

Faculty and Shared Governance at UNM: An Overview



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What this Presentation Does



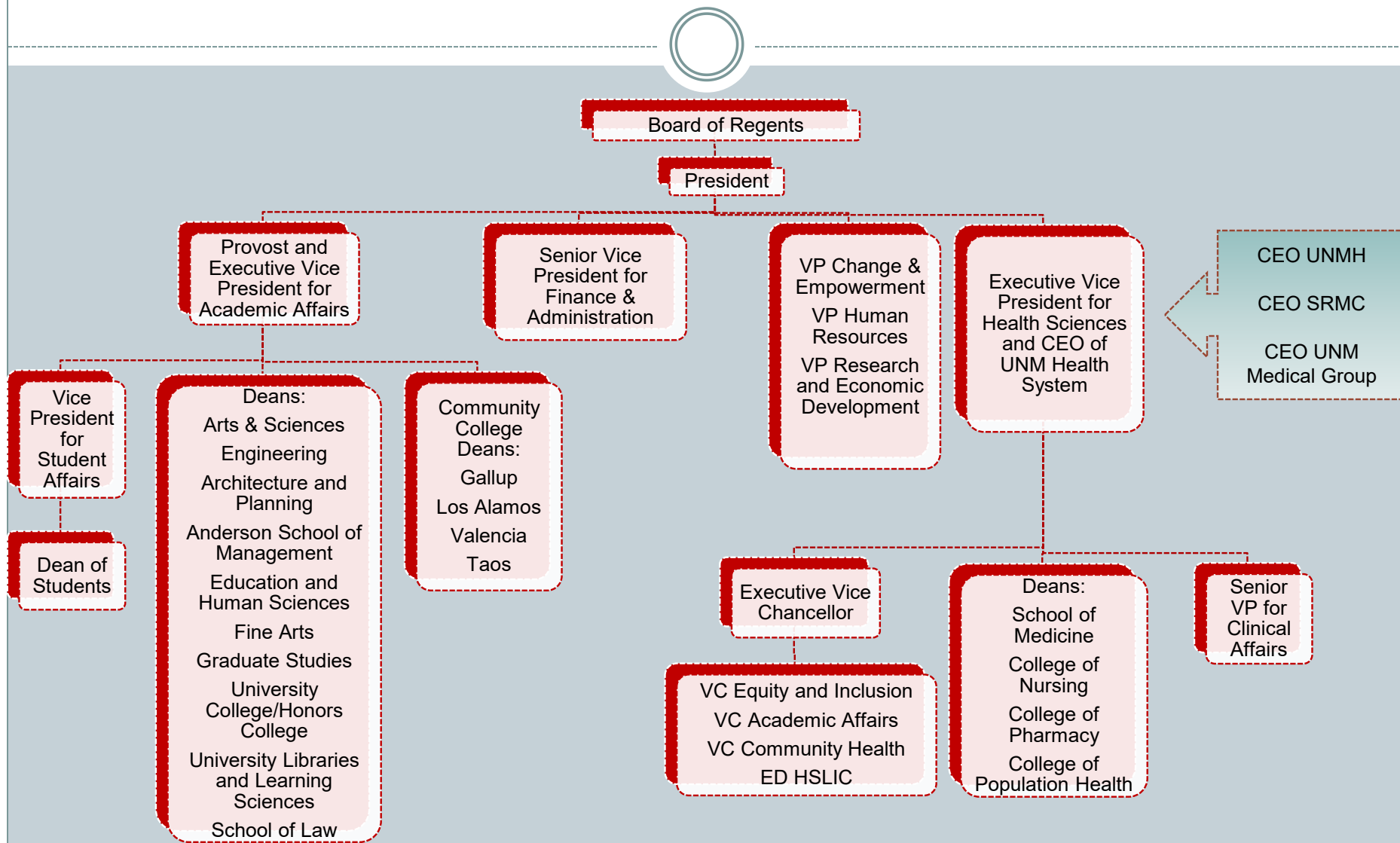
Talks about:

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

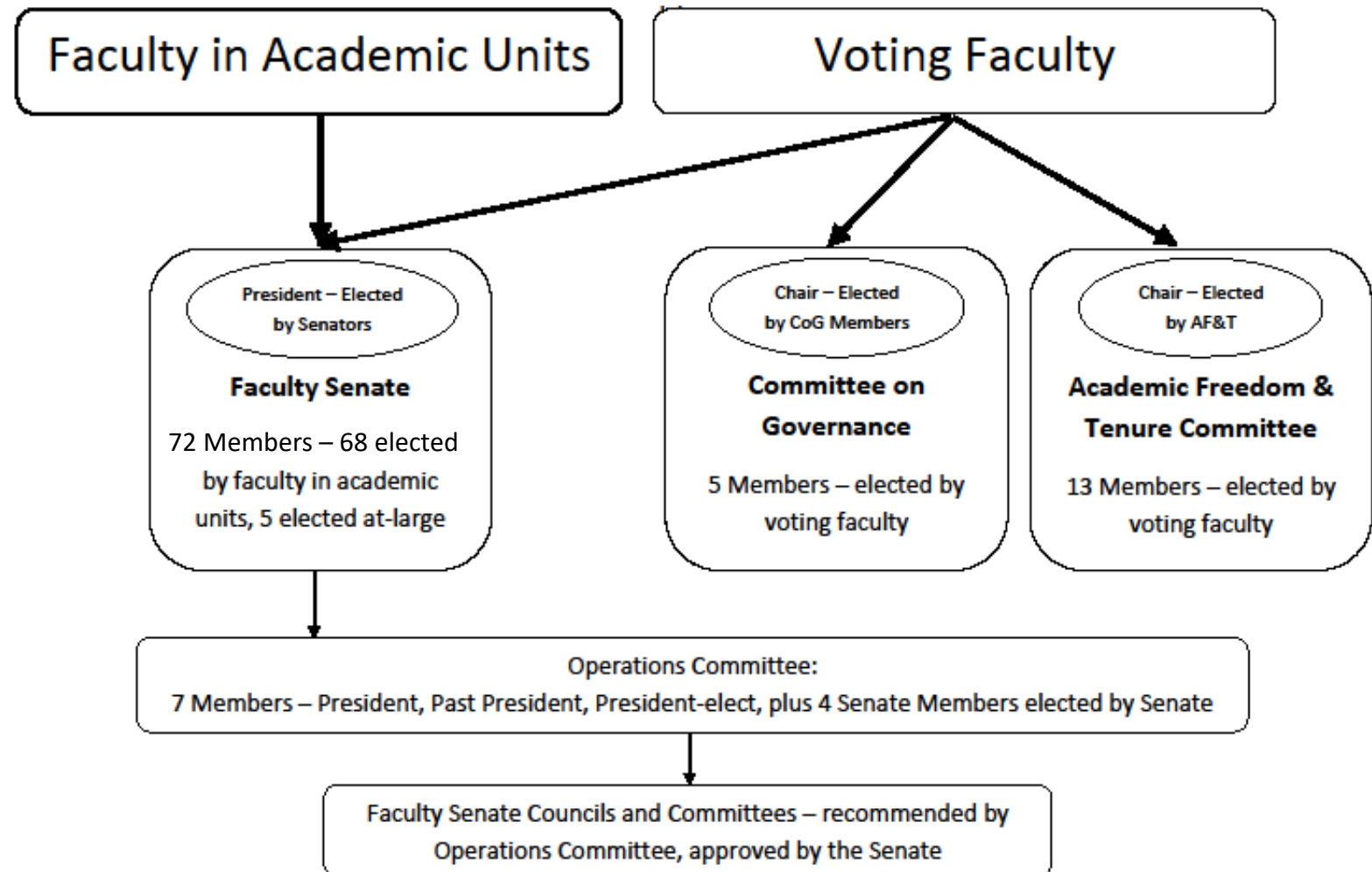
Disclaimers:

- 1) Sources: My service in faculty governance, working on Regents, Administrative, and Faculty policy.
- 2) Credits: This presentation relies on the work of prior faculty governance leaders, approvals from CoG/AF&T/Ops, and the wisdom and support of our University Secretaries.
- 3) Recommendation: Interpretation of university authority and policy in specific cases should be reviewed by the appropriate administrative units and/or elected faculty committees.

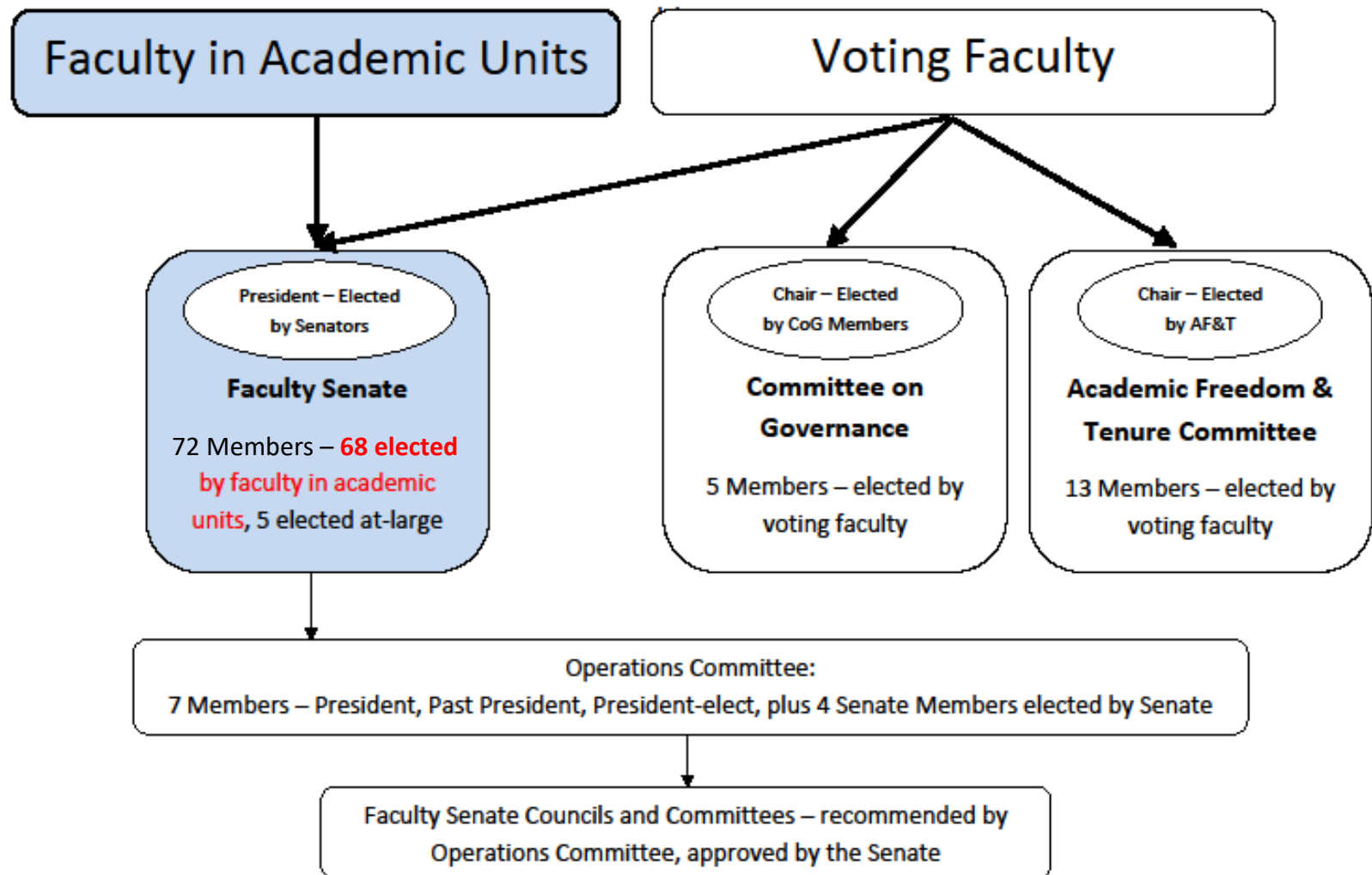
Part I: Governance - Administration



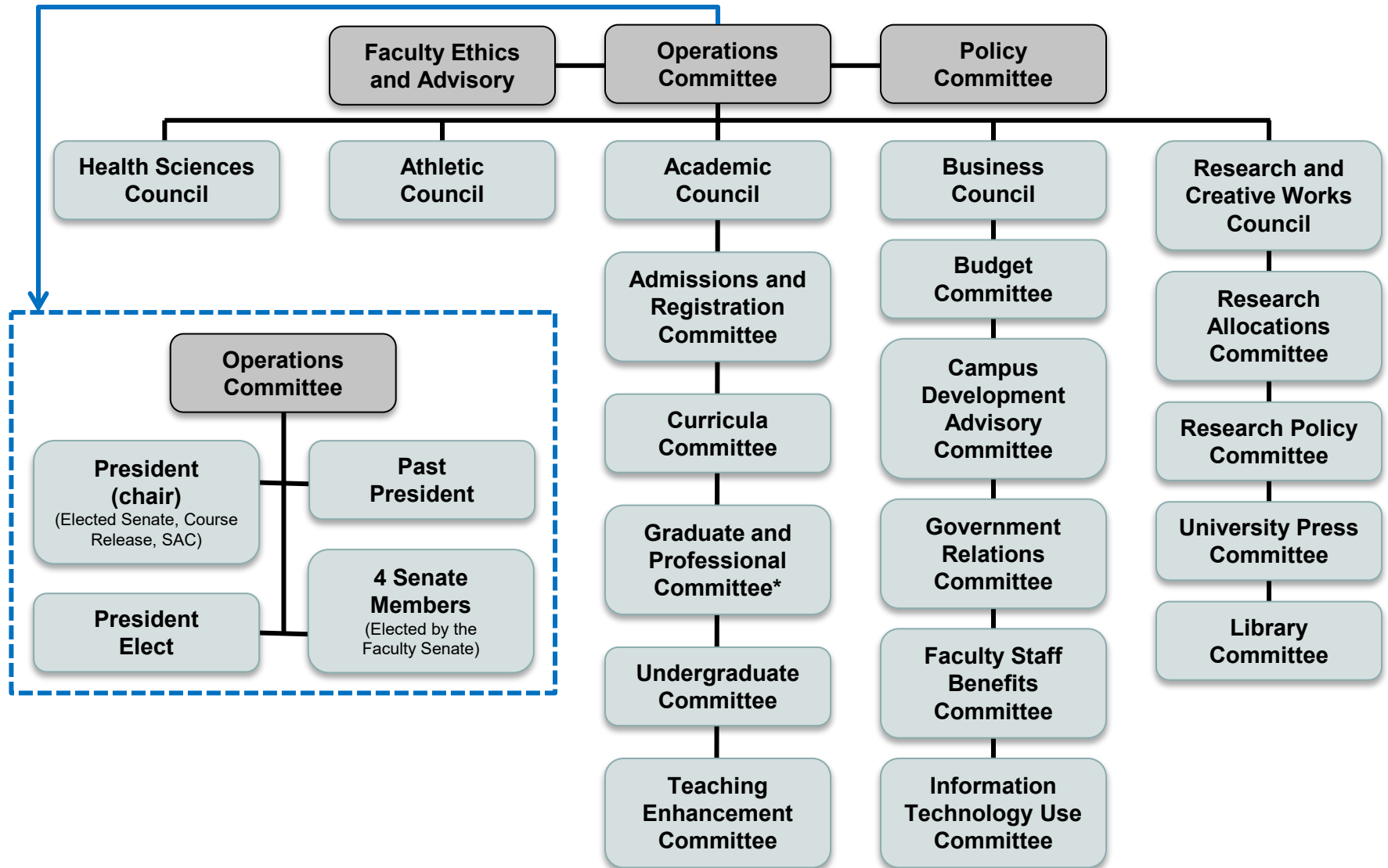
Governance – Faculty



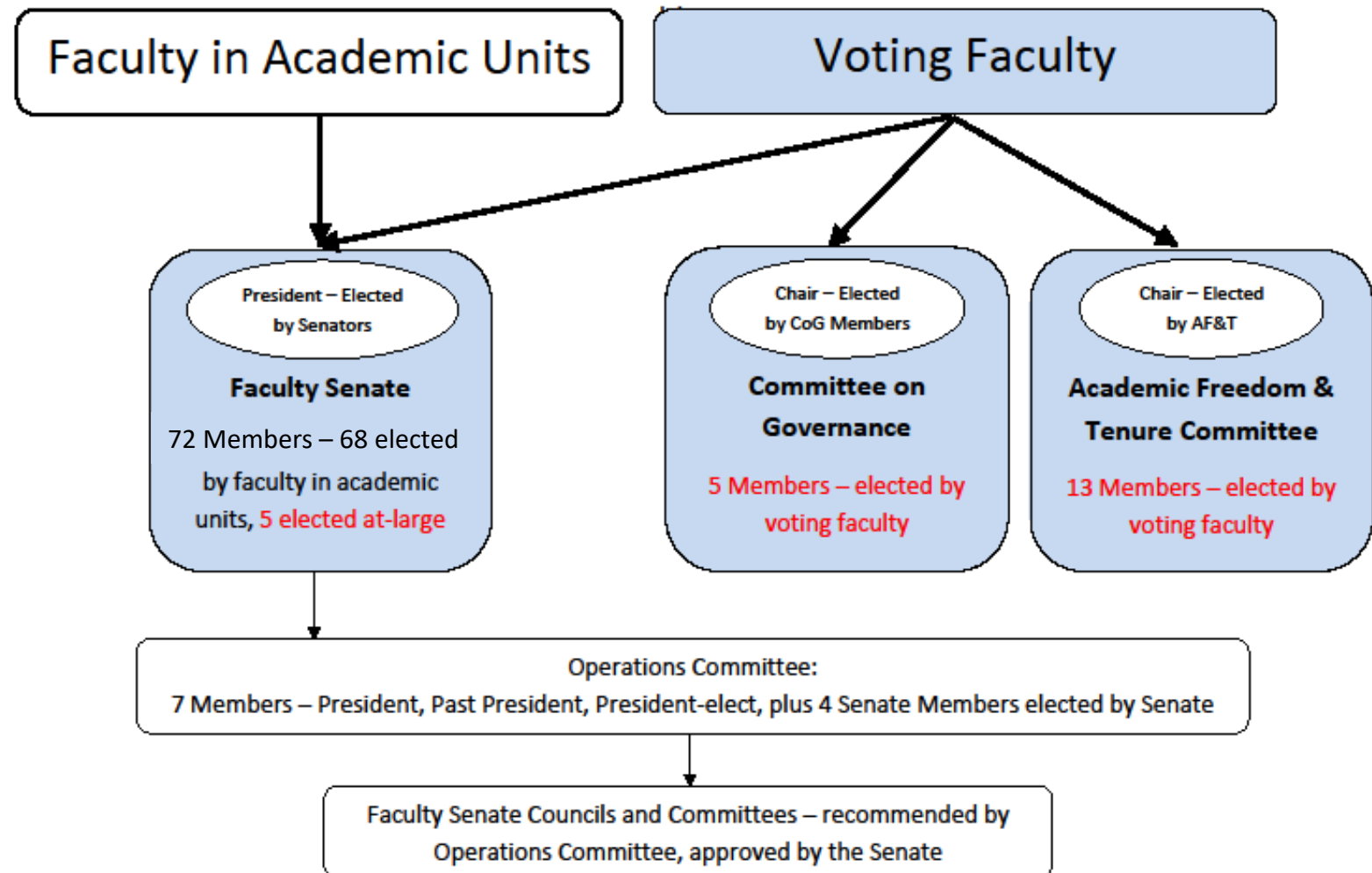
Faculty Representation



The Faculty Senate



Faculty Representation



Academic Freedom & Tenure Committee



- **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



Origins:

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

Responsibilities:

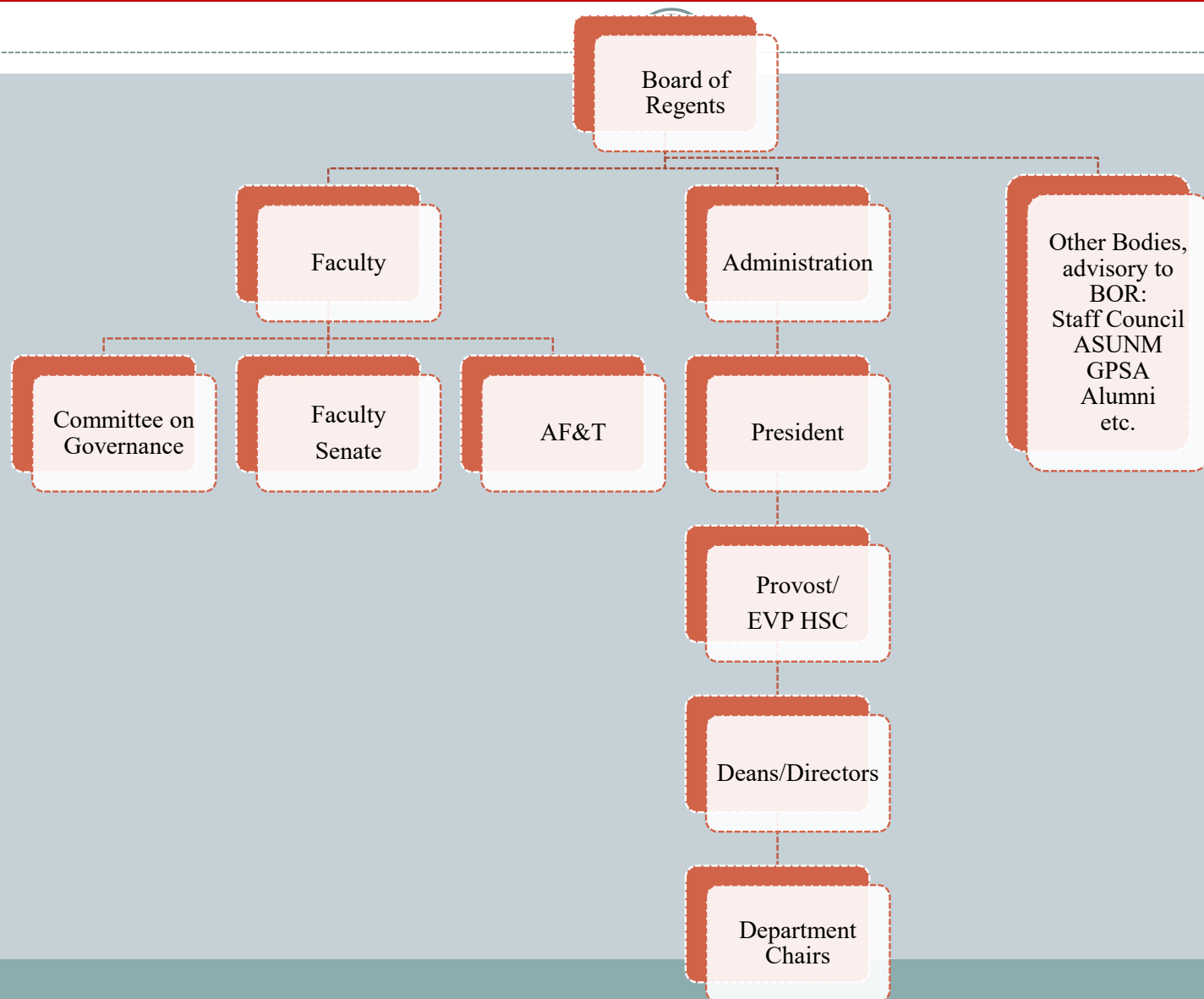
- Elections
- Constitution
- Governance structures
- Senate
- General faculty meetings

Shared Governance: AAUP, 1994

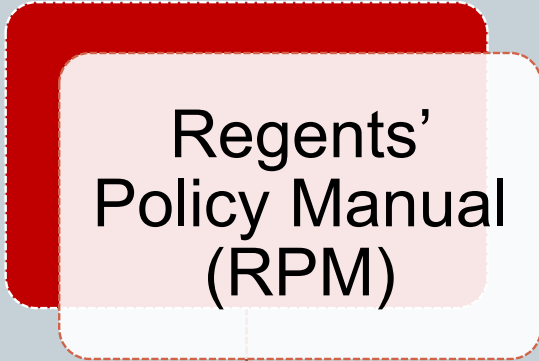


“A good governance system is no guarantee that academic freedom will flourish. **A governance system is merely a structure that allocates authority**, and authority needs to be exercised if even the most appropriate allocation of it is to have its intended effects. Faculty members must be willing to 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.”

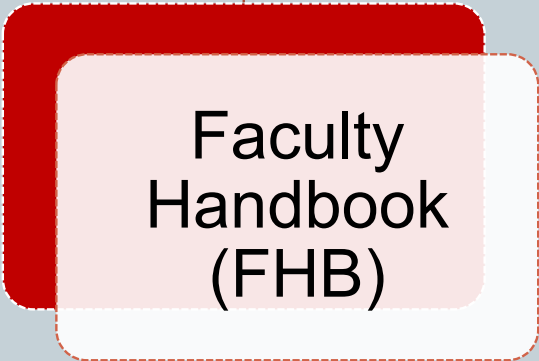
Shared Governance – UNM Structures



Part II: The Policy Landscape

A diagram showing the hierarchy of policy documents. At the top is a red box labeled 'Regents' Policy Manual (RPM)'. A dashed line connects it to two boxes below: 'Faculty Handbook (FHB)' on the left and 'University Administrative Policies (UAP)' on the right. Each box is a red rectangle with a white rounded rectangle inside, containing the text.

Regents'
Policy Manual
(RPM)

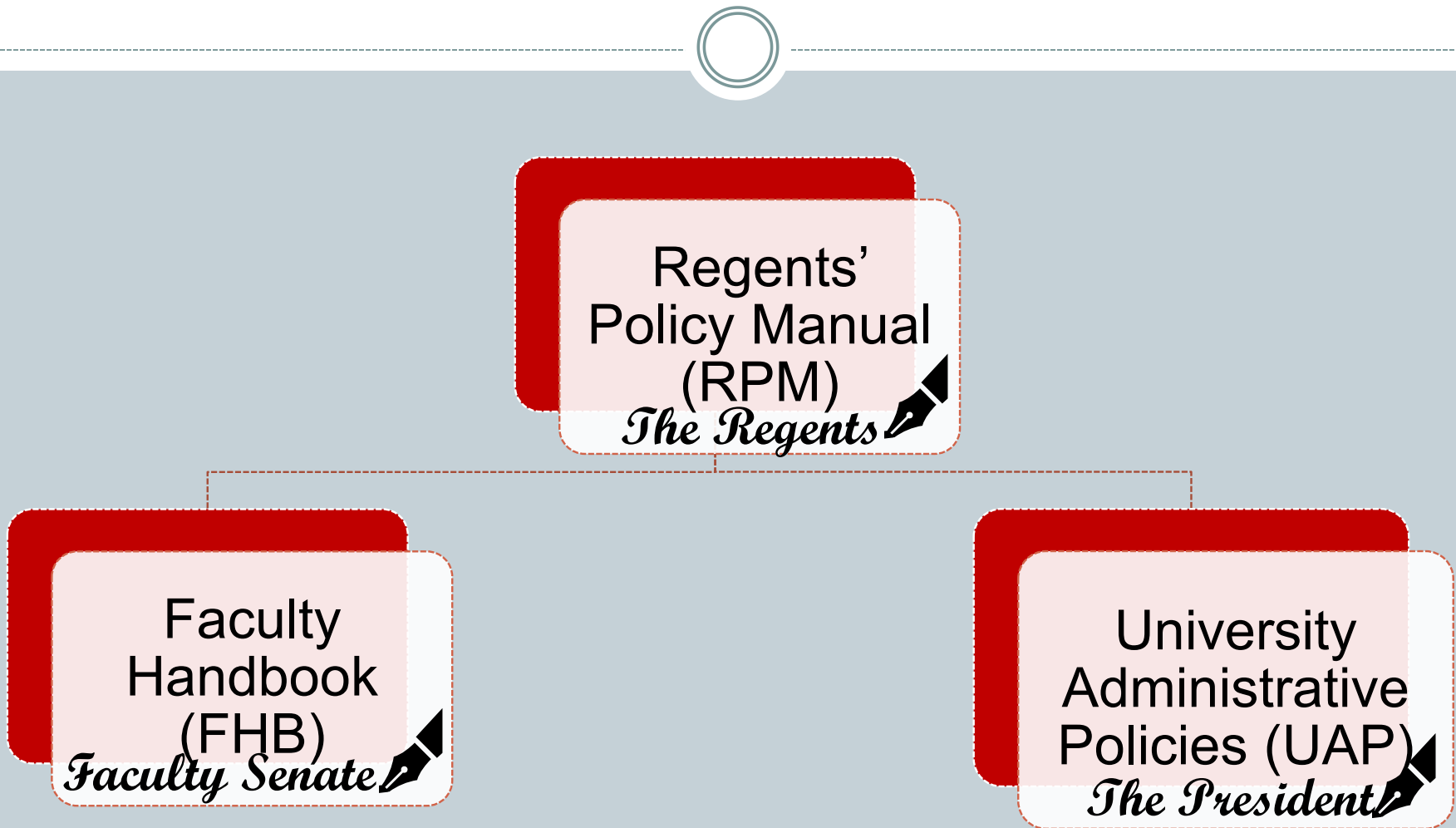
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Faculty
Handbook
(FHB)

A diagram showing the hierarchy of policy documents. At the top is a red box labeled 'Regents' Policy Manual (RPM)'. A dashed line connects it to two boxes below: 'Faculty Handbook (FHB)' on the left and 'University Administrative Policies (UAP)' on the right. Each box is a red rectangle with a white rounded rectangle inside, containing the text.

University
Administrative
Policies (UAP)

University Policies: Approvals



University Policies: Approvals



Regents'
Policy Manual
FBH

EXCEPT:

FBH policies approved by

Voting Faculty and The Regents 

(Section B: Academic Freedom,
Faculty Constitution,
Faculty Discipline)

Faculty
Handbook

(FFHB)
Faculty Senate 

University
Administrative
Policies (UAP)
President 

University Policies: Regents-Faculty



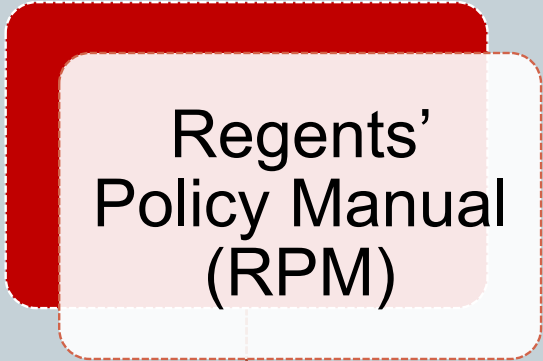
Regents' Policy Manual (RPM)

Faculty Handbook (FHB)

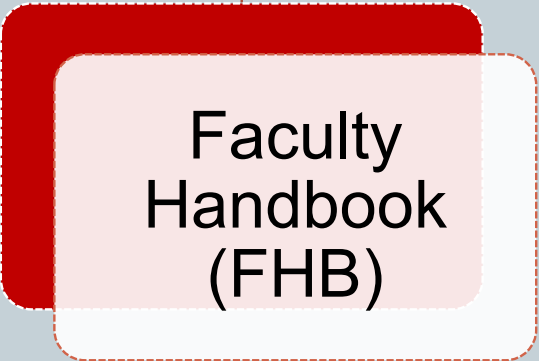
RPM 5.1: The Faculty's Role in the University's Academic Mission (Regent approval 1996)

"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."

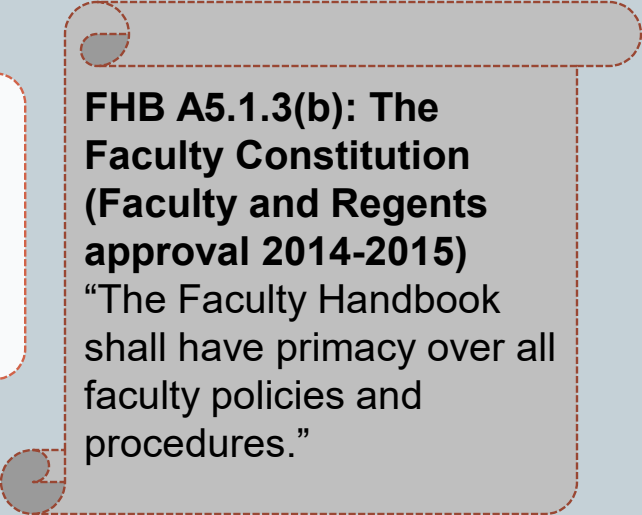
University Policies: FHB and UAP

A light pink rectangular box with a red drop shadow and a dashed red border, containing the text 'Regents' Policy Manual (RPM)'.

Regents'
Policy Manual
(RPM)

A light pink rectangular box with a red drop shadow and a dashed red border, containing the text 'Faculty Handbook (FHB)'.

Faculty
Handbook
(FHB)

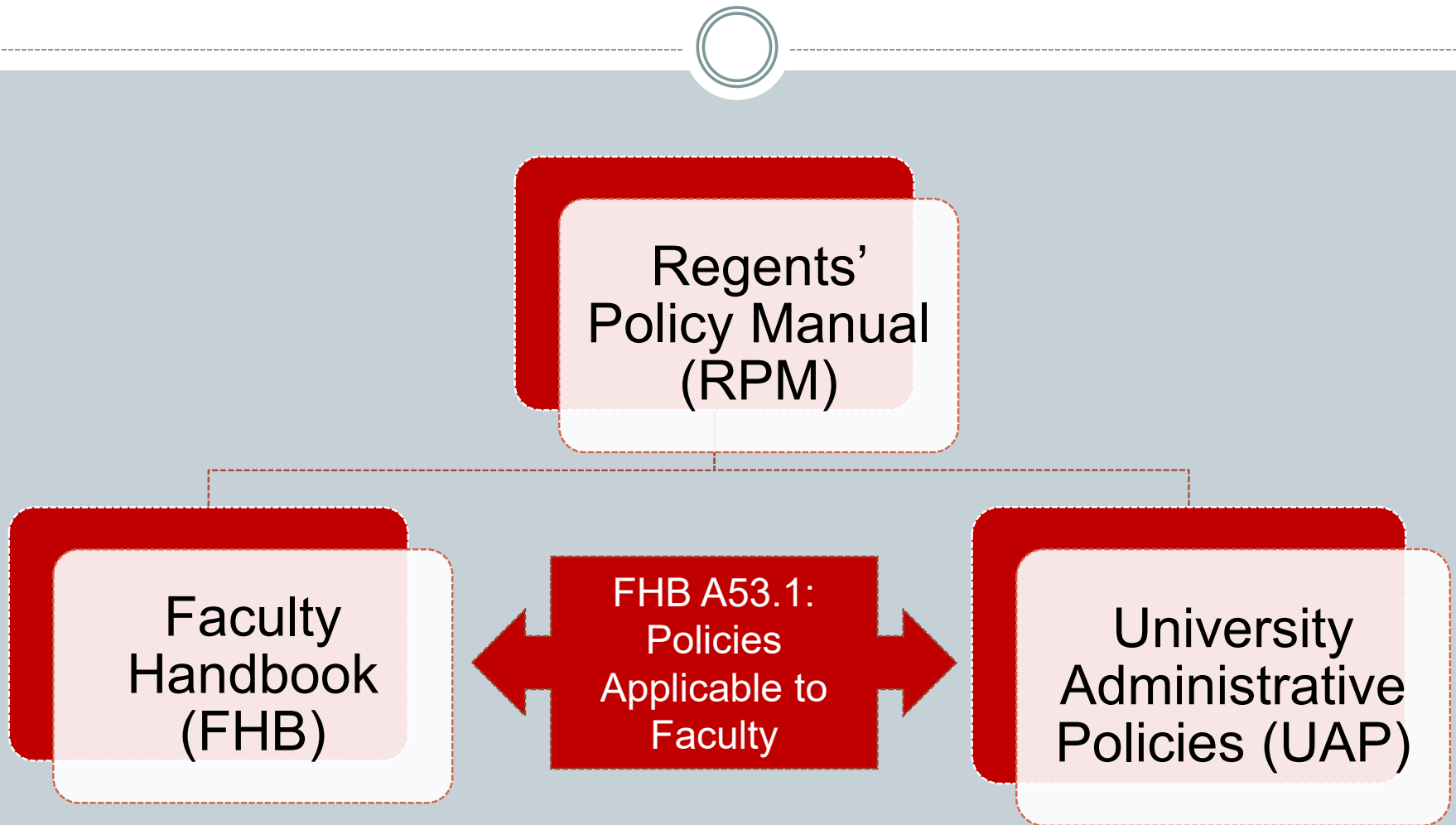
A light gray rectangular box with a red drop shadow and a dashed red border, containing the text 'FHB A5.1.3(b): The Faculty Constitution (Faculty and Regents approval 2014-2015) "The Faculty Handbook shall have primacy over all faculty policies and procedures."'.

**FHB A5.1.3(b): The
Faculty Constitution
(Faculty and Regents
approval 2014-2015)**
"The Faculty Handbook
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University
Administrative
Policies (UAP)

University Policies: FHB and UAP



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 (ismason@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: Kate Clarke, Fine Arts
 - ✦ Chair of Committee on Governance: Troy Lovata, Honors

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)