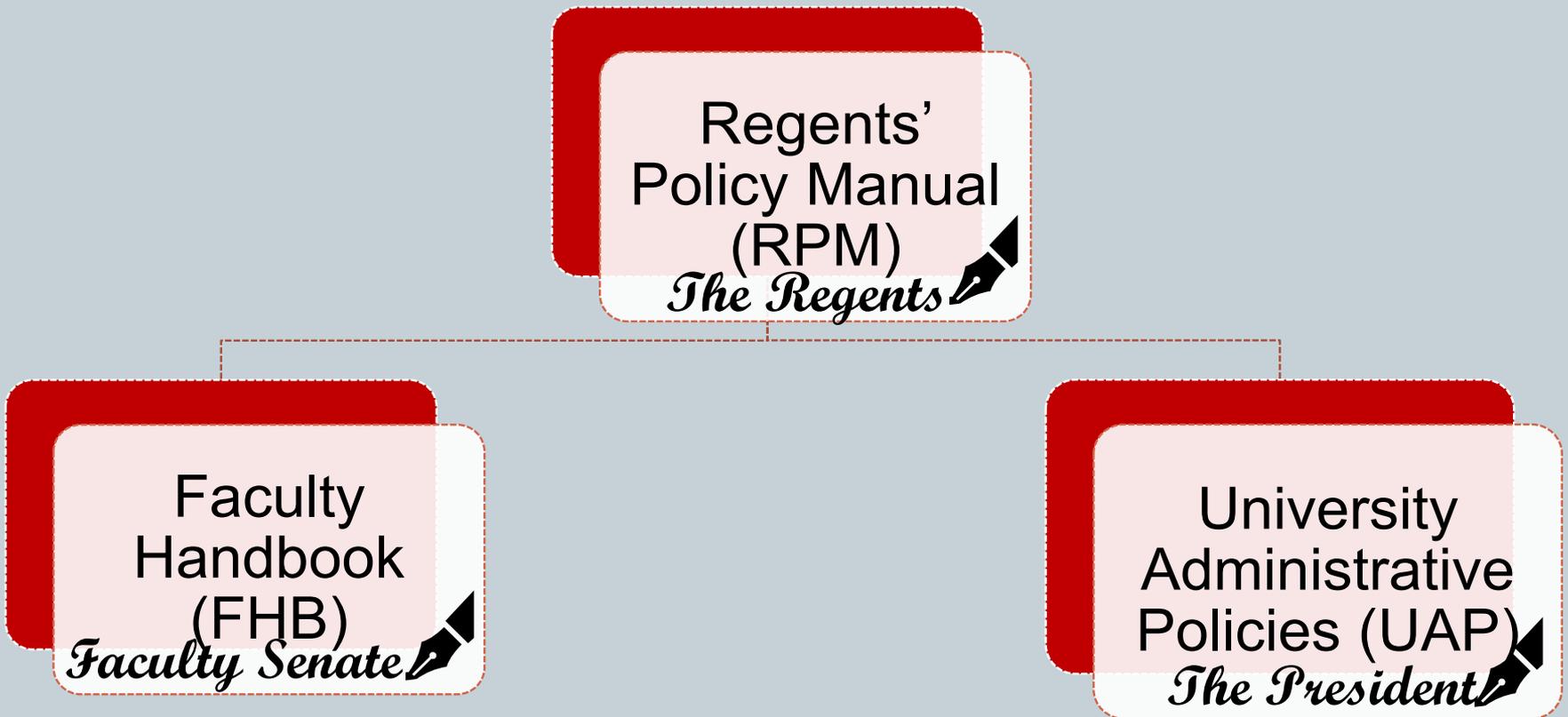
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graph TD; RPM[Regents' Policy Manual (RPM)] --- FHB[Faculty Handbook (FHB)]; RPM --- UAP[University Administrative Policies (UAP)];
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Regents'
Policy Manual
(RPM)

Faculty
Handbook
(FHB)

University
Administrative
Policies (UAP)

University Policies: Approvals



University Policies: Approvals



Regents'
Policy Manual
APP

EXCEPT:

FBH policies approved by
Voting Faculty and The Regents 
(Section B: Academic Freedom,
Faculty Constitution,
Faculty Discipline)

Faculty
Handbook

(FFTB)
Faculty Senate 

University
Administrative
Policies (UAP)
President 

Regents' Policy Manual (RPM)

Faculty Handbook (FHB)

RPM 5.1: The Faculty's Role in the University's Academic Mission (Regent approval 1996)

“The University Faculty shall have *the right of review and action* in regard to the following: Formulation of institutional aims; Creation of new colleges, schools, departments and divisions; Major curricular changes and other matters which in the opinion of the President of the University or his delegate to affect the institution as a whole; Requirements for admission and graduation and for honors and scholastic performance in general; Approval of candidates for degrees (honorary degrees and posthumous degrees); Policies of appointment, dismissal, and promotion in academic rank; Research, and General faculty welfare.”

University Policies: FHB and UAP



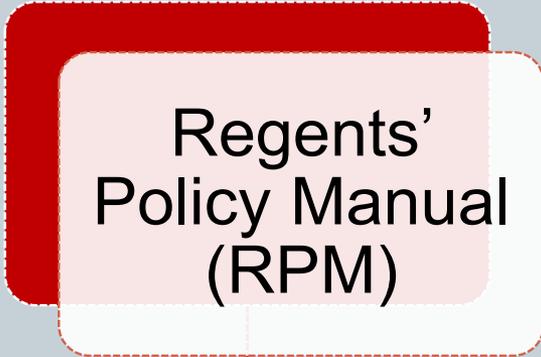
Regents'
Policy Manual
(RPM)

Faculty
Handbook
(FHB)

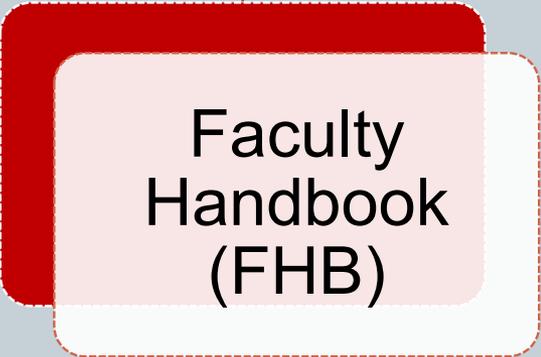
FHB A5.1.3(b): The Faculty Constitution (Faculty and Regents approval 2014-2015)
“The Faculty Handbook shall have primacy over all faculty policies and procedures.”

University
Administrative
Policies (UAP)

University Policies: FHB and UAP



Regents'
Policy Manual
(RPM)

A light pink rounded rectangle with a red drop shadow, containing the text 'Regents' Policy Manual (RPM)'. A dashed line extends downwards from the bottom center of this box.

Faculty
Handbook
(FHB)

A light pink rounded rectangle with a red drop shadow, containing the text 'Faculty Handbook (FHB)'. A dashed line from the RPM box above connects to the top center of this box.

FHB A53.1:
Policies
Applicable to
Faculty

A dark red rounded rectangle with a white drop shadow, containing the text 'FHB A53.1: Policies Applicable to Faculty'. Two large red arrows point horizontally outwards from the left and right sides of this box.

University
Administrative
Policies (UAP)

A light pink rounded rectangle with a red drop shadow, containing the text 'University Administrative Policies (UAP)'. A dashed line from the RPM box above connects to the top center of this box.

Policy versus policy



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graph TD; RPM[Regents' Policy Manual (RPM)] --- FHB[Faculty Handbook (FHB)]; RPM --- UAP[University Administrative Policies (UAP)];
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Regents'
Policy Manual
(RPM)

Faculty
Handbook
(FHB)

University
Administrative
Policies (UAP)

****UNIT-LEVEL POLICIES AND GUIDES****

Additional UNM Resources



- Regents' and Administrative Policies:
 - RPM and UAP links at: <http://policy.unm.edu/>
 - Sidney Mason-Coon, University Policy Officer (lsmason@unm.edu)
- Faculty Governance Inquiries:
 - Faculty Handbook link at: <https://handbook.unm.edu/>
 - University Secretary Nancy Middlebrook (ndm@unm.edu)
 - Faculty Governance leaders (<https://facgov.unm.edu/>):
 - ✦ Faculty Senate President: Roberta Lavin
 - ✦ Chair of Academic Freedom & Tenure Committee: Sever Bordeianu
 - ✦ Chair of Committee on Governance: Matias Fontenla

ADDITIONAL SLIDES





- Individual Complaints:
 - FHB B6.2: Matters that may be Appealed or Referred to the [AF&T] Committee
 - ✦ Violation of academic freedom
 - ✦ Improper consideration: bias
 - ✦ Procedural violation of *The Faculty Handbook*
 - FHB C09: Respectful Campus
 - ✦ Anti-bullying policy: constructive vs. destructive actions
 - ✦ Not for OEO protected class grievances
 - ✦ Administrative grievance process: report to offender's supervisor
- Faculty Governance Concerns:
 - Faculty Constitution – Committee on Governance
 - Specific FHB policies – Faculty Senate Policy Committee or (for Section B) Academic Freedom & Tenure
 - “General Faculty Welfare” – Faculty Senate and relevant committees

Revising University Policies



Faculty Handbook: A53: Development and Approval of Faculty Policies

- Anyone may propose new or revised faculty policies to Faculty Senate Policy Committee (FSPC)
- FSPC sends new/revised policies out for 30-day campus comment, after which proposed changes may be revised by FSPC
- FS Operations Committee puts FSPC proposals to vote in the Senate, after which changes published in FHB

NB: Certain FHB policies must be revised by AF&T and/or approved by vote of Voting Faculty and the Board of Regents.

Administrative Policies: Formal protocols currently under development

- Requests for new and revised policies are submitted to the UNM Policy Office, for evaluation by the Policy Review Committee
- Policy changes may be developed by the Policy Office and/or ad hoc task forces
- New and revised policies are circulated to key stakeholders for comment: administrative leaders, university counsel, faculty and staff governance leaders, affected constituencies
- Changes are signed by the President and published in UAP

UNIT-LEVEL POLICIES AND GUIDES

For example: *The Pathfinder*, Provost P&T Guidelines, College bylaws, and policies listed in the HSC Policy Portal.

- 1) Must be consistent with the Policies contained in the three university policy manuals (RPM, UAP, FHB)
- 2) Must be approved according to administrative procedures established by unit or a vote of faculty* in unit

*Faculty who may vote to create or modify unit-level policies includes Voting Faculty in unit, and other faculty as approved by vote of the Voting Faculty (except FHB policies on tenure and promotion, which regulate specific votes)