

# FACULTY SENATE SUMMARIZED MINUTES

## 2015-2016 FACULTY SENATE January 26, 2016

*(Approved at the February 23, 2016 Faculty Senate meeting)*

The Faculty Senate meeting for January 26 was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Stefan Posse presided.

### ATTENDANCE

Guests Present: Liz Hutchison, Committee on Governance; Kimberly Bell, University Counsel; Dave Sidhu, School of Law; Amy Neel, Faculty Athletic Representative

### APPROVAL OF THE AGENDA

The agenda was approved as written.

#### **1. Approval of summarized minutes for November 24, 2015 meeting**

The minutes were approved as written.

#### **2. Faculty Senate President's Report**

Faculty Senate President Posse discussed various recent topics addressed by the Operations Committee: for example, the aspects related to the tenure process, what the IT department had to say about email use policy (who owns email?), cultural sensitivity issues on campus (especially by female faculty and students of color), the budget problems faced by the UNM Press; and, has met with President's Office Strategic Planner Kevin Stevenson to discuss Tuition Sharing Compact model.

Regarding the Policy Committee, FS President Stefan Posse updated the Faculty Senate on the committee's review of several policies including C150, C240, A53, A53.1, E40.

FS President Posse said that the Budget Committee has continued its work on the initiatives of the Faculty Senate budget task force and that the faculty survey draft was overwhelmingly approved by the Faculty Senate. He added that minor changes have been made to the survey draft to clarify

matters and that the survey with its 56 questions is intellectually stimulating because the budget is a complex issue. The survey draft was approved (with amendments) by the Faculty Senate with one opposed.

The Faculty and Staff Benefits Committee has worked on the issues of bereavement and health care benefits. Strategic Planner Kevin Stevenson said UNM now has an Ethics and Advisory Committee which is addressing spousal/partner hiring by the University. HSC council has informed Strategic Planner Stevenson that it plans to visit the legislature on February 4 and it welcomes participation.

Strategic Planner Stevenson also discussed the fact that OUS Vivian Valencia is retiring and that her budget faced some cutbacks but he pointed out how important her office's services are. He said that a part time interim position has been created to fill that slot until a full time replacement has been located.

FS president Posse said UNM's branding initiative roll out on January 21 was successful. More than 400 participated in the presentation.

He also announced that UNM Regent Koch resigned last year. Served UNM for many years.

## **CONSENT AGENDA TOPICS**

Form C from the Curricula Committee

The following Form C were approved by voice vote of the Faculty Senate.

BS in Nursing revision

Doctor of Physical Therapy revision

BS Emergency Medical Services revision

## **AGENDA TOPICS**

1. Free Speech: in November, the Faculty Senate approved a motion to examine the possibility of creating a survey regarding whether faculty should address its current policies. Geoffrey Miller with UNM's Psychology Department, said he passed out a draft of the survey and would like feedback on some of its questions in about a week. Then he would like to post those responses online for a week so that faculty can analyze the data; there are currently 112 questions. He believes it should contain 40-50 at the most. A lot of questions are regarding racism and sexism, but there is a policy about sustainability

and environmental issues. There are some that could be construed as political or religious freedoms. He added that he wants to know what sorts of things faculty believes violate the first amendment.

2. FS President Posse said the Faculty Senate should re-examine this issue at the next Faculty Senate meeting on February 23. Also, he petitioned for examples of free speech infractions and indicated it was decided that a draft should be drawn up of this survey--that it should be circulated among Faculty Senate members, and then voted on.
3. First Amendment primer: Dave Sidhu, associate UNM law professor: Said free speech is an important issue on college campuses. He said he wants to provide a quick overview of the first amendment...that we have robust a first amendment protection to enable the citizenry to think about what policies are best for our country. Sidhu stated that there is also a broader interest in finding the truth and the way the truth can emerge is through a robust change of ideas rather than censoring some of those viewpoints... Sidhu further discussed the meaning of “speech” and what deems it protected.
4. For example, “fighting words” and “true threats” are not protected as free speech under the first amendment. Also, obscenity and child pornography are unprotected speech and adult pornography and hate speech are protected forms of speech.
5. Sidhu said that verbal bullying and sexual harassment are okay under the first amendment but that there are state statutes that may not permit them.
6. Main and Branch Faculty Compensation Analysis Project: Carol Parker in the Provost’s office has been working on this for two years. She is looking at two problems that UNM is working to create policies to prevent: one is called the loyalty tax. Parker indicated that this is a problem that occurs when faculty members have been with the university for a number of years and the university is not getting the appropriate state appropriations to provide for cost of living or to provide for adequate merit raises. She said when this happens, employees begin to incur a penalty for their loyalty because individuals who are more recently hired will tend to come in at the market rate and so they start to have a gap where their salary becomes compressed over time. Parker said this loyalty tax is a serious problem that UNM is always concerned about and that her challenge would be to help the university develop policies to try to prevent it from reoccurring.

7. She said the other concern we have relative to compensation stems from our concern that our policies are fair and equitable, adding that she wants to support the concepts of equal pay for equal work (within in discipline) and that in academia there have been challenges relative to gender and relative to faculty members of underrepresented groups.
8. Parker concluded that UNM has very little written down at all to guide how salaries are set.
9. Faculty Athletics Representative Report (did not get to this)
10. New/Old Business (did not get to this)
11. Adjournment

Meeting adjourned at 5:00 p.m.