OFFICE OF THE UNIVERSITY SECRETARY

Memorandum

Date: November 11, 2026

To: Roberta Lavin, Faculty Senate President

From: Nancy D. Middlebrook, University Secretary

Re: Request Faculty Senate Approval of Proposed *Faculty Handbook* Policy A61.6: Faculty Senate Social Justice Committee

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This proposed Policy A61.6 Faculty Senate Social Justice Committee was developed by members of the Faculty Senate's ad hoc Social Justice Committee at the request of the Faculty Senate Operations Committee. This new policy was developed to create the committee's charge and membership, so that the committee can move from an ad hoc status to a standing Faculty Senate committee.

The Faculty Senate Policy Committee (FSPC) reviewed the recommended Policy and sent it to the campus for review and comment. No comments were received. The FSPC approved the attached proposed policy to go forward to the Faculty Senate for approval and would be happy to have a member at the Faculty Senate meeting to an answer questions or concerns. Thank you for this opportunity to work collaboratively with you on this important policy.

Attachment:
Proposed revised draft A61.6: Faculty Senate Social Justice Committee

cc: Eve L Espey, Co-chair, Faculty Senate Policy Committee
Karen Patterson, Co-chair, Faculty Senate Policy Committee

Faculty Handbook	**A61.6: Faculty Senate Social Justice Committee**
Approved By: Faculty Senate	
Last Updated: September 2, 2026	
Responsible Faculty Committee: Faculty Senate Justice Committee	
Office Responsible for Administration: Office of the University Secretary	

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

APPLICABILITY

All UNM faculty, including the Health Sciences Center and Branch Community Colleges.

POLICY RATIONALE

The Faculty Senate Social Justice Committee (FSSJC) is charged with providing guidance to the Faculty Senate on matters of social justice that impact the University of New Mexico (UNM) community. The FSSJC is also charged with leading social justice initiatives approved by the Faculty Senate.

POLICY STATEMENT

Although the FSSJC will each year prioritize key areas of work, the Committee will be guided by the following practices:

(1) coordinating, communicating, and collaborating toward social justice goals and bringing visibility to social justice initiatives on campus and in the broader community.

(2) drawing the attention of the Faculty Senate to UNM policies, procedures, and practices that contribute to and/or combat discrimination, inequity, and injustice.

(3) advocating to the Faculty Senate for restorative and transformative social justice models in UNM operations.

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.

PROCEDURES

The FSSJC is open to all members of the faculty who wish to serve. There will be seven (7) members serving overlapping three-year terms. Membership will include one (1) member from a Branch Community College, and one (1) faculty member willing to join, attend, and be the FSSJC liaison to the UNM Diversity Council. Members can be appointed for a second three-year term. To create a structure for overlapping terms, three of the original seven members will be appointed to two-year terms and then be eligible for a second three-year term. The chairperson is elected by the Committee. The FSSJC will meet monthly during the academic year.

DEFINITIONS

For the purpose of this committee, social justice is defined as a state of equal economic, political and social rights and opportunities for all members of a society with the goal of improving fairness by addressing systemic inequities within that society.

CONTACTS

Direct any questions about this policy to the UNM Office of the University Secretary.

WHO SHOULD READ THIS POLICY

- Academic chairs, directors, and deans
- Non-academic managers and directors
- Vice presidents and other executives

RELATED DOCUMENTS

Regents' Policy Manual

Policy 1.6 "Special Recognition and Awards."

Faculty Handbook:

Policy A51 "Faculty Constitution"
Policy A53 "Development and Approval of Faculty Policies"
Policy A60 "Faculty Senate Bylaws"
Policy C150 "Political Activities of UNM Faculty"

HISTORY

New policy

DRAFT HISTORY

August 21, 2026 – Revised draft from FSSJC
December 1, 2025 – Develop draft based on info from FSSJC