

Faculty Senate Meeting Agenda

February 23, 2010

3:00 P.M.

Lobo Room (3037), Student Union Building

The University of New Mexico

AGENDA TOPICS

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|------|--|--|
| 3:00 | 1. Approval of Agenda | Action |
| | 2. Acceptance of the January 26, 2010 Summarized Minutes | Action |
| 3:05 | 3. Faculty Senate President's Report | Information
Doug Fields |
| 3:15 | 4. Provost's Report | Information
Richard Holder |
| 3:25 | 5. Faculty Senate Curricula Committee Report | Information
Kathleen Keating |
| 3:35 | 6. Faculty Senate University Press Committee Report | Information
Bruce Huckell |
| | 7. Revised University Press Committee Charge | Action |
| 3:45 | 8. Faculty and Staff Benefits Committee Report | Information
Sally Fortner |
| | 9. Revised Faculty and Staff Benefits Committee Charge | Action |

CONSENT AGENDA TOPICS

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|------|--|------------------------------|
| 3:55 | 10. Forms C from the Curricula Committee | Action
Doug Fields |
|------|--|------------------------------|

[New Entrepreneurship Concentration in BBA, Anderson School of Management](#)
[Revision of Major in BSEd of Physical Education, College of Education](#)
[Revision of Major in B.S. of Computer Engineering, School of Engineering](#)
[Revision of Major in B.S. of Electrical Engineering, School of Engineering](#)
[Revision of Major in B.S. of Exercise Science, College of Education](#)
[Revision of Minor in Military Studies \(Army Option\), University College](#)
[Revision of Information Assurance Concentration in MBA, Anderson School of Management](#)
[Revision of MIS Concentration in MBA, Anderson School of Management](#)
[Revision of Post-Masters Info Assurance Concentration Certificate, Anderson School of Management](#)
[Revision of Post-Masters MIS Concentration Certificate, Anderson School of Management](#)
[Revision of Master's Degree in Community and regional Planning, School of Architecture and Planning](#)
[Name Change of Ethnology Concentration in B.S. of Anthropology, College of Arts and Sciences](#)
[Revision of Major in B.S. of Astrophysics, College of Arts and Sciences](#)

[Revision of Major in B.A. of Physics and Astronomy, College of Arts and Sciences](#)
[Revision of B.S. in Mechanical Engineering, School of Engineering](#)
[Revision of Minor in Astrophysics, College of Arts and Sciences](#)
[Revision of Major in B.S. of Mechanical Engineering, School of Engineering](#)
[Revision of Minor in Physics, College of Arts and Sciences](#)
[Revision of Major in Portuguese, College of Arts and Sciences](#)
[Revision of Major in B.A. of Portuguese, College of Arts and Sciences](#)
[Revision of Minor in Portuguese, College of Arts and Sciences](#)
[Revision of BSN, Basic Entry and Second Degree Option, College of Nursing](#)

AGENDA TOPICS

4:00	11. Posthumous Degree for Ashley Forsythe	Action Laura Crossey
4:10	12. Request for Faculty Senate Support of Library Funding Proposal	Action Steven Harris
4:20	13. Effort Certification	Action Dan Barkley and Doug Fields
4:30	14. Faculty Senate Restructure Pilot Project	Discussion
4:45	15. Student Veterans	Action Richard Wood
4:50	16. New Business and Open Discussion	
5:00	17. Adjournment	

NOTES:

1. All faculty are invited to attend Faculty Senate meetings.
2. Full agenda packets are available at <http://www.unm.edu/~facsen/>
3. All information pertaining to the Faculty Senate can be found at <http://www.unm.edu/~facsen/>
4. Questions should be directed to the Office of the Secretary, Scholes 103, 277-4664
5. Information found in agenda packets is in draft form only and may not be used for quotes or dissemination of information until approved by the Faculty Senate.

FACULTY SENATE SUMMARIZED MINUTES

2009-2010 Faculty Senate

January 26, 2010

(DRAFT-AWAITING APPROVAL AT THE February 23, 2010 FACULTY SENATE MEETING)

The Faculty Senate meeting for January 26 was called to order at 3:05 p.m. in the Lobo Room of the Student Union Building. Senate President Douglas Fields presided.

1. ATTENDANCE

Guests Present: Director Duane Arruti (Information Technology), Associate Director Mark Childs (Architecture and Planning), Professor Geraldine Forbes (Architecture and Planning), Associate Professor Liz Hutchison (History), Transfer Manager Merle Kennedy (Admissions), Associate Professor Alex Lubin (American Studies), Provost Suzanne Ortega, and Professor Virginia Shipman (Education),

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR NOVEMBER 24, 2009 MEETING

The minutes were approved with as written.

4. APPROVAL OF CORRECTED MINUTES FOR APRIL 28, 2009 MEETING

The minutes were approved with as corrected.

5. FACULTY SENATE PRESIDENT'S REPORT

Faculty Senate President Douglas Fields presented the following PowerPoint report:

Summary

- Wherever possible, we are working with the administration and Regents, to bring about positive change at UNM.
- When necessary, we will argue against policies and procedures that we believe weaken the university.

Faculty Requested ~~Audit~~-Special Procedure

- Agreed-Upon Procedures have been agreed upon.
- Many thanks to:
 - Craig White and Leslie Oakes at ASM for their advice.
 - Ava Lovell for her forthrightness
 - Regent’s Audit Committee (Gallegos, Abeita, Koch) for their openness.
 - AAUP and the 200+ faculty who signed a petition to keep the process under the watch of faculty senate.
- Expecting ~April release of report.
- Need legal advice on Confidentiality agreement.

Faculty Requested Special Procedure

- Obtain revenue and expenditure budget to actual comparison reports by Unit (“Unit Reports”) for all instruction and general (“I&G”) funds by the following categories: 1) instructional; 2) academic support; 3) student services; 4) institutional support; and 5) physical plant for fiscal years 2005 through 2009 and perform the following:
 - Verify the mathematical accuracy of the Unit Reports
 - Agree the Unit Reports in total to the respective budget reports submitted to the State of New Mexico
 - Agree the Unit Reports in total to the Instruction and General Budget Comparison Reports (Unrestricted and Restricted) included in the audited financial statements for each respective fiscal year.
 - Prepare a schedule documenting all I&G revenues and expenditures not included in categories 1 through 5 above.
 - Include the Unit Reports in the final agreed upon procedures report.
- Obtain reports of all amounts transferred into the contingency fund (such transfers are herein referred to as “Harvested Funds”) for fiscal years 2005 through 2009 and perform the following:
 - Verify the mathematical accuracy of the reports.
 - Verify Harvested Funds were approved by the Board of Regents (“Regents”) in accordance with University Business Policy (“UBP”) 7000.
 - Agree the actual transfers of Harvested Funds to the Regent approved schedule of funds to be harvested.
 - Determine the journal entries prepared to transfer Harvested Funds into the contingency fund were properly approved in accordance with University approval thresholds.
- Obtain reports of all amounts transferred out of the contingency fund for fiscal years 2005 through 2009 and perform the following:
 - Verify the mathematical accuracy of the reports
 - Verify the journal entries transferring amounts out of the contingency fund were properly approved in accordance with University approval thresholds.
 - Document the stated purpose, as noted in the corresponding journal entry, for all transfers out of the contingency fund.
- Obtain detail budget to actual revenue and expenditure reports of the UNM West and Branch Initiatives (org. level 3 code AAC) for fiscal year 2009 and 2010 (reports should be in sufficient detail to identify activity associated with the Rio Rancho campus) and perform the following:
 - Verify the mathematical accuracy of the reports
 - Agree the budgeted amounts for the Rio Rancho campus to approved budget.
 - Include the Rio Rancho budget to actual report in the final agreed upon procedures report.

Faculty Requested Special Procedure

Revenues:	Fiscal Year 2005			Favorable/ (Unfavorable)		Fiscal Year 2006	
	Budget	Actual		Budget	Actual		
AAA President Admin Indpnt Office	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
AAB Information Technology Services	-	-	-	-	-	-	-
AAC UNM West and Branch Initiatives	-	-	-	-	-	-	-
ABA Provost Administrative Units	-	-	-	-	-	-	-
ABB University College	-	-	-	-	-	-	-
ABC School of Public Administration	-	-	-	-	-	-	-
ABD VP for Equity & Inclusion	-	-	-	-	-	-	-
ABE VP Division of Enrollment Mgmt	-	-	-	-	-	-	-
ABG College of Fine Arts	-	-	-	-	-	-	-
ABH College of Arts & Sciences	-	-	-	-	-	-	-
ABI Anderson Schools of Management	-	-	-	-	-	-	-
ABJ College of Education	-	-	-	-	-	-	-
ABK School of Engineering	-	-	-	-	-	-	-
ABL School of Law	-	-	-	-	-	-	-
ABM School of Architecture & Planning	-	-	-	-	-	-	-
ABN University Libraries	-	-	-	-	-	-	-
ABO Continuing Education	-	-	-	-	-	-	-
ABP Extended University	-	-	-	-	-	-	-
ABQ VP Research & Economic Development	-	-	-	-	-	-	-
ACA VP Student Affairs Administration	-	-	-	-	-	-	-
ACB VP Student Affairs Indpendnt Dept ID	-	-	-	-	-	-	-
ACC Associate VP Student Services	-	-	-	-	-	-	-
ACD Associate VP Student Life	-	-	-	-	-	-	-
ADA EVP Administration	-	-	-	-	-	-	-
ADB EVP Admin Independent Offices	-	-	-	-	-	-	-
ADC Intercollegiate Athletics	-	-	-	-	-	-	-
ADD Controller	-	-	-	-	-	-	-
ADE Associate VP for Facilities Mgmt	-	-	-	-	-	-	-
ADF Human Resources	-	-	-	-	-	-	-
ADG VP Institutional Support Services	-	-	-	-	-	-	-
ADI Government & Community Relations	-	-	-	-	-	-	-
AEA VP Institutional Adv College	-	-	-	-	-	-	-
AGA Gallup Branch	-	-	-	-	-	-	-
AGB Los Alamos Branch	-	-	-	-	-	-	-
AGC Taos Branch	-	-	-	-	-	-	-
AGD Valencia County Branch	-	-	-	-	-	-	-
Total Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	-	-

Grade Input Task Force

- Led by Duane Arruti from ITS and Terry Babbit.
- “I wanted to let you know that the Provost has specifically asked ITS and Enrollment Management to focus on the WebCT tool and implement automated grade entry from WebCT to Banner.”
- If anyone is interested in giving their concerns or suggestions...

Multi-Term Registration

- Many folks were concerned that the implementation of Multi-term registration (students signing up for courses several semesters in advance), was proceeding too quickly, and without sufficient input from faculty.
- The Provost has paused the implementation of multi-term registration while its effectiveness and synergy with other student retention and graduation programs is studied.

Committee Membership Issues

- We continue to have problems finding people to fill essential posts in Faculty Senate Committees.
- Admissions and Registration
- Undergraduate
- Curricula
- Budget

Elections Coming Soon

- We need nominations Senate at-large positions, Committee on Governance and Academic Freedom and Tenure.
- Please go to your departments and talk with people.

HLC Survey

- Survey to be presented to the Regents Academic and Student Affairs Committee (Faculty Senate President is a member).
- To be released in February?

Faculty Senate Structure

- Task Force has now met once, will meet again this Thursday.
- Trying to identify
 - What is the problem?
 - What has been done at other universities?
 - What is our work plan?

- A task force on shared governance from the faculty perspective will be created to address the HLC recommendations. The task force was a decision of the faculty at the last General Faculty Meeting on November 4, 2009.

6. FACULTY SENATE UNDERGRADUATE COMMITTEE REPORT

Faculty Senate Undergraduate Committee Chair Amy Neel (Speech and Hearing Sciences) provided the following PowerPoint report from the committee.

FSUG Charge

- ▶ Responsible for maintaining and enhancing the quality of undergraduate education in the University and its branches



FSUG Responsibilities

- ▶ Present recommendations concerning general policies for undergraduate education, including policies on the creation and termination of undergraduate degrees and programs
 - ▶ Consider proposals regarding administrative or academic regulations which affect the overall undergraduate program
-

FSUG Responsibilities

- ▶ Interview prospective instructors for the University ROTC programs
 - ▶ Review policy questions concerning undergraduate counseling and advisement programs
 - ▶ Participate in periodic reviews of instructional units and programs
 - ▶ Develop and implement a process of periodic review of undergraduate programs
 - ▶ Evaluate new undergraduate curriculum forms
-

Members

- ▶ 4 from College of Arts and Sciences
 - ▶ 2 from College of Education
 - ▶ 2 from College of Engineering
 - ▶ 1 from School of Architecture and Planning
 - ▶ 1 from College of Fine Arts
 - ▶ 1 from University Libraries
 - ▶ 1 from Anderson School of Management
 - ▶ 1 from College of Nursing
 - ▶ 1 from School of Medicine
 - ▶ 1 from each branch campus
-

Current Goals

- ▶ **Improve advising**
 - ▶ Provost's Committee on Advising
- ▶ **Establish faculty role in oversight of general education**
 - ▶ Core Curriculum Task Force
 - ▶ Work with Provost and Faculty Senate Operations Committee to establish statement of purpose for general education at UNM and review of outcomes of general education courses
- ▶ **Improve curriculum proposal system**
 - ▶ Inform submitters of requirements (e.g., syllabi, outcomes)
 - ▶ Promote best practices in course design

▶

7. PROVOST'S REPORT

Provost Suzanne Ortega reported the following:

- Provost Ortega welcomed faculty to the new academic semester.
- There will be another period of uncertainty as the legislature addresses the state budget.
- Provost Ortega would like to work with faculty and the university to develop a statement of values. She wants an understanding of the principles that motivate the university and not merely a bullet list. What core values are uniquely UNM?
- This will be another tough budget year. There are two strategies, wait for the legislature to determine the budget cuts or prepare to advocate for new resources and argue cuts be based on priorities. Provost Ortega asks for help with the budget. She will notify President Fields of all of her budget meetings.
- There are three key dean searches underway. Provost Ortega does not foresee budget scenarios affecting those searches. Within the next few weeks the list of visiting candidates should be released for two of the searches.
- Provost Ortega will be holding office hours in the College of Fines Arts from 8:00 a.m. to 12:00 p.m. on Thursday, January 28, 2010 in the third floor conference room. This is an informal opportunity for faculty to discuss issues and concerns.
- Deputy Provost Richard Holder explained that some of the faculty hiring would not have to go through UNM Jobs.
- UNM is insured by the state Risk Management Office. Approximately 33% of the state's total exposure to risk is at UNM while only 13% of claims came from UNM.
- An Ombudsman has been added to the Faculty Dispute Resolution and Staff Dispute Resolution offices.

CONSENT AGENDA

8. FORMS C FROM THE CURRICULA COMMITTEE

The following Forms C were approved by voice vote of the Faculty Senate:

- Revision of M.S. in Physics, College of Arts and Sciences
- Revision of Ph.D. in Physics, College of Arts and Sciences
- Deletion of B.A. Ed. in Psychology, College of Arts and Sciences

- Revision of B.A. in Physics and Astrophysics, College of Arts and Sciences
- Deletion of B.A. Education in Sociology, College of Arts and Sciences
- Deletion of B.A. Education in History, College of Arts and Sciences
- Deletion of B.S. Education in Biology, College of Arts and Sciences
- Deletion of B.S. Education in Physics, College of Arts and Sciences
- Deletion of B.A. Education in Communications, College of Arts and Sciences
- Revision of A.A. Early Childhood Education, Los Alamos
- Deletion of B.A. Education in Political Science, College of Arts and Sciences
- Name Change of Concentration in BBA Organizational Management, Anderson School of Management
- New Pd.D. Concentration of Health Policy in Nursing, College of Nursing
- Revision of Ph.D. in Linguistics, College of Arts and Sciences
- Revision of M.A. in Linguistics, College of Arts and Sciences
- Revision of B.A. in Linguistics, College of Arts and Sciences
- Revision of B.A. in Architecture, School of Architecture and Planning
- Revision of Concentration in B.A./B.S. Anthropology, College of Arts and Sciences
- Revision of M.A. in Architecture, School of Architecture and Planning
- Name Change of Mass Media Concentration in B.A. of Communication, College of Arts and Sciences
- Revision of B.A. in Mass Communication, College of Arts and Sciences

9. FACULTY SENATE COMMITTEE APPOINTMENTS

The Faculty Senate Committee Appointments were approved by unanimous voice vote of the Faculty Senate.

AGENDA TOPICS

10. CALL FOR RESOLUTIONS

One new item was presented.

Operations Committee member Mary Lipscomb (Pathology) presented the following resolution for consideration. After discussion, the resolution was passed 14-12 with 2 abstentions. The resolution passed as follows:

RESOLUTION

WHEREAS the Faculty of the University of New Mexico on February 25, 2009 voted No Confidence in the President of the Board of Regents, James H. Koch and requested that Governor Bill Richardson withdraw his nomination of Mr. Koch to another term on the Board of Regents by a margin of 482 – 7, and

WHEREAS the HLC Accreditation report highlighted problems associated with the UNM BOR under the leadership of James H. Koch,

THEREFORE, be it resolved that the Faculty Senate of the University of New Mexico voice its opposition to the confirmation of James H. Koch to a second 6 year term on the UNM Board of Regents, and that the President of the Faculty Senate or his designated delegate represent these faculty concerns to the New Mexico Legislature by providing testimony to this effect at the Confirmation Hearing for the UNM Regents to be held by

the New Mexico Senate Rules Committee during the 2010 Session of the New Mexico Legislature.

11. RETIREMENT INCENTIVE UPDATE

President Elect Richard Wood provided the following update on the proposed Retirement Incentive Program.

The task force was convened under President-Elect Wood and EVP David Harris (Administration). The committee has representation from the deans, from key administrative offices (University Counsel and Human Resources), department chairs, and two members from the Faculty and Staff Benefits Committee.

Nothing has yet been decided, it is a proposal under consideration. If UNM is to implement a Retirement Incentive Program, it is to be done as a strategic initiative to renew the academic mission of the university.

There is both momentum behind, and opposition to, the proposed plan. Decisions will need to be made by the Faculty Senate, the Provost, the President, and ultimately the Board of Regents.

The target for getting a plan for consideration is by the end of February 2010.

12. FACULTY SENATE BUDGET COMMITTEE REPORT

The Faculty Senate Budget Committee report was deferred to a later senate meeting.

13. RESPECTFUL CAMPUS POLICY

Policy Committee Chair and Operations Committee member Nikki Katalanos presented the following respectful Campus Policy Draft for approval. This is a well-vetted proposal. Four attorneys from University Counsel, the FS Policy Committee, the FS Operations Committee, and others have reviewed the proposal. The policy was approved by unanimous voice vote of the Faculty Senate.

Draft Respectful Campus Policy

November 19, 2009

I. Respectful Campus Policy

The University of New Mexico promotes a working, learning, and social environment where all members of the UNM community, including but not limited to the Board of Regents, administrators, faculty, staff, students¹, and volunteers, work together in a mutually respectful,

¹ Students who believe that staff or faculty have engaged in bullying behavior towards them may follow the complaint process set forth in this policy. Allegations from any member of the campus community that a student has behaved as a bully must be addressed pursuant to the UNM Student Code of Conduct.

psychologically-healthy environment. UNM strives to foster an environment that reflects courtesy, civility and respectful communication because such an environment promotes learning, research, and productivity through relationships.

A respectful campus exhibits and promotes the following values:

- a. Displaying personal integrity and professionalism;
- b. Practicing fairness and understanding;
- c. Exhibiting respect for individual rights and differences;
- d. Demonstrating harmony in the working and educational environment;
- e. Respecting diversity and difference;
- f. Being accountable for one's actions;
- g. Emphasizing communication and collaborative resolution of problems and conflicts
- h. Developing and maintaining confidentiality and trust; and
- i. Achieving accountability at all levels.

The commitment to a respectful campus calls for promotion of an environment where the following are upheld:

- a. All individuals have important contributions to make toward the overall success of the university's mission.
- b. The university's mission is best carried out in an atmosphere where individuals at all levels and in all units value each other and treat each other with respect.
- c. Individuals in positions of authority serve as role models in the promotion of a respectful campus. Promoting courtesy, civility and respectful communication is consistent with the responsibility of leadership.
- d. Individuals at all levels are allowed to discuss issues of concern in an open and honest manner, without fear of reprisal or retaliation from individuals above or below them in the university's hierarchy. At the same time, the right to address issues of concern does not grant individuals license to make untrue allegations, unduly inflammatory statements or unduly personal attacks, or to harass others, to violate confidentiality requirements, or engage in other conduct that violates the law or University policy.
- e. Bullying is unacceptable in all working, learning and service interactions.

Actions that are destructive to a respectful campus and that the University will not tolerate include sexual harassment (see UNM Business Policy 3780, "Sexual Harassment Policy"); retaliation (see UNM Business Policy 2200, "Whistleblower Protection and Reporting Suspected Misconduct and Retaliation Policy"); conduct which can affect adversely the University's educational function, disrupt community living on campus, or interfere with the right of others to the pursuit of their education or to conduct their University duties and responsibilities (see UNM Faculty Handbook, Section C05, "Rights and Responsibilities at the University of New Mexico"); unethical conduct (see UNM Faculty Handbook, Section B, Appendix V, "Harassment and Professional Ethics Policy"); and bullying behavior which is the subject of this policy. Each of these has a specific route to be taken to raise and seek resolution of problems.

Bullying is defined by the University as repeated mistreatment of an individual by verbal abuse; threatening, intimidating, humiliating conduct or sabotage that creates or promotes an adverse and counterproductive environment, so as to interfere with or undermine legitimate university learning, teaching, and/or operations. Bullying is not about occasional differences of opinion, conflicts and problems in workplace relationships – these are part of working life and every conflict certainly does not constitute bullying. Bullying can adversely affect dignity, health and productivity and may be grounds for corrective disciplinary action, up to and including dismissal. This Policy applies to all members of the UNM community, including the Board of Regents, officers, faculty, staff, students, and volunteers.

In interpreting and applying this policy, the University is obligated to respect the constitutional rights of persons to whom the policy applies. The University is first and foremost a place of scholarship and learning. It is committed to the uninhibited exchange of ideas and respects the right enjoyed by all members of the University community to express themselves freely. The exchange of diverse viewpoints, and the way they are expressed, may expose people to ideas some find offensive. Such communication generally does not constitute bullying. The University recognizes that the First Amendment limits its authority to prevent or in most circumstances to sanction viewpoints or opinions that some may regard as offensive. At the same time, University officials and other University personnel are entitled to express their disagreement with, and even their condemnation of, speech they deem to be intolerant, disrespectful, uncivil, or intended to cause offense.

Examples of behaviors that meet the above definition of bullying include, but are not limited to:

- a. Verbal bullying: repeated slandering, ridiculing, or maligning of a person or persons, addressing abusive and offensive remarks to a person or persons in a sustained or repeated manner; or shouting at others in public and/or in private where such conduct is so severe or pervasive as to cause or create a hostile or offensive educational or working environment or unreasonably interfere with the person's work or school performance or participation.
- b. Physical bullying: pushing, shoving, kicking, poking, tripping; assault or threat of physical assault; damage to a person's work area or property; damage to or destruction of a person's work product;
- c. Nonverbal bullying: directing threatening gestures toward a person or persons, or invading personal space after being asked to move or step away;
- d. Anonymous bullying: withholding or disguising identity while treating a person in a malicious manner, sending insulting or threatening anonymous messages, placing objectionable objects among a person's belongings, leaving degrading written or pictorial material about a person where others can see;
- e. Threatening a person's job or well-being: Making threats, either explicit or implicit to the security of a person's job, position, or personal well-being. It is not bullying behavior for a supervisor to note an employee's poor job performance and potential consequences within the framework of University policies and procedures, or for a professor or academic program director to advise a student of unsatisfactory academic work and the potential for course failure or dismissal from the program if uncorrected.

Because a respectful campus environment is a necessary condition for success in teaching and learning, in research and scholarship, in patient care and public service, and in all other aspects of the University's mission and values, the University is committed to providing a respectful campus, free of bullying in all of its forms.

II. Bullying Complaint Process

1. Written Complaint

An initial written complaint pursuant to this policy of bullying shall be brought to the attention of the person (e.g., chairperson, supervisor, director, dean, Provost, Executive Vice President for Health Sciences) who has direct supervisory responsibility over the individual(s) whose actions are in question. The written complaint should include as much of the following as possible:

- clear specific allegations against the named person or people;
- where possible, dates, times, and witnesses to incidents with direct quotes;

- factual description of events;
- indication of how each incident made the complainant feel;
- documentary evidence; and
- description of any action the complainant or others have already taken.

2. Investigation

The responsible supervisor is charged with initiating the investigation within 5 UNM business days of receiving the complaint.² This should normally include interviewing of all parties to the complaint, as well as any others who the complainant believes will be able to provide material information relevant to the complaint, recognizing that an investigation will often exclude redundant or immaterial information or information that is not readily available. The responsible supervisor may designate an ad hoc investigatory committee to conduct or assist in the investigation, if deemed appropriate. The investigation should normally be completed no later than 20 UNM business days after receipt of the initial complaint. If the investigation cannot be completed within 20 UNM business days, a written notification of the delay, and the reasons for delay, should be provided to the complainant. A written report of the findings of the investigation, including a statement as to whether the charge of bullying is upheld or not upheld, will be provided to the complainant and the person against whom the complaint was made.

If the responsible supervisor does not resolve the issue to the satisfaction of the parties to the complaint or within the required time frame, the complaint may be taken to the next higher level individual in the supervisory chain, who will review the record and determine whether the investigation was reasonably conducted and the findings supported by the evidence. The reviewing official may uphold, reverse or modify the findings or may remand the matter for further investigation. . If this is not satisfactory to the parties, a final appeal can be made to the appropriate Executive Vice-President who in his or her discretion may review the record. Absent discretionary review by the Executive Vice-President, the decision of the reviewing official shall be final. If the Executive Vice-President reviews the matter, his or her decision shall be final.

3. Actions Following Investigation

a. Finding of Bullying

If the final determination is that bullying occurred, UNM shall take appropriate action, which may include disciplinary sanctions up to and including dismissal of the person complained of from the University.

b. Protection of the Complainant and Others

Regardless of whether UNM determines that bullying occurred, reasonable efforts will be undertaken to ensure that complainants who make allegations of bullying in good faith and others who cooperate in good faith with inquiries and investigations of such allegations are not retaliated against for initiating or participating in the investigation.

² The timelines listed herein are not to imply that the respectful campus policy takes precedence over other policies that do not have detailed timelines. The timelines are to ensure that the complaint does not get lost in the day-to-day activities of the supervisor and operations of the unit.

c. Allegations Made in Bad Faith

If relevant, the responsible supervisor will determine whether the complainant's allegation of bullying, or a witness' factual assertion, was made in bad faith. If an allegation is determined to have been made in bad faith, UNM shall take appropriate action, which may include disciplinary sanctions up to and including to dismissal of the complainant or witness from the University.

4. Alternative Procedures

The procedure set forth in this policy is not exclusive. However, faculty are encouraged to utilize the procedures set forth above. The complainant may also take the complaint to the Staff or Faculty Dispute Resolution office (whichever is appropriate), or to the Academic Freedom and Tenure Committee (AF&T), if the complainant is a faculty member and the complaint involves allegations of violations that are within the jurisdiction of the AF&T Committee. If the office of Dispute Resolution or the AF&T committee is presented with the complaint, and if they decide that it is within their jurisdiction, they will follow the procedures stated in the Faculty Handbook Policies (Policy C345 and Section B, respectively). If AF&T determines that it has jurisdiction and accepts the complaint, its proceedings would supplant the procedures set forth under this Respectful Campus Policy.

All complaints of bullying and any investigative materials shall be considered to be matters of opinion in personnel files the confidentiality of which is protected from disclosure under the New Mexico Inspection of Public Records Act and corresponding University policies.

5. Monitoring

An annual survey will be undertaken by the Faculty Senate Policy Committee in collaboration with the Staff Council to measure the effectiveness of the Respectful Campus Policy. The survey should provide ongoing monitoring of faculty and staff attitudes concerning the campus climate and culture. The survey results will be distributed to the Faculty Senate, Staff Council, President of the University, and the Executive Vice-Presidents.

14. BUDGET DISCUSSION

Faculty Senate President Douglas Fields presented the following budget discussion points:

It WILL impact you.

- It is important to pay attention to these issues now, rather than after decisions are made.
- Every department is asking to prepare a 2% (of total I&G) cut scenario by Feb. 15.
- In physics this translates to 50% of the operating budget.
- We have been asked to turn off our office phones and use our personal cell phones.
- This translates into our subsidizing the university.
- Are ALL nonessential auxiliary functions of the university undergoing the same level of cuts?

Athletics revenues

Line Item description	04-05 Dollar amount	05-06 Dollar amount	06-07 Dollar amount	07-08 Dollar amount	08-09 Dollar amount
Revenues					
Ticket sales	\$6,615,615.00	\$6,147,810.00	\$6,319,610.00	\$6,564,704.00	\$6,814,874.00
Student fees	\$800,508.00	\$1,015,255.00	\$1,202,762.00	\$1,461,334.00	\$1,521,970.00
Guarantees	\$202,500.00	\$355,070.00	\$30,000.00	\$237,500.00	\$168,145.00
Contributions	\$3,475,426.00	\$3,996,594.00	\$3,864,772.00	\$6,124,848.00	\$6,341,297.00
Compensation and benefits provided by a third party	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Direct state or other government support	\$2,684,100.00	\$2,703,799.00	\$2,745,200.00	\$3,329,100.00	\$3,006,900.00
Direct institutional support	\$2,768,343.00	\$660,000.00	\$259,748.00	\$2,103,983.00	\$3,341,708.00
Indirect facilities and administrative support	\$1,855,036.00	\$2,393,616.00	\$2,379,993.00	\$5,115,589.00	\$5,774,318.00
Sum Student & Institutional	\$5,423,887.00	\$4,068,871.00	\$3,842,503.00	\$8,680,906.00	\$10,637,996.00
Sum Institutional	\$4,623,379.00	\$3,053,616.00	\$2,639,741.00	\$7,219,572.00	\$9,116,026.00
Broadcast, television, radio, and internet rights	\$760,944.00	\$376,675.00	\$258,200.00	\$307,250.00	\$5,250.00
Program sales, concession, novelty sales, and	\$1,160,162.00	\$1,209,733.00	\$1,350,164.00	\$1,503,938.00	\$1,222,450.00
Royalties, licensing, advertisements and	\$2,682,006.00	\$2,742,578.00	\$3,495,222.00	\$5,210,223.00	\$5,350,572.00
Sports camp revenues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Endowment and investment income	\$0.00	\$0.00	\$0.00	\$174,080.00	\$38,332.00
Other	\$1,052,394.00	\$216,026.00	\$1,116,537.00	\$429,057.00	\$479,417.00
Subtotal operating revenue	\$27,594,982.00	\$24,072,788.00	\$25,586,305.00	\$35,979,959.00	\$38,376,372.00

Athletics expenses

Line item description	04-05 Dollar amount	05-06 Dollar amount	06-07 Dollar amount	07-08 Dollar amount	08-09 Dollar amount
Expenses					
Athletic student aid	\$4,681,945.00	\$3,372,480.00	\$2,835,264.00	\$5,022,056.00	\$5,958,226.00
Guarantees	\$440,000.00	\$0.00	\$893,867.00	\$906,125.00	\$894,595.00
Coaching salaries, benefits, and bonuses paid by the university and related entities	\$4,629,909.00	\$4,995,383.00	\$5,443,176.00	\$6,757,021.00	\$7,794,640.00
Coaching other compensation and benefits paid by a third party	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Support staff/administrative salaries,	\$4,428,179.00	\$4,741,564.00	\$4,408,009.00	\$4,457,590.00	\$4,932,871.00
Support staff/administrative other	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Severance payments	\$97,434.00	\$0.00	\$88,158.00	\$293,535.00	\$1,139,037.00
Recruiting	\$375,895.00	\$451,283.00	\$449,916.00	\$506,583.00	\$585,534.00
Team travel	\$2,061,024.00	\$2,217,327.00	\$1,950,166.00	\$2,478,916.00	\$2,386,263.00
Equipment, uniforms and supplies	\$771,835.00	\$1,042,547.00	\$1,052,093.00	\$758,660.00	\$521,355.00
Game expenses	\$2,126,752.00	\$1,103,524.00	\$974,129.00	\$1,951,599.00	\$1,814,801.00
Fund raising, marketing and	\$396,102.00	\$876,164.00	\$865,990.00	\$118,424.00	\$132,258.00
Sports camps expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Direct facilities, maintenance, and	\$1,052,694.00	\$2,097,015.00	\$268,807.00	\$423,634.00	\$396,919.00
Spirit groups	\$124,567.00	\$155,354.00	\$193,469.00	\$184,296.00	\$204,565.00
Indirect facilities and administrative	\$2,169,994.00	\$2,393,616.00	\$2,379,993.00	\$5,115,589.00	\$5,774,318.00
Medical expenses and medical insurance	\$364,655.00	\$812,090.00	\$331,948.00	\$299,539.00	\$365,385.00
Memberships and dues	\$30,048.00	\$339,007.00	\$335,371.00	\$396,277.00	\$422,852.00
Other operating expenses	\$2,464,987.00	\$2,122,590.00	\$3,352,288.00	\$6,807,315.00	\$6,044,840.00
Total operating expenses	\$26,216,020.00	\$26,719,944.00	\$25,822,644.00	\$36,477,159.00	\$39,368,459.00

- President Fields explained that NM State Senator Eric Griego presented a memorial for consideration that asks the president and the BOR to curtail upper administration growth and cost.
- President Fields also explained that the HSC budget is different from main campus. There has been question about HSC funds being diverted to the UNM West campus in Rio Rancho.
- Past President Howard Snell stated that the increase in Athletics funding needs to be explained.
- Many university presidents believe that their athletics programs are not self-sustaining.
- President Fields asks for ideas on how the university might save money. Please send to FS Budget Chair Anne Brooks or to President Fields.
- Faculty should make a statement that academics should be held harmless. This is one message that the faculty can convey.
- President Elect Woods emphasized that faculty need to understand this budget in order to make legitimate suggestions.
- Senator Ed DeSantis (University Honors) suggested that the travel of athletics personnel be investigated to ensure that the university is getting the best deals possible on hotel rooms, rental cars, courtesy lunches, etc.

15. NEW BUSINESS AND OPEN DISCUSSION

No new business was raised.

16. ADJOURNMENT

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary

Faculty Senate Attendance 2009-2010

P - present; E - excused; U - unexcused; R - rep in attendance; H - attended half of the meeting

Full Name	Department	8/25	9/22	10/27	11/24	1/26	2/23	3/23	4/27	Comments
Margaret Alba	Pathology	P	P	P	E	P				
Teresa Anderson	Pediatrics	P	U	U	U	U				
Jan Armstrong	Educational Psychology	P	P	P	P	P				
Renee Barela Gutierrez	UNM Taos	U	U	U	U	U				
Audra Bellmore	University Libraries	U	U	U	R	U				Rep: Jackie Shane
Steven Block	Music	E	E	P	E	P				
Amy Brandzel	American Studies	x	x	x	x	P				Replaces Kosek
Adrian Brearley	Earth and Planetary Sciences	P	P	U	P	P				
Jonathan Brinkerhoff	Teacher Education	P	P	E	P	E				
Ann Brooks	Accounting	E	P	P	P	P				
David Brookshire	Economics	P	U	P	P	P				
Andy Burgess	Philosophy	P	P	P	P	P				
Christopher Butler	Political Science	x	P	P	P	P				Joined August 27, 2009
Tim Castillo	Architecture and Planning	P	P	P	U	P				
Ann Caudell	Nursing	P	P	P	U	P				
Tahseen Cheema	Orthopedics	E	E	E	E	P				
Krstina Ciesielski	Psychology	X	X	X	X					Replaces Tang 2/12/2010
Gary Cuttrell	Surgery	U	P	P	E	P				
Dennis Davies-Wilson	Los Alamos	P	E	P	E	P				
Ed DeSantis	University Honors	P	P	P	P	P				
Elaine DiFederico	Obstetrics/Gynecology	P	U	P	P	U				
Douglas Fields	Physics and Astronomy	P	P	P	P	P				
Nick Flor	Mkt, Info, and Decision Sci	U	P	U	U	U				
Kimberly Gauderman	History	P	P	P	P	E				
Melissa Gonzales	Internal Medicine	P	P	P	E	U				
Steve Hersee	Electrical and Computer Engineering	U	U	U	P	U				
Dennie Jones	Internal Medicine	P	U	U	U	U				
Nancy Joste	Pathology	P	P	P	P	P				
Nikki Katalanos	Family & Comm Medicine	P	E	P	E	P				
Dubra Karnes-Padilla	Valencia	U	P	P	P	P				
Denece Kesler	Internal Medicine	P	E	E	E	E				
Tariq Khraishi	Mechanical Engineering	P	P	P	U	P				
Christee King	Health Sciences Library	P	P	P	P	P				

Mary Lipscomb	Pathology	P	E	P	P	P				
Pamela Lutgen-Sandvik	Communication and Journalism	E	P	P	P	P				
Glenabah Martinez	Educational Thought and Sociocultural Studies	U	P	P	P	E				
Martha Muller	Pediatrics	P	P	E	E	E				
Roxana Moreno	Ind, Fam, & Comm Ed	U	P	P	U	U				
Amy Neel	Speech and Hearing Sciences	P	P	U	P	P				
Mary Anne Newhall	Theatre and Dance	U	P	E	P	U				
Jeffrey Norenberg	Pharmacy	U	U	P	E	U				
Linda Penaloza	Pediatrics	X	X	X	X	X	X	X	X	Resigned 8/2009
Stefan Posse	Neurology	P	E	P	P	P				
Mary Power	English	P	P	P	P	P				
Pamela Pyle	Associate Past President	E	P	P	E	P				
Mario Rivera	Public Administration	U	U	U	U	P				
Timothy Ross	Civil Engineering	P	P	E	E	P				
Robert Sapien	Emergency Medicine	U	U	U	U	U				
Heidi Sanders	Pediatrics	U	U	U	U	U				
Katrin Schroeter	Foreign Languages & Literatures	E	P	E	P	P				
Robert Schwartz	Law	E	E	E	E	E				
Howard Snell	Past President	P	P	P	E	P				
Victor Strasburger	Pediatrics	P	E	P	P	P				
Mahmoud Reda Taha	Civil Engineering	U	P	P	U	P				
Akaysha Tang	Psychology	U	U	U	U	X	X	X	X	Resigned 2/12/10
Phillip Wagner	Internal Medicine	U	U	U	U	U				
Timothy Wawrzyniec	Earth and Planetary Sciences	P	P	P	U	P				
Richard Wood	President Elect	P	P	P	P	P				
Said Yassin	Surgery	P	E	E	E	E				
Steven Yourstone	Anderson School of Management	P	P	P	P	P				

A61.21
Policy

UNIVERSITY PRESS COMMITTEE

General supervision of the editorial policies and publishing operations of the University of New Mexico Press is vested in the University Press Committee. It is the custodian of the University imprint for all publications issued by the Press and has general responsibility for ultimate disposition of manuscripts. The committee makes recommendations to the Administration regarding the appointment of the Director of the Press. The committee submits to the Faculty Senate an annual report on the state of the press.

COMMITTEE MEMBERSHIP

Twelve faculty members, appointed by the Faculty Senate in consultation with the Director of the Press, comprise the committee. No more than two members shall be from any one department. The terms of office shall be for three years, set up on a staggered basis so that the terms of four members will expire each year. A member may be appointed for a second three-year term. A Chairperson and a Vice Chairperson are elected by the Committee each year at the first meeting of the fall semester, and can serve consecutive terms at the discretion of the committee.

PRESS MISSION

The emphasis of the press is on the publication of new scholarship. However, the press also occasionally publishes textbooks, manuals, and other synthetic works, as well as translations, anthologies, field guides, reissues of out-of-print works, and books intended for a regional and general, non-scholarly market. Such works shall be consistent with high standards of scholarship, and shall be vetted by senior scholars or authorities in the same manner as original scholarly work, but judged by criteria that are appropriate to the genres.

PUBLISHING PROCEDURE

Projects are initially reviewed by the Press. If, after evaluation, the project does not meet the standards or falls outside the guidelines, the Press can decline the project outright. If a project evidences potential, but is not ready to send to reviewers, the Press can request further development.

If a project appears to meet the standards, falls inside the guidelines, and, in the estimation of the Press, is ready to merit further consideration, then the Press can submit the project for formal review. To obtain timely decisions, reviewers will normally be asked to submit their reports within a period of a month to six weeks.

Once it has received the formal reports, the Press once again evaluates the project. The project can then be declined outright; the author be requested to develop the project further (to account for issues raised by the reviewers); or the project may be submitted to the UPC for approval.

Each project proposed to the UPC for publication by the Press will be supported by ample documentation, including, for example, a cover memo giving summary information on the project and the reason the Press seeks to publish it; a statement of the author's professional qualifications; the project's table of contents; the reviewers' reports and their qualifications; and, usually, some representative section or sample from the project itself. All members of the UPC are encouraged to raise questions or requests for more information about a particular project at any point in their consideration of it. The Press will endeavor to supply the UPC members with any and all information at its disposal. UPC members will discuss the merits of proposals and are responsible for voting to approve a project prior to the Press offering any contracts.

Under special circumstances, to compete successfully for the best manuscripts in the Press's chosen fields, the Press may need to offer precompletion contracts before a proposal is brought to the UPC. In all such cases, however, the manuscript, upon completion, will still pass through full peer review and will be brought to the UPC for final approval.

Draft

A61.9
Policy

FACULTY AND STAFF BENEFITS COMMITTEE

The Faculty and Staff Benefits Committee shall review current University benefits--including, but not limited to, the retirement and insurance plans and health care--and investigate the feasibility of additional benefits as may occur to the committee or be suggested to the committee. The committee shall then recommend changes in, or additions to, these benefits. Other units within the University will not create separate benefits committees.

(Seven faculty members appointed by the Faculty Senate; five staff members, nominated by the Staff Council; one staff member nominated by each of the two largest unions; and the following ex-officio members: Director of Faculty Contracts, the Vice President for Business and Finance, the Associate Controller for Payroll, the Benefits manager, the Associate Vice President for Human Resources and, a University of New Mexico retiree (voting). The chairpersons shall be elected by the voting members of the committee **and there shall be a Faculty and a Staff committee member serving as co-chairs.** It is understood that faculty and staff from specialized fields may be invited to provide information and advice as required.)



The University of New Mexico

Department of Earth and Planetary Sciences
Northrop Hall, Room 141
MSC03-2040
1 University of New Mexico
Albuquerque, NM 87131-0001 U.S.A.
Telephone (505) 277-4204
FAX (505) 277-8843

To : Vivian Valencia, University Secretary
From: Laura Crossey, Professor and Departmental UG Advisor, EPS
Date: February 15, 2010
Subject: Posthumous Degree request, A. Forsythe

The Department of Earth & Planetary Sciences requests that UNM award a posthumous degree in the name of Ashley Forsythe. Ms. Forsythe had completed most of her degree prior to her untimely death in December, 2009 (Banner ID 101157854).

The degree is a **Bachelor of Science in Earth & Planetary Sciences**. Her minor was Distributed Sciences. Ms. Forsythe may also be eligible for **University Honors** and we request that this also be noted.

In brief, Ashley entered UNM already firmly dedicated to becoming a volcanologist. She enrolled in a Freshman Learning Community that had a geology emphasis. She sought advisement in her first semester to assure that she was taking appropriate coursework. Ashley declared the BS major in EPS as well as the Distributed minor associated with that degree with the stated intention of preparing herself for graduate study. She was an excellent student in her core courses: she had completed all but the final core course in Structural geology (which she would have been taking this semester) and the required Field Camp- which she would have taken this summer. Several electives in the degree and minor also would have been taken this spring. Some of her supporting coursework was taken at CNM. Ashley was also an intern for the United States Geological Survey, an excellent indicator of her commitment to the degree and profession.

Thank you for your assistance in this matter. If there is any additional information needed, please contact Dr. Laura Crossey at 277-5349 or lcrossey@unm.edu.



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To : Kathleen Sena and Cindy Mortensen, Office of the Registrar
From: John W. Geissman, Chair and Laura Crossey, Departmental Advisor
Date: February 8, 2010
Subject: Posthumous Degree request, A. Forsythe

The Department of Earth & Planetary Sciences requests that UNM award a posthumous degree in the name of Ashley Forsythe. Ms. Forsythe had completed most of her degree prior to her death in December, 2009 (Banner ID 101157854).

The degree is a **Bachelor of Science in Earth & Planetary Sciences**. Her minor was Distributed Sciences. Ms. Forsythe may also be eligible for **University Honors** and we request that this also be noted.

The Department is having a memorial ceremony on Friday, February 12. We request that the certificate be prepared in time for the afternoon presentation to Ashley's parents. Thank you for your attention to this matter. If there is any additional information needed, please contact Dr. Laura Crossey at 277-5349 or lcrossey@unm.edu.



UNM

UNIVERSITY LIBRARIES

To: Julia Fulghum, Vice President for Research
From: Steven Harris, Chair, Faculty Senate Library Committee
RE: Proposal for Library Funding
Date: February 18, 2010

After members of the Office of the Vice President for Research met with the Faculty Senate Library Committee on December 1, 2009 the committee has discussed various projects that would aid research at UNM. The attached proposal is the outcome of those discussions. It describes a request for funding to make the Elsevier Freedom Collection available to UNM faculty and students.

Contact:
Steven Harris
505.277.2586
srharris@unm.edu

**Library Funding Proposal
Elsevier Freedom Collection
February 2010**

Background:

Elsevier publishes many of the most highly rated scientific journals in the world, on a platform called ScienceDirect. UNM currently subscribes to 271 of these Elsevier journals. The total subscription cost for these journals for the current fiscal year is \$576,777. Elsevier offers the Freedom Collection package, which includes nearly all of the titles published by Elsevier and their partner publishers (over 1,700 titles). Faculty and graduate students would like to have access to all the titles in the Freedom Collection. It is one of the most frequent requests heard in the libraries. In the recently completed LibQual survey, faculty expressed very strong feelings that the libraries fall short in journal collections they require for their research.

Benefits to UNM Research:

Elsevier will provide access to the entire Freedom Collection for the cost of the current UNM subscriptions plus an additional content fee. Through this offer UNM can provide access to over 1,400 additional Elsevier journal titles. On a cost per title basis, this would improve UNM's efficiency from over \$2,000 per title to closer to \$400 per title. Having immediate access to the entire Freedom Collection would greatly increase the productivity of UNM researches and eliminate the need to submit many interlibrary loan requests. The Freedom Collection titles would be accessible on all UNM campuses, and remotely to UNM Albuquerque faculty, staff, and students via their NetID logon.

Funding Request:

UNM has entered a 5-year agreement with Elsevier for the Freedom Collection. The extended agreement keeps annual increases lower than current journal inflation rates. The libraries have made strategic cuts in order to meet the first year requirements of the agreement and have also budgeted for the ongoing cost and inflation of the subscribed Elsevier journals. The additional content fees in years 2011-2014, however, will be difficult to cover on existing library budgets.

The Faculty Senate Library Committee would like to request funding from allocated research overhead moneys for the UNM ADDED CONTENT FEES in years 2011-2014 of the agreement with Elsevier (see table below), with the option of continuing the support if the agreement is extended beyond 5 years. Funding will allow the libraries to sustain the agreement over 5 years and significantly increase the number of scientific journals available to UNM researchers without requiring the cancellation of other journal subscriptions or the cannibalization of other library collection projects.

Expense	2010	2011	2012	2013	2014
UNM SUBSCRIPTIONS	\$576,777	\$605,616	\$635,897	\$667,692	\$701,076

UNM ADDED CONTENT FEES	\$112,286	\$140,401	\$168,671	\$177,104	\$185,959
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Draft Faculty Senate resolution regarding Veterans' Day Initiative of the Student Veterans of UNM:

Whereas, the Student Veterans at UNM organization has requested that Veterans Day be named an official academic holiday at the University of New Mexico, and requested Faculty Senate endorsement of this proposal; and

Whereas, the UNM faculty desire to express our support for students who have served American society and the world via service in the armed forces and in myriad other forms of dedicated service; and

Whereas, adding an additional holiday to the academic calendar would require that we delete an existing holiday or break day; and

Whereas, this would create new burdens for UNM staff employees, students, and others who have to adjust existing work, childcare, and vacation schedules;

Therefore, be it resolved that the Faculty Senate of the University of New Mexico that UNM heighten the recognition of Veterans Day by holding an official service that recognizes those who have served in the military or forms of dedicated service, and in particular remembers those wounded, psychologically wounded, or killed in the course of such service;

Be it further resolved that UNM faculty are encouraged to excuse from class attendance or assignments all veterans or students who wish to attend that service.