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Faculty Governance, Volume 1, Issue 2

UNM Faculty Senate

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The University Mace

Doug Fields

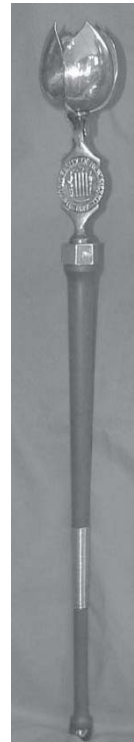
Recently, I was privileged to be asked to carry the UNM mace onto and off of the stage at the Freshman Convocation. This is a ceremonial event held at most colleges and universities in America today. Typically, this symbolic and traditional event marks the beginning of the academic year, and most important, welcomes incoming students to the institution, to its culture and environment, to its history and traditions, and to its leaders, its faculty, and staff. Curious about the history of the mace, I found the following:

“The procession is led by the Secretary of the University and the Faculty Senate President who carries the University Mace. The mace, originally a medieval weapon and later carried by sergeants at arms guarding kings and high church officials, gradually assumed a purely ceremonial character symbolizing authority. When used in academic processions, the mace usually precedes the entire procession.

The University of New Mexico Mace was designed and crafted for presentation at the Centennial Convocation in 1989 by Ralph Lewis, professor emeritus of art. The cherry wood staff is crowned by a silver stylized yucca blossom connected by bronze casting to a silver replica of the University seal. Views of six campus sites are etched in a silver band at the top of the wooden shaft. The foot of the mace is silver with a turquoise accent.” I was struck by the fact that the President of the Faculty Senate was designated to carry the symbol of authority.

Without letting that go to my head, it surely reinforced the idea that the faculty of the university should be at the heart of decision-making and policies. As I find myself often doing, I did a quick Google search on the phrase “Faculty Authority”. One of the first hits was to my Alma Mater, Indiana University. From their Faculty Constitution:

“The faculty has legislative authority to establish policy and determine procedures for its implementation governing the teaching, research, and service aspects of the University’s academic mission. Areas within the



faculty’s legislative authority include:

1. Academic mission.
2. Structure and standards for faculty governance.
3. Standards and procedures for creation, reorganization, merger, and elimination of academic programs and units.
4. Standards and procedures for determining the authority of academic units and the relationship between them.
5. Curriculum.
6. Class scheduling and academic calendar.
7. Admission and retention of students.
8. Student academic performance.
9. Standards and procedures for student conduct and discipline.
10. Athletics.
11. Creation and definition of academic ranks.
12. Standards and procedures for faculty appointments, promotion and tenure, compensation, conduct and discipline, and grievances.
13. Standards and procedures for appointment and review of academic officers.
14. Conferring degrees.

Other authorities delegated to the faculty by the Trustees...” It goes on to comment that:

“The Constitution recognizes that the faculty’s authority is subject to the powers of the Trustees and to state and federal law, but the Trustees defer to faculty authority in accordance with principles of academic freedom and faculty governance, generally recognized in the higher education community, to which the Trustees have subscribed.”

Our [Faculty Constitution](#) is similar in scope, and I hope that *our* trustees, the Regents, hold a similar view of Faculty Governance.



Future meetings



Faculty Senate Meeting

Tues, Sept. 22, 2009, 3:00 pm
Lobo Room, Rm 3037
(See page 6 for agenda)

General Faculty Meeting

Wed., Nov. 4, 2009, 3:00 p.m.
Woodward Hall

Board of Regent’s Meeting

Tues, Sept. 29, 2009, 9:00 a.m.
SUB Ballroom C



Retirement Updates

Richard Wood



Possible retirement incentives at UNM

As the Faculty Governance newsletter goes to press, the UNM administration is still evaluating whether a retirement incentive program for faculty is feasible and desirable. Our understanding is that an announcement will be forthcoming this Fall, either with details of such a program or making clear that no retirement incentives are foreseen. Watch for further details.

Sign up to receive e-news from the NMERB

Transfer to ERB retirement system from alternative retirement plans (TIAA-CREF and VALIC)

As announced previously by UNM Human Resources, faculty members currently in one of the alternative retirement programs (TIAA-CREF or Valic) have a one-time opportunity to convert over to the ERB system. There has been some confusion among faculty regarding this opportunity, centered around whether any years of service prior to this year would "count", if a person chooses to convert to ERB. The correct information is as follows:

1. pre-2009 does NOT count toward "high 5 year salary" in the calculation of ERB benefits.

2. pre-2009 DOES count toward "rule of 75" for determining retirement eligibility, i.e. when you can begin drawing benefits.

3. pre-2009 does NOT count toward "years of service" in the calculation of ERB benefits.

We urge all faculty members to investigate their retirement situation, and to be sure they fully understand the advantages and disadvantages of converting to the ERB system or remaining in an alternative retirement system. Here are some resources for more information:

Clarification on Senate Bill 572 - <http://hr.unm.edu/articles.php?ID=243>

Alternative Retirement Plan (New ERB Information Sheet) - <http://hr.unm.edu/articles.php?ID=205>

ERB Office: 505-888-1560
UNM HR Retirement Services: 505-277-MyHR (6947)

Strengthening Faculty Voice

Richard Wood

Building UNM's Academic Mission

The primary vehicle through which faculty can have voice in strengthening UNM's academic mission in all aspects of decision-making is the faculty structure, especially the Committees of the Faculty Senate. And you do NOT have to be a member of the Senate in order to serve on its Committees -- indeed, service on committees by non-senators is a crucial part of our service to the University as faculty members.

We encourage all faculty members to volunteer in their area of interest. We have space on the following Committees:

- Admission and Registration
- Budget
- Computer Use
- Curricula
- Faculty and Staff Benefits
- Governmental Relations
- Graduate
- Library
- Scholarship

Some open slots are restricted to particular colleges. Please volunteer to serve by contacting Karla Crawford in the Office of the University Secretary at karlac@unm.edu.



South Campus Dorms

Doug Fields

How many of you know that UNM is considering entering into a contract with the private developer American Campus Communities to build new dormitories on south campus? This is a part of a plan to develop South Campus farther (with the athletic facilities, the Student Services Center, etc.) and a way to alleviate the congestion on the main campus dorms in preparation for new dorms on main campus (also to be built and operated by ACC). I have attempted to get some more information about the plans, the Memorandum of Agreement and the timeline for input from the faculty and communities, but have so far not been able to find this information either on the web sites of the Real Estate Office

(<http://frem.unm.edu/reo/>), the non-existent website of Lobo Development, or on the site of the VP for Institutional Services (<http://frem.unm.edu/ISS/Index.shtml>).

Along with President Schmidly and the Provost, I would encourage faculty to fully participate in forums on the campus Master Plan.

Related links:



[Master Agreement for Student Housing Outline of UNM ACC Agreement](#)

Athletics and the Core Mission

The subject of how and why athletics should be related to the core mission of a research extensive university is one that is sure to get a good debate going at any university.

What should be beyond debate is the transparency of that relationship—how do resources flow to and from athletics, who makes those decisions, and the processes for shared governance oversight and input.

For these purposes at UNM, we have our Athletic Council, a committee of the Faculty Senate. This year, Alfred Mathewson is the chair, and I look forward to working with him to empower this important committee. For instance, perhaps this committee could be used to review affiliate advertising for appropriateness, with a hope to avoid embarrassments in the future, see:

<http://www.youtube.com/watch?v=myViY21EzPk>

http://www.youtube.com/watch?v=6ZQy_5jWPQA&feature=related



Faculty Workload

Howard Snell

A review of policies [C100](#) and [C110](#) from the [UNM Faculty Handbook](#) was proposed and approved as part of the fiscal year 2010 UNM [President's Workplan](#) at the 11 August 2009 Board of Regents Meeting. Along with other published UNM policies and unpublished documents maintained by the Provost's Office, C100 and C110 outline expectations of how the professional efforts of UNM faculty may be distributed among teaching, research, and service. President Schmidly's proposal seeks review "...to ensure that these policies are appropriate to the current mission of the university and

that they are applied fairly and consistently in all departments across campus." Faculty effort was also a central component in the review of various policies dealing with outside employment and extra compensation ([C130](#) and [C140](#)) completed at the request of the Board of Regents in 2008. The last revisions to C100 (Academic Load) and C110 (Teaching Assignments) apparently occurred in 1977 when the University of New Mexico was a considerably different place - thus the opportunity to bring policies dealing with aspects of faculty effort into line with UNM's desire to join the

Association of American Universities is timely. The Faculty Senate Operations Committee looks forward to proposing improvements in these policies and seeks your input. Please send your comments via email to snell@unm.edu with Faculty Workload in the subject line.

A new section of the [Faculty Senate Website](#) contains links to several documents relevant to these issues.



Campus Planning and Community Engagement

Mary Lipscomb

There has been a grassroots effort to give the neighborhoods surrounding UNM a more substantial voice in determining UNM's Master Plan and in influencing individual development projects. Recently, GPSA passed a resolution asking that the Neighborhood associations be given a vote on the Faculty Senate Campus Planning and Development committee (CDAC), and asked that the Faculty Senate pass a similar resolution.

The OPS committee of the Faculty Senate considered the resolution as presented by the GPSA, and while we are supportive of there being a forum which gives the neighborhoods a vote on such issues, we are uncomfortable with CDAC losing its primary focus of giving a faculty perspective on these issues. What we have proposed instead is the

following resolution, to be voted upon (or amended) at our next Faculty Senate meeting:

WHEREAS the University of New Mexico is in the process of updating their [Master Plan](#) which will guide the development of UNM and their lands over the next decades; and

WHEREAS community engagement is essential for development, is one of four stated goals guiding UNM's plans for growth and expansion, and is a part of the core mission of the Faculty Senate Campus Development Advisory Committee (CDAC); and

WHEREAS Faculty Senators are community members and are invested in successful collaborative relationships between our communities and the university; and

WHEREAS an effective process for community participation in, and input on, campus planning and development can mitigate costly delays, legal challenges, and project cancellations that result from a lack of that participation; and

WHEREAS in its 2009 accreditation report, The Higher Learning Commission

noted that community engagement is crucial to institutional integrity and that "Open and honest communication is critical not only within the university, but must also be extended from UNM to local community citizens to establish and maintain credibility and trust."

THEREFORE, IT IS RESOLVED that the University of New Mexico establish a clearly defined, consistent, open, inclusive, and effective process for community participation in campus planning and development, and

IT IS RESOLVED that in the interests of a more inclusive, democratic process that incorporates the needs and concerns of our shared communities, that the ideas and feedback of UNM's neighbors are not simply heard, but when reasonable and practical, are implemented, and

IT IS RESOLVED that UNM form a UNM/Albuquerque Development Board that would give voting rights to a broad spectrum of internal (faculty, staff, students, etc.) and external (neighborhood associations, etc.) constituents in order to form consensus on the UNM Master Plan and individual UNM developments.

**Master Plan Update Open House
September 21st
10:00am-1:00pm
SUB Atrium**

The Planners will be available to answer questions and take your



Administration Responds to HLC Report

Timothy Ross

This week, a series of three meetings were held with focus groups selected from the faculty and staff on campus for the purpose of designing a survey instrument to be used for Shared Governance and Communications on campus. As you know the recent academic accreditation of the University by the Higher Learning Commission (HLC) indicated that UNM should be doing a more credible job in developing, maintaining, and tracking issues and improvements in Shared Governance; the HLC requested UNM to develop an effective tool to measure improvements in Shared Governance. Hence, UNM has decided to conduct a survey to help in the development of this tool.

This week these three focus groups met with Brian Sanderoff of the firm Research and Polling, Inc. to provide him with inputs on appropriate questions to ask of Faculty and Staff on Shared Governance issues. The first survey is expected to be distributed to faculty and staff this fall, and another follow-up survey is planned for the following fall semester.

**You may view the entire HLC Report at
<http://www.unm.edu/~accred/2009ReportOfAVisit>**

Audit Status

Douglas Fields

On Friday, September 18th, I made a presentation to Regent's Audit Committee on the Faculty requested audit. The Committee discussed each of the recommended scope items from the office of the State Auditor:

Item #1: Budget comparisons of "restricted" Instruction and General (I & G) funds expenditures/revenues at the college or office level, broken down into the following categories: (a) instructional; (b) academic support; (c) student services; (d) institutional support; (e) physical plant (f) any other units receiving I & G for FY03, FY04, FY05, FY06, FY07, FY08 and FY09.

Item # 2: A detailed analysis of Facilities and Administration (F & A) revenues and allocations/expenditures sufficient to explain the Office of the Vice President for Research (OVPR) debt and the reduction in the F & A return to the units for FY03, FY04, FY05, FY06, FY07, FY08 and FY09. Include a comparison of budgeted amounts to actual expenditures/revenues.

Item # 3: A detailed analysis of the amount of funds that were "harvested" (including the tax on growth in fund balances), and where the money was transferred for FY03, FY04, FY05, FY06, FY07, FY08 and FY09. This analysis should include details of revenues and transfers into and out of the Reserves (I&G contingency account or Undesignated Fund Balances.) Include a comparison of budgeted amounts to actual expenditures/revenues where applicable.

Item # 4: A detailed analysis of how the current operations of the Rio Rancho campus are being funded including the impact on the I&G budgets for FY 10 and FY 11. In the course of the Regent's Audit Committee meeting, it was decided that:

Information from FY03 and FY04 were difficult to compile in a way which would be simple to compare with the other years because of the change from the old accounting system to Banner. The committee decided to drop these years and to make it a five year study (from FY04).

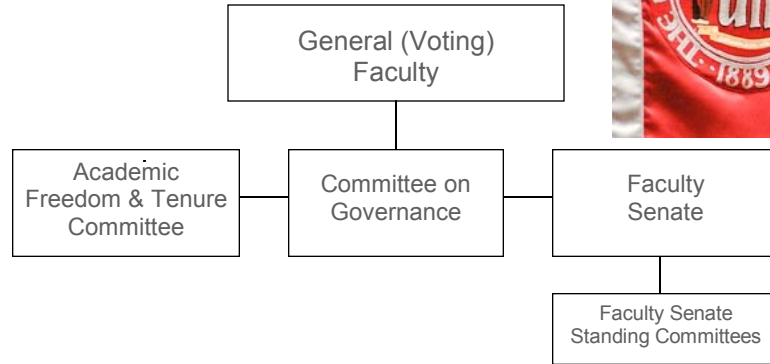
Item #2 was already accomplished in the 2007 audit of the OVPR's office. The Faculty Senate President and an audit specialist from the faculty will be given access to the working documents of the audit to verify that the audit was not significantly redacted from its original. The term "restricted" will be removed from Item #1, and the sentence "Include a comparison of budgeted amounts to actual expenditures/revenues." will be added to the end of Item #1. The Faculty Senate President will be given access to any discussions or working papers of the auditing firm, subject to NM state law and standards of auditing practices.





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Faculty Senate Meeting Agenda

September 22, 2009, 3:00 p.m.
SUB Lobo Room, 3037

AGENDA TOPICS

TYPE OF ITEMS/PRESENTER(S)

- | | |
|---|---|
| 1. Approval of Agenda | Action |
| 2. Acceptance of the August 25, 2009 Summarized Minutes | Action |
| 3. Faculty Senate President’s Report | Information
Douglas Fields |
| 4. Special Legislative Session in October | Discussion
Marc Saavdera |
| 5. Institutional Support Services | Information
Steve Beffort |
| 6. CARS Presentation | Information
Steven Rugala |
| 7. Faculty Trends | Information
Howard Snell |
| 8. CDAC Resolution | Action
Douglas Fields/Mary Lipscomb |
| 9. New Business and Open Discussion | |
| 10. Adjournment | |

Notes:

1. All faculty are invited to attend Faculty Senate meetings.
2. Full agenda packets are available at <http://www.unm.edu/~facsen/>
3. Questions should be directed to the Office of the Secretary, Scholes 103, 277-4664