

**Faculty Senate Policy Committee**  
**Meeting Agenda, Scholes Hall Room 101, November 2, 2016 3:30 - 5:00 pm**

**Updates**

1. **Title IX group meeting**—we need a Committee member to attend meetings
2. **D175 and D176**—taskforce authorized for evaluation of student grievance policies
3. **D170 “Student Attendance”** request from Regent Berryman
4. **C09 and A61.7**—policies out for campus comment
5. **E40 and E90** awaiting review by RPC; E10 “Classified Research” proposed changes coming
6. **Section F:** Branch Campus policies taskforce update

**Action Items**

**Consent Agenda Topics: None**

**Agenda Topics**

**1. C90 “Dates of Campus Duty”** Determine if C90 is okay as is with the interpretation memo addressing recesses issue raised by COE, or if it needs to be revised. **pg. 1**

Key pre-meeting preparation: Review current version of C90 in Faculty Handbook.

Desired outcome: Determine Course of Action.

**2. C20 Employment of UNM Graduates.** The Committee decided a recommendation memo be sent to the Faculty Senate Operations Committee explaining why C20 "Employment of UNM Graduates" should be deleted. The attached draft memorandum was reviewed by Carol Parker, John Trotter, and Lee Brown. They expressed concerns for the Committee to discuss. **pg. 2**

Key pre-meeting preparation: Review draft memorandum and emails from Carol, John, and Lee.

Desired outcome: Determine course of action.

**3. D75 “Classroom Conduct”** Change from an information item to a full policy. **pg. 7**

Key pre-meeting preparation: Review draft of D75 in new format and identify any concerns.

Desired outcome: Develop an estimated completion schedule and action plan.

**Future Business**

# **C90: Dates of Campus Duty**

## *Policy*

Except for authorized holidays, vacations, or other recesses listed in the academic calendar or otherwise announced, it is the obligation of each faculty member to perform all assigned duties and commitments within the period designated by the beginning and ending dates of service in a particular contract period. Standard faculty appointments are for the academic or fiscal year. For academic appointments, faculty members will be notified of the date they are expected to be available for duty. (Normally, one week before the start of Monday classes at the beginning of each regular semester.) The period of duty for department chairpersons, if different from that of other faculty members will be as determined by the several colleges and schools.

# C20: Employment of UNM Graduates

## *Policy*

*Approved by Faculty on March 12, 1951*

As a general policy, no person who has received a degree from the University of New Mexico shall hereafter be employed as a regular member of the faculty in a position which may lead to permanent tenure unless subsequent to the last degree at the University of New Mexico, he or she has taken at least one academic year of advanced work at another reputable institution or has established himself or herself professionally elsewhere. Such work or professional experience must be in his or her teaching field.

At the discretion of the Provost/Vice President for Academic Affairs or the Vice President for Health Sciences for Health Sciences faculty, an exception may be made to this general policy in the case of a person who has taken a master's degree, its equivalent, or pursued other substantial graduate work at another reputable institution before receiving a more advanced degree at the University of New Mexico.

In case of the above or any other exceptions to the general policy, it is recommended that the Provost/Vice President for Academic Affairs consult with the Academic Freedom and Tenure Committee before taking action.

For further information refer to "Employment of UNM Graduates" Section **5.3**

(<http://policy.unm.edu/regents-policies/section-5/5-3.html>), *Regents' Policy Manual*.

## RE: Draft memo from Policy Chairs to Operations Committee recommending deletion of C20

John A Trotter Ph.D. <JTrotter@salud.unm.edu>

Mon 8/8/2016 12:15 PM

To: Carol Stephens <stephens@unm.edu>; Carol Parker <cparker@unm.edu>; Lee K Brown <LKBrown@salud.unm.edu>;  
Cc: Kenedi Hubbard <kthubbard@unm.edu>; Candyce Torres <ctorres@unm.edu>;

Carol,

I think the letter looks fine. I would only ask whether there have been any arguments in favor of such an exclusionary policy, here or elsewhere. If there are none, that would be worth stating. If there are some, but they seem to be more theoretically useful than they are in practice, that would also be worth stating. Why was the original policy adopted?

John

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**From:** Carol Stephens [mailto:stephens@unm.edu]

**Sent:** Monday, August 08, 2016 10:37 AM

**To:** Carol Parker <cparker@unm.edu>; John A Trotter Ph.D. <JTrotter@salud.unm.edu>; Lee K Brown <LKBrown@salud.unm.edu>

**Cc:** Kenedi Hubbard <kthubbard@unm.edu>; Candyce Torres <ctorres@unm.edu>

**Subject:** Draft memo from Policy Chairs to Operations Committee recommending deletion of C20

Hi Carol, John, and Lee,

Hope you're having a good summer. At the June meeting, the Policy Committee decided they wanted the Committee chairs to submit a recommendation memorandum to the Faculty Senate Operations Committee explaining why the Committee feels C20 "Employment of UNM Graduates" should be deleted. I prepared the attached draft memo based your emails and Committee discussions. I would appreciate it if you could review the attached draft memo to ensure I captured your concerns correctly. I would also appreciate any changes or suggestions you may have. Thanks--Carol

Carol Stephens  
[stephens@unm.edu](mailto:stephens@unm.edu)  
505-220-4877

"May your choices reflect your hopes, not your fears" -- Nelson Mandela

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## Re: Draft memo from Policy Chairs to Operations Committee recommending deletion of C20

Lee K Brown <LKBrown@salud.unm.edu>

Mon 8/8/2016 3:26 PM

To: Carol Stephens <stephens@unm.edu>; Carol Parker <cparker@unm.edu>; John A Trotter Ph.D. <JTrotter@salud.unm.edu>;  
Cc: Kenedi Hubbard <kthubbard@unm.edu>; Candyce Torres <ctorres@unm.edu>;

Colleagues,

I can think of arguments in favor of the policy that might apply to other institutions in other states (Harvard, Princeton, Yale, etc.), but none that apply to UNM and New Mexico. I would favor sending the memo as you have drafted it- I think it states the case well.

Regards,  
Lee

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**From:** Carol Stephens <stephens@unm.edu>  
**Sent:** Monday, August 8, 2016 10:37 AM  
**To:** Carol Parker; John A Trotter Ph.D.; Lee K Brown  
**Cc:** Kenedi Hubbard; Candyce Torres  
**Subject:** Draft memo from Policy Chairs to Operations Committee recommending deletion of C20

Hi Carol, John, and Lee,

Hope you're having a good summer. At the June meeting, the Policy Committee decided they wanted the Committee chairs to submit a recommendation memorandum to the Faculty Senate Operations Committee explaining why the Committee feels C20 "Employment of UNM Graduates" should be deleted. I prepared the attached draft memo based your emails and Committee discussions. I would appreciate it if you could review the attached draft memo to ensure I captured your concerns correctly. I would also appreciate any changes or suggestions you may have. Thanks--Carol

Carol Stephens  
[stephens@unm.edu](mailto:stephens@unm.edu)  
505-220-4877

"May your choices reflect your hopes, not your fears" -- Nelson Mandela

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Date: August 4, 2016 *Draft*

To: Faculty Senate Operations Committee

From: Co-Chairs, Faculty Senate Policy Committee

Re: Faculty Handbook Policy C20 “Employment of UNM Graduates”

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Faculty Handbook Policy C20 “Employment of UNM Graduates” was last approved by UNM faculty on March 12, 1951. Given the dated nature of this policy, the Faculty Senate Policy Committee performed a thorough review of this policy. This Policy has proven to be counter-productive to many UNM goals, resulting in numerous exceptions to the Policy granted on an institutional-wide basis. Therefore, the Faculty Senate Policy Committee recommends C20 be eliminated/deleted, and is requesting endorsement by the Operations Committee to send this recommendation to faculty for a 30-day review and comment period.

Some of the problems encountered with this Policy include:

1. C20 may limit/prevent participation by UNM and its students in The Minority Doctoral Assistance Loan for Service Program sponsored by the NM Department of Higher Education.

This Program is designed to increase the number of minorities and women available to teach engineering, physical or life sciences, mathematics and other academic disciplines in which minorities and women are demonstrably under-represented in NM colleges and universities. To be eligible for the loan and subsequent loan forgiveness, the recipient must have a commitment from the sponsoring institution that a tenure-track faculty position will be available in the individual’s discipline when they complete their doctoral degree and are ready to return to the institution as faculty.

<http://www.hed.state.nm.us/students/minoritydoc.aspx>

2. Lee K. Brown, MD, Chair of the HSC Council indicated in an email 5/31/2016, “this Policy is totally inappropriate for HSC, particularly the School of Medicine (SOM)” for the following reasons:

“It is not at all unusual for potential faculty physicians to receive their medical degree and all post-graduate training at UNM, even some who receive tenure-track appointments (particularly our MD-PhD graduates). I agree that it is desirable to bring individuals to UNM who are able to suggest potential solutions that have worked elsewhere. Unfortunately, the manifold difficulties we have in recruiting faculty to SOM (one of my major tasks as senior vice chair of clinical affairs) argues strongly against this policy. Were the recruiting environment more salubrious (higher faculty salaries, regents and central administration committed to shared governance, better resources, and a state with less poverty, lower crime rate, better public schools, and less rampant government corruption) then the policy might make some sense. Since we all recognize that much of this is unlikely to change in the near or even long term, we’d be better off eliminating C20 altogether. My opinion.”

3. Carol Parker, Senior Vice Provost, expressed the following concerns about C20 pertaining to main campus and the branch campuses.

- “In some cases, people (hiring officials) are oblivious that C20 exists and then unknowingly make such hires. In other cases, hiring officials know about it and request exceptions which results in a lot of uncertainty as to how to proceed because the policy is so obtuse as to what problem it is trying to solve, and on what basis an exception could be granted.
- I (Carol Parker) asked the OGS dean a few months ago if PGS tells our graduate students about C20 and they do not (she did not even know about C20 until I brought it to her attention). Consequently our students apply for our jobs and then are outraged to learn about C20 and they are upset with UNM.
- Branch campuses are arbitrarily cut off from a potential pool of good teaching candidates, and in turn our graduates are cut off from potential jobs at the branches.”

4. Other critics have stated that C20 could led to discriminatory results given that UNM doctoral students are more likely to be minorities.

## D75: Classroom Conduct

Approved By: Faculty Senate

Last Updated: **Draft 9/23/16**

Responsible Faculty Committee: Faculty Senate Policy Committee

Office Responsible for Administration: Dean of Students

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

### POLICY RATIONALE

The University of New Mexico (UNM) promotes a working, learning, and social environment where all members of the UNM community work together in a mutually respectful, psychologically-healthy environment (from C09). Appropriate classroom conduct is necessary to provide an environment where everyone feels safe, supported, and encouraged to express her or his views and concerns, and is critical to student success.

### POLICY STATEMENT

The classroom instructor is responsible for all classroom conduct, behavior, and discipline. UNM policy permits only enrolled students, persons authorized by the instructor, and administrative personnel to be admitted to instructional areas during scheduled periods. UNM policy and New Mexico state law also prohibit all forms of disruptive or obstructive behavior in academic areas or any actions which would disrupt scheduled academic activity. The instructor may refer situations involving classroom misconduct to the Dean of Students for additional action under the Student Code of Conduct as published in the UNM *Pathfinder*.

Any person or persons in unauthorized attendance or causing a disturbance during scheduled academic activity shall be identified by the instructor and asked to leave. Persons refusing such a request may be removed by UNM Police and are liable to legal prosecution.

Smoking, eating and drinking are prohibited in all classrooms and teaching laboratories, including seminars.

Use of classrooms and other areas of academic buildings during nonscheduled periods is permitted only in accordance with departmental, college, or university practices.

### APPLICABILITY

All academic UNM units, including the Health Sciences Center and Branch Campuses.

Revisions to the remaining sections of this document may be amended with the approval of the Faculty Senate Research Policy Committee and Operations Committee.

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## DEFINITIONS

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No definitions specific to this Policy.

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## WHO SHOULD READ THIS POLICY

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- Faculty members
- Staff in Office of the Dean of Students
- Academic administrators

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## RELATED DOCUMENTS

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[Faculty Handbook Policy C09 “Respectful Campus”](#)

The Pathfinder—UNM Student Handbook. [“Student Code of Conduct”](#)

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## CONTACTS

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Direct any questions about this policy to Dean of Students Office.

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## PROCEDURES

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None at this time

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## HISTORY

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**Effective:**

Need to identify effective date of original policy.

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## DRAFT HISTORY

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September 23, 2016 – Place in new policy format and change from information item to Policy document.

COMMENTS TO:  
[handbook@unm.edu](mailto:handbook@unm.edu)

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