

Memorandum

Date: November 6, 2019

To: Faculty Senate Operations Committee

From: Dr. Leslie Oakes, Chair, Faculty Senate Policy Committee

Re: Proposal to Remove Policy C05 “Rights and Responsibilities at the University of New Mexico” from the *Faculty Handbook* and to Move Policies Under the Purview of Academic Freedom and Tenure from Sections C & F to Section B

1. Policy C05 “Rights and Responsibilities at the University of New Mexico” should be removed from the *Faculty Handbook* because it is obsolete and superseded by the following UNM policies: *Faculty Handbook* Policy C07 “Faculty Discipline”; Regent Policies 1.3 “Public Notice of Regent Meetings,” “3.1 “Responsibilities of the President,” 3.2 “Authority in an Emergency,” and; UAP Policies 2200 “Whistleblower Protection and Reporting Suspected Misconduct and Retaliation,” 2210 “Campus Violence,” 6130 “Emergency Control”; and the “Student Code of Conduct Policy.”

2. The Faculty Constitution delegates to the Academic Freedom and Tenure Committee responsibility “to discharge the functions assigned to it under the provisions of the Policy on Academic Freedom and Tenure (AF&T)” contained in Section B of the *Faculty Handbook*. Over time due to the need for expediency policies that fall under the purview of the AF&T Committee were placed, in error, in Sections C and F of the *Faculty Handbook*. Therefore, the Faculty Senate Policy Committee proposes that policies that properly belong in Section B be moved to that section to ensure they follow the proper policy protocols, with review and approval by University Faculty, the Board of Regents, and the AF&T Committee. Below are the affected policies and the rationale for movement.

Section B of the *Faculty Handbook* “Policy on Academic Freedom and Tenure” states that the AF&T Committee is responsible for reviewing significant decisions affecting faculty tenure, promotion, sabbatical leave and employment ...” The policies listed below fall within the authority and responsibilities of Section B.

C07 “Faculty Disciplinary Policy” This Policy addresses warnings, censures, suspension without pay, and dismissals which are “significant decisions affecting faculty tenure, promotion, sabbatical leave and employment” covered by Section B of the *Faculty Handbook*.

C190 “Lecturer Annual and Promotion Reviews” This Policy closely aligns with Policy B4 “Faculty Reviews.”

C200 “Sabbatical Leave” Section 7(a) of the Faculty Constitution assigns AF&T responsibility for hearing appeals regarding sabbatical leave applications; and to make recommendations for appropriate changes in the sabbatical leave policy of the University”; therefore, this Policy should be covered by Section B of the *Faculty Handbook*.

C250 “Academic Leave for Principal Lecturers” This Policy address closely aligns with the Sabbatical Policy; therefore, this Policy should be covered by Section B of the *Faculty Handbook*.

F90 “Academic Freedom, Tenure, Appointment and Grievance Procedures.” As the title infers this Policy belongs in the section pertaining to Academic Freedom and Tenure.

To ensure University Faculty agree with the proposed placement of these policies, approval for movement is being requested by both the Faculty Senate and the University Faculty.