9-10-1991

Faculty Senate Meeting Minutes, 09/10/1991, vol 16, p 4-65

UNM Faculty Senate

Follow this and additional works at: https://digitalrepository.unm.edu/fs_minutes

Recommended Citation

This Minutes is brought to you for free and open access by the Faculty Senate at UNM Digital Repository. It has been accepted for inclusion in Faculty Senate Meeting Minutes by an authorized administrator of UNM Digital Repository. For more information, please contact amywinter@unm.edu.
TO: Members of the UNM Faculty Senate
FROM: Anne J. Brown, Secretary
SUBJECT: September Meeting

The UNM Faculty Senate will meet on Tuesday, September 10, 1991 at 3:30 p.m. in the Kiva.

The agenda will include the following items:

1. Summarized Minutes of May 7, 1991
2. Memorial Minute for Professor Emeritus Leroy Condie -- Professor David Darling
3. Memorial Minute for Professor Emerita Mercedes Gugisberg -- Professor Mary Jo Campbell
4. Memorial Minute for Professor Emeritus John Rhodes -- Professor Henry Ellis
5. Memorial Minute for Professor Emeritus Gerald Boyle -- Professor Emeritus David Hamilton
6. Address by President Richard E. Peck
7. Address by Provost Paul Risser
8. Senate President's Report -- Professor Connie Thorson
9. Candidates for Degrees, Summer Session 1991 -- Representatives from the School and Colleges
10. Policy and Procedures on Conflicts of Interest in Sponsored Research -- Professor E. A. Walters
11. Revision of AA in Business Administration Degree/Valencia -- Frank Renz, Associate Director, Valencia Branch
12. Proposal re Undergraduate Program Review -- Professor Connie Thorson
13. Revision of Charges of Undergraduate and Curricula Committees -- Professor Connie Thorson
14. Committee Replacements -- Professor Mary Harris
IMMEDIATELY FOLLOWING THE SENATE MEETING, SENATORS ARE INVITED TO A RECEPTION AT THE UNM CLUB, 1805 ROMA N.E.
The September 10, 1991 meeting of the Faculty Senate was called to order by President Connie Thorson at 3:30 p.m. in the Kiva.

Senators present: Lynn Dianne Beene (A&S), Gloria Birkholz (Nursing), Zella Bray (Nursing), Edith Cherry (Arch & Ping), Marion Cottrell (Engineering), James Dawson (Gallup Branch), Susan Deese (Library), James DePaepe (Education), Michele Diel (Valencia Branch), Luisa Duran (Education), Bradley Ellingboe (Fine Arts), Walter Foxman (Medicine), John Geissman (A&S), Robert Glew (Medicine), Larry Corbet (A&S), Mary Grizzard (Fine Arts), Mary Harris (Education), Richard Harris (A&S), Donald Kendall (Engineering), Jerry King (Medicine), Demetra Logothetis (Dental Progs), Vonda Long (Education), William MacPherson (Law), Patrick McNamara (A&S), David McNamara (A&S), Joseph Martinez (Education), Kathleen Matthews (Univ College), Donald Natvig (A&S), Susan Pearson Davis (Fine Arts), Walter Putnam (A&S), Glynn Raymond (Pharmacy), Jose Rivera (Public Admin), Russell Snyder (Medicine), James Standefer (Medicine), Ronald Storey (Medicine), Connie Thorson (Library), James Thorson (A&S), Pauline Turner (Education), Ebtsisam Wilkins (Engineering), William Woodside (Medicine) and Estelle Zannes (A&S).

Absent: Anthony Cardenas (A&S), Daniel Derksen (Medicine), Marilyn Fletcher (Library), Kenneth Gardner (Medicine), Robert Greenberg (Medicine), Shlomo Karni (Engineering), David Null (Library), Priscilla Smith (Gallup Branch), Donald Vichick (Medicine), Benjimen Walker (Medicine), and James Wallace (Medicine).

Minutes of May 7, 1991. The minutes of May 7, 1991 were approved as distributed.

Memorial Minutes for Professors Emeritus Leroy Condie, John Rhodes, and Gerald Boyle and Professor Emerita Mercedes Gugisberg. Memorial minutes for Professors Emeriti Leroy Condie, Mercedes Gugisberg, John Rhodes and Gerald Boyle were presented by Professors David Darling, Mary Jo Campbell, Henry Ellis and Professor Emeritus David Hamilton respectively. The Senate adopted the minutes by rising vote and Secretary Anne Brown was asked to send copies to the next of kin.

Address by Provost Paul Risser. Provost Paul Risser told the Senate that there are two very positive developments this year at UNM: 1) the average ACT score for incoming student has improved by five points over the last five years and 2) figures on sponsored research have increased from 85 million dollars last year to $110 million this year.

Regarding reallocation, Provost Risser said that the process had begun with UNM 2000 2 1/2 years ago. That document, however, did not outline how the recommendations would be implemented. The Regents, two years ago, examined the budget and requested the implementation of the reallocation process.

The reallocation plan will be widely discussed and the Senate Operations Committee has been asked to have the Senate take the lead in discussions of the plan and making recommendations between now and November 1st. He has, he said,
met with department chairs and asked them to take a similar initiative in discussing the plan.

The single intent of the process is to make the University of New Mexico better—there is no other motivation. He encouraged discussion and suggestions and said that it is very important to this institution.

He then answered questions from the Senators.

Senate President's Report. Senate President Connie Thorson presented the following state of the Faculty address to the Senate.

I think it is important for us to consider the state of the faculty for a few minutes because we do not discuss often enough, if ever, the faculty as a faculty. UNM has very good faculty members; in many cases they are outstanding. But today I want to address some remarks to the faculty as an abstraction while referring in a few cases to specifics.

Pogo once said that we have met the enemy, and they are us. What more appropriate motto could there be for the UNM? It is much easier for us to sit here and in departments around campus and blame what's wrong with UNM on the administration, the regents, and the legislature, and they certainly deserve a great deal of the blame, than for us to accept the fact that the state of the UNM faculty could be much better, if the faculty would seize the day.

In my opinion, however, we have lost our desire to have UNM become a top-notch university. Instead, we tend to be motivated by self-interest, not collegial interest. We seem to be sitting back and letting UNM become a managerial institution instead of remaining a collegial one. By this I mean that we let decisions come down from the top rather than implement ideas developed by faculty closest to the question. Curricular matters are a case in point. This makes the state of the faculty pretty dismal. The faculty have accepted as normal the fragmentation that self-interest, not common interest (and certainly not institutional loyalty), causes.

Self-interest takes a variety of forms, but it has only one result. That result is bad for the person and bad for the person's colleagues. I have heard (and, if true, it is shocking to me) that a member elected to AF&T, the most important committee on campus, does not attend meetings in the summer unless compensated, no matter how important the meeting may be. Is this the spirit of collegiality that we all dreamed of when we decided on a university teaching career? Have we grown so unimportant to each other and so consumed with self-interest that we will not meet to help each other unless we are paid to do so?

Less than 1/5 of the faculty volunteer to be on university committees and so do not participate in faculty governance. This position is somewhat understandable because some deans and department chairs advise non-tenured people not to serve on committees. Of those who are on committees, probably 40% do not take the commitment seriously. Many committees are lucky to have 50 or 60% of the members present at any given meeting.

Faculty will not participate in open meetings with candidates. For example, everyone was amazed when 15 or 20 people showed up at open meetings with the provostal candidates—this was great! I could not believe my ears. Why weren't there 300 or 400 people there? Candidates for the position of Dean of Arts and Sciences several years ago were greeted in most cases with only 7 or 8 smiling faces in open meetings. When A&S meetings are held, perhaps 15 or 20 people show up, a large proportion of them department heads.
Perhaps the reasons faculty refuse to be involved are ideas such as "no one will listen to me anyway;" "someone else will represent me;" "who cares;" "they will hire whom they please anyway." In many cases faculty have written off the institution because they think the faculty has lost its voice in defining the directions the University will take. When we allow our institutional and collegial loyalty to be destroyed, we are courting disaster.

Faculty are not consulted before the fact on many matters within the university—parking increases, educational benefits for dependents, the Honors College, priority hiring, the new research overhead dispersal, changes in health insurance. Faculty are not demanding timely information on insurance changes and modifications and a myriad of other important matters.

We the faculty are the most stable influence in the University, but we have relinquished our role as leaders and let that role be appropriated by the administration. Regent Ramo said at the last Regents' meeting, and I hope she meant it, "The faculty is the spine on which this University is built." (Of course, we know that the spine runs from the neck to the bum.) Where is our spine to stand up for what we know is right? When will we demand a voice in planning for the future? After all, we will be left to pick up the pieces when all the others are gone.

One dean told me recently that in his opinion the faculty in colleges or departments that exist by and for grant funding have no time to be on committees or work with other faculty members on matters of common interest or concern. The implication was that their lack of involvement is not good. All of their extra time goes to getting money so that their salaries will go up or they will get tenure or promoted or something.

I would extend what he told me by asking, "Does this also apply to teaching?" The answer is undoubtedly yes. The person who brings in enough grant money so that he/she will only have to teach occasionally is often held up as a paragon of virtue to others. Of course, then we hear that teaching is suddenly important to the University, when it is convenient to have it important. I ask you, "Has anyone ever been rewarded for good teaching at UNM by UNM?" Almost never. A few get awards from outside sources, and that does not go on one's base salary.

Two very important issues are coming before the UNM community this fall. The first is out—the reallocation plan. Reallocation may be needed, but is the plan before us the best one? What will the pot of money be used for? What will the faculty role be in deciding what reallocation should take place or needs to take place? Should we come up with our own plan?

Some think the plan is the result of the deans' being unable to reach any reasonable or intelligent conclusions. (This was confirmed by Provost Risser's remarks to the Faculty Senate on September 19, 1991.) The faculty volunteered—begged—to be involved but were rebuffed. The reallocation plan currently before you is the result of our not having input. It is absolutely imperative that the faculty read this document and respond to it. Faculty have always had direct responsibility for the curriculum, but this plan appropriates a lot of that care. Faculty must assert their role in setting procedures for the way many of the points of the plan are going to be carried out. If we do not, the plan may go into effect by default.

The second issue of great importance is the revision of section B of the Faculty Handbook. This is the section that deals with retention, tenure, promotions,
appeal procedures and policies, among other topics. This revision will have an effect on every faculty member at UNM now and on those who will join the faculty in the future. We must assert our prerogatives for making the Handbook say what it must say in order to protect every faculty member's academic freedom and right to due process. Please be ready to respond to the Handbook revision in a serious manner.

I want to stress the point that the Faculty Senate leadership is pressing for the inclusion of the faculty in matters that concern us, but we need the support of all faculty members if we are to succeed. We must present a united voice.

I cannot help but wonder what it will take to get the faculty to stand up and say ENOUGH IS ENOUGH! Will it be parking? Will it be the reallocation plan? Will the faculty respond with intelligence to this plan or will each of us say—as long as it is not MY TURF, I don’t much care. How many of you breathed a sigh of relief when you discovered that your department or unit or favorite benefit is not headed for the chopping block?

We should ask, "What is this plan going to accomplish for the University of New Mexico as an institution?" We should ask, "Does the plan go far enough?" Again I ask, "Should we compose a plan of our own?" Is the design of the plan really going to improve undergraduate education at UNM? Is cutting an arbitrary number of the classes offered really going to be useful to students?—classes will be bigger, personal attention will be less than it is now, writing requirements will be fewer because one can grade just so many papers.

Are we going to assert our rights and accept our responsibilities as faculty members at UNM? Is this going to be the year when the faculty stands together? If we do not work together, we will have difficulties. Will we end the year next May, knowing that the state of the faculty has improved? If we all work TOGETHER this year, I think we will.

Candidates for Degrees, Summer Session 1991. Upon recommendation of representatives of the various schools and colleges and the Office of Graduate Studies, the Senate approved the degree candidates for the Summer Session 1991. The list will be presented to the Regents for approval on September 27.

Policy and Procedures on Conflicts of Interest in Sponsored Research. Professor Ed Walter, for the Research Policy Committee presented a revision of the "University of New Mexico Policy on Preventing Conflicts of Interest in Government-Sponsored Research". Senators had several concerns regarding the proposed document, the main one being the establishment of two separate Conflict of Interest Committees, one for main campus and branches and another for the Medical School.

The Senate voted to return the proposed policy to the Research Policy Committee for further study. It was requested that it be returned to the Faculty Senate at the November meeting.

Revision of the AA Degree in Business Administration at the Valencia Branch. Mr. Frank Renz, Associate Director of the Valencia Branch presented the proposed revision of the AA degree in Business Administration. Senator Marion Cottrell asked if the faculty of the Anderson Schools of Management had approved the revision and since there was not a representative from the Anderson Schools present, the revision was approved contingent upon approval by the Anderson Schools faculty.
Proposal re Undergraduate Program Review. It was explained by President Connie Thorson that the Undergraduate Committee had been requested last year to study the issue of undergraduate program reviews.

The report presented to the Senate states that currently the Annual Reports and the accreditation reports are utilized for this purpose and that these should be supplemented by continuing student outcomes assessment.

The Committee felt that there was no need to establish a new and separate undergraduate review process.

Revision of Charges of Undergraduate and Curricula Committees. In order to clarify the roles of the Curricula Committee and the Undergraduate Committee and after correspondence between the two committees, new charges to those committees were presented to the Senate as follows:

Undergraduate Committee. The Undergraduate Committee is responsible for maintaining and enhancing the quality of undergraduate education in the University and its branches by (1) presenting to the Faculty Senate recommendations concerning general policies for undergraduate education, including policies on the creation and termination of undergraduate degrees and programs; (2) considering proposals regarding administrative or academic regulations which affect the overall undergraduate program; (3) interviewing, or designating appropriate faculty members to interview prospective instructors for the University ROTC programs; and (4) reviewing policy questions concerning undergraduate counseling and advisement programs.

Curricula Committee. The Curricula Committee, in cooperation with the Undergraduate and Senate Graduate Committees, is responsible for maintaining and enhancing the quality of curricular development in the University, its branches, and its graduate centers, by (1) reviewing the recommendations of the Senate Graduate Committee concerning all proposals for major changes in programs (Form C), including new degrees, new programs, new majors and minors, name changes and substantive changes in existing programs, and transmitting them to the Faculty Senate; (2) reviewing and making recommendations on all proposals for minor course changes (Form A), new courses (Form B), minor changes in existing programs (Form C) originating from students, departments, programs, divisions, schools, colleges of the University and its branches and graduate centers, and Faculty Senate Committees; (3) participating, together with members of the Senate Graduate Committee, in periodic reviews of instructional units and programs; (4) hearing curricular disputes and recommending means for their resolution; (5) initiating occasional reviews of curricular offerings and policies at the University; and (6) recommending to the Faculty Senate both programs and the application of curricular policies.

Additionally, the membership of the Undergraduate Committee was changed from one representative for the branches to one representative from each branch.

During the discussion which followed, several senators expressed concern that there is no formal mechanism for conducting undergraduate program review, and it was felt that the Undergraduate Committee was the appropriate body to assume this responsibility. Therefore, it was moved, seconded, and carried that the following be added to the charge of the Committee: (5) developing and implementing a process for periodic review of undergraduate programs.

The Senate approved the new charges as amended.
Committee Replacements. Upon recommendation of Senator Mary Harris, the following committee appointments and replacements were approved by the Senate:

Robert Johnson (Aerospace Studies) for Susan Deese (Gen. Library) and Kathleen Koslher (HPPELP) to fill vacancy on the Admissions & Registration Committee; Ranjit Bose (Mgmt), Edith Cherry (Arch & Ling), Frank Kelly (Math & Stats) and William Seymour (Music) on the BUS Faculty Advisory Committee; David Colton (Educ Admin) for Luisa Duran (CIMIE) and William E. Baker (Mech Eng) to fill vacancy on the Budget Committee; Vann Atwater (Los Alamos Branch) and Louie H. Franco, Manuel Garcia and Pearl Maestas as Community Representatives on the Community Education Committee; Marion Cottrell (Clv Eng) for Martin Weiser (Mech Eng) and Miriam Roman (Valencia Branch), Stephen Schreiber (Arch & Ling) and Jerome Shea (Univ Coll) to fill vacancies; Philip Duryea (HPPELP) for Janice Schuetz (Communication) on the Faculty Ethics & Advisory Committee; Anthony Cardenas (M&CL), Edith Cherry (Arch & Ling) and Steve Rubio (HPPELP) on the General Honors Council; Bruce Boling (Gen Library) on the Undergraduate Committee; T. Diana Rebolledo (M&CL) for Rowena Rivera (M&CL) on the University Press Committee; and Dianne Iamb (Journalism) for Claudia Isaac (Arch & Ling) on the International Affairs Committee.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,

Anne J. Brown, Secretary
SUBJECT: Policy and Procedures on Conflicts of Interest in Sponsored Research

REQUESTED ACTION: Approve the Policy and Procedures

BACKGROUND INFORMATION:

The Research Policy Committee has examined the existing policy related to conflicts of interest, Faculty Handbook, pp. D 10-12. It is entitled "University of New Mexico Policy on Preventing Conflicts of Interest in Government-Sponsored Research" and was adopted on June 8, 1966. This policy was deemed wanting and outdated, so a revision was undertaken. The result is attached. RPC recommends adoption by the Faculty Senate of the attached document "Policy and Procedures on Conflicts of Interest in Sponsored Research." It will replace the current statement on pp. D 10-12 of the Faculty Handbook.
POLICY AND PROCEDURES ON UNIVERSITY OF NEW MEXICO ON PREVENTING CONFLICTS OF INTEREST IN GOVERNMENT-SPONSORED RESEARCH

Policy
Adopted by the University Faculty, June 8, 1966

I. Introduction

Contractual, consulting, and advisory relationships among universities, government, and private industry require attention to possible or actual conflict of interest situations. Standards of conduct, policy, and procedures for dealing with conflict of interest are required not only to assist faculty, students, and staff in recognizing and understanding such situations but also to protect the integrity and public trust of this university.

Conflict of interest as used herein is defined as follows:

A potential or actual conflict of interest exists when legal obligations or widely recognized professional norms can likely be compromised by a person's other interests especially if not disclosed.

Basic Principles:

A person who accepts a fulltime appointment to the faculty, or fulltime research position, or status as a fulltime research fellow or student, has an obligation to devote his/her primary professional effort and allegiance to the university. Other activities or commitments should be arranged so as not substantially to conflict with or dilute this commitment.

Consulting relationships between university staff members and industry serve the interest of research and education in the university. Likewise, the transfer of technical knowledge and skill...
from the university to industry contributes to technological advance. Such relationships are desirable, but certain potential hazards should be recognized.

Treatment of conflict of interest situations is particularly difficult because:

a. There may be moral implications tending toward explosive public relations and media risks far beyond actual injury or money damages;

b. The member of the faculty, student body, or staff perceived to be in such situation is likely to be sensitive or even irate when questions are asked and may construe them as a personal attack;

c. Distinction of "right" from "wrong" is made more difficult because the fact that potential (in addition to actual) impropriety can itself be wrong, and

d. The concept of conflict of interest is broad, and the applicable statutes, regulations, court cases, and regulatory rulings are few and often provide little guidance.

These and other difficulties in defining and implementing conflict of interest policy as well as characterizing possible conflict of interest situations require faculty and other members of this university to rely on finely honed judgment and wisdom in applying policy guidelines and procedures. This applies directly to "key personnel" which are defined as members of the faculty, student body, or staff who are principal investigators, consultants, and other persons having responsibilities in management, advice, supervision, research or purchasing with respect to research sponsored by federal, state or local government, or by private firms or individuals.
Recognition of potential or actual conflict of interest situations may be quite difficult in some circumstances. Accordingly, where there is doubt, members are encouraged to consult with UNM counsel and/or private counsel.

The increasingly necessary and complex relationships among universities, government, and industry call for more intensive attention to standards of procedure and conduct in government-sponsored research. The clarification and application of such standards must be designed to serve the purposes and needs of the projects and the public interest involved in them and to protect the integrity of the cooperating institutions as agencies of higher education.

The government and institutions of higher education, as the contracting parties, have an obligation to see that adequate standards and procedures are developed and applied; to inform one another of their respective requirements; and to assure that all individuals participating in their respective behalf are informed of and apply the standards and procedures that are so developed.

Consulting relationships between university staff members and industry serve the interest of research and education in the university. Likewise, the transfer of technical knowledge and skill from the university to industry contributes to technological advance. Such relationships are desirable, but certain potential hazards should be recognized.

2. Conflict Situations,

1. Favouring of Outside Interests. When a university staff member (administrator, faculty member, professional staff member, or employee) undertakes or engages in government-sponsored work has a significant financial interest in, or a consulting arrangement with, a private business concern, it is important to avoid actual or apparent conflicts of interest between his government-sponsored university research obligations
and his outside interests and other obligations. Situations in or from which conflicts of interest may arise include the following:

a. Direct or indirect financial interest of a key person in a private firm conducting business in an area that may be related to the sponsored research, such as:
   1) having a direct or indirect investment in a company worth more than $25,000 or 10% of its equity;
   2) holding a position as director, officer, partner, trustee, employee, or any other position of management in the company;
   3) spouse or dependent child of the key person having a financial interest in the company;
   4) key person, spouse or dependent child owning directly, indirectly, or beneficially a $25,000 or 10% interest or greater in any business entity or trust which has a financial interest in the company;
   5) having a consulting agreement related to the key person's sponsored research which yields more than $5000 per year.

b. Undertaking or steering orientation of the staff member's university the research by a key person to serve the research or other needs of the private firm without disclosure of such undertaking or orientation to the university and to the sponsoring agency;

c. Purchase of major equipment, instruments, materials, or other items for university research from the private firm in which the staff member has the interest without the disclosure of such interest;

d. Transmitting to the private firm or otherwise using for personal gain of government sponsored work products, results, materials, records, or information that are not made generally available. (This would not necessarily preclude appropriate licensing arrangements for inventions, or consulting on the basis of government-sponsored research results where there is significant additional work by the key person staff member independent of the person's government-sponsored research);

e. Using for personal gain or otherwise unauthorized use of privileged information acquired in connection with the key person's staff member's government sponsored activities. (The term "privileged information" includes, but is not limited to, medical, personnel, or security records of individuals; anticipated material requirements or price actions; possible new sites for
government operations; and knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements);

fe. Negotiating or influencing upon the negotiation of contracts relating to the key person's staff member's government-sponsored research between the university and private organizations with which the key person has consulting or other significant relationships;

gf. Acceptance of gratuities or special favors from private organizations with which the university does or may conduct business in connection with a government-sponsored research project, or extension of gratuities or special favors to employees of the sponsoring government agency, under circumstances which might reasonably be interpreted as an attempt to influence the recipients in the conduct of their duties.

b. Engaging in activities which, in addition to constituting a potential or actual conflict of interest situation, may also be prohibited by the law of the State of New Mexico. (Faculty members, staff members, and certain students employed by the university are considered to be employees of the State of New Mexico). These statutes are (as of April 17, 1991) NMSA, 1978: 10-16-1 et seq, particularly 10-16-3 to 10-16-8, 10-16-10, 10-16-12, 10-16-13, 13-1-190, 13-1-192, 13-1-193, 13-1-195: 21-1-35.

--- Distribution of Effort. --- There are competing demands on the energies of a faculty member (for example, research, teaching, committee work, outside consulting). The way in which he divides his effort among these various functions does not raise ethical questions unless the government agency supporting his research is misled in its understanding of the amount of intellectual effort he is actually devoting to the research in question. A system of precise time accounting is incompatible with the inherent character of the work of a faculty member, since the various functions he performs are closely interrelated and do not conform to any meaningful division of a standard work week. On the other hand, if the research agreement contemplates that a staff member will devote a certain fraction of his effort to the government-sponsored research, or he agrees to assume responsibility in relation to such research, a demonstrable
relationship between the indicated effort or responsibility and the actual extent of his involvement is to be expected. Each university, therefore, should—through joint consultation of administration and faculty—develop procedures to assure that proposals are responsibly made and complied with.

3. Consulting for Government Agencies or Their Contractors. When the staff member engaged in government-sponsored research and also serving as a consultant to a federal agency, his conduct of a key person is subject to the provisions of the Conflict of Interest Statutes (18 U.S.C. 202-209 as amended) and the President’s memorandum of May 2, 1963, “Preventing Conflicts of Interest on the Part of Special Government Employees.” When consulting for one or more government contractors, or prospective contractors, in the same technical field as his research project, a key person must take care to avoid giving advice that may be of questionable objectivity because of its possible bearing on his other interests. In undertaking and performing consulting services, a key person should make full disclosure of such interests to the university and to the contractor insofar as they may appear to relate to the work at the university or for the contractor. Conflict of interest problems could arise, for example, in the participation of a key person staff member of the university in an evaluation for the government agency or its contractor of some technical aspect of the work of another organization with which there is a consulting or employment relationship or a significant financial interest, or in an evaluation of a competitor to such other organization.

4. University Responsibility toward Government-Sponsored Research

The Each University participating in government-sponsored research should make known to the sponsoring government agencies:
The steps it is taking to assure an understanding on the part of the university administration and staff members of the possible conflicts of interest or other problems that may develop in the foregoing types of situations, and

b. The organizational and administrative actions it has taken or is taking to avoid such problems, including:

   ja. Accounting procedures to be used to assure that government funds are expended for the purposes for which they have been provided, and that all services which are required in return for these funds are supplied;

   jjb. Procedures that enable it to be aware of the outside professional work of key personnel/staff members participating in government-sponsored research, if such outside work relates in any way to the government-sponsored research;

   c. The formulation of standards to guide the individual university staff members in governing their conduct in relation to outside interests that might raise questions of conflicts of interest; and

   d. The provision within the university of an informed source of advice and guidance to its staff members for advance consultation on questions they wish to raise concerning the problems that may or do develop as a result of their outside financial or consulting interests, as they relate to their participation in government-sponsored university research. The university may wish to discuss such problems with the contracting officer or other appropriate government official in those cases that appear to raise questions regarding conflicts of interest.

The above process of disclosure and consultation is the obligation assumed by the university when it accepts government funds for research. The process must, of course, be carried out in a manner that does not infringe on the legitimate freedoms and flexibility of action of the university and its staff members that have traditionally characterized a university. It is desirable that standards and procedures of the kind discussed be formulated and administered by members of the university community themselves, through their joint initiative and responsibility, for it is they who are the best judges of the conditions which can most effectively stimulate the search.
for knowledge and preserve the requirements of academic freedom. Experience indicates that such standards and procedures should be developed and specified by joint administrative-faculty action.

Acceptance and Implementation by the University of New Mexico

1. The University of New Mexico accepts as controlling policy the above joint statement of the Council of the American Association of University Professors and the American Council on Education, issued December, 1964.

2. To implement this policy it shall be the responsibility of the office of the Vice President for Research to inform the faculty member negotiating a government contract or grant of the University of New Mexico conflict of interest policy, and it shall be the responsibility of the individual to inform the University when such a conflict of interest may exist.

Procedures

I. Preface

The purpose of these procedures is not only to comply with all applicable laws and regulations regarding conflict of interest, but also to afford means to protect those persons who may be exposed to conflict of interest situations.

II. Disclosure Statement

Whenever a conflict situation exists, (see "Conflict Situations" as defined and described in the Conflict of Interest Policy), a conflict of interest disclosure statement (see Appendix) must be completed prior to receipt of any support (includes any contract, grant, or gift that provides monies, special instrumentation or other products, services, consultancies, honoraria, or other benefits for research activities) from a government or
It is the responsibility of the Principal Investigator to determine if there is any possible conflict of interest which involves the Principal Investigator or any key personnel taking part in the project, and to submit the disclosure statement to the appropriate Conflict of Interest Committee for review. For new or renewal proposals, this disclosure statement must be completed within 30 days of submission of the proposal to the funding agency.

If a disclosure statement for the proposal is not submitted, the Principal Investigator will be required to certify on the internal cover sheet of the grant application form that no conflict situations exist.

If a conflict situation changes or a new conflict of interest arises after acceptance of an award, a disclosure statement should be submitted to the Conflict of Interest Committee by the Principal Investigator within thirty (30) days from the time the Principal Investigator becomes aware of such conflict.

All disclosure statements will be maintained on file by the Conflict of Interest Committee for a minimum of five (5) years. The statements will be kept confidential and may be destroyed after five years in accordance with advice of University Counsel.

III. Conflict of Interest Committees

There will be two Conflict of Interest Committees appointed by the Provost -- one will be appointed to review the disclosure statements for research performed at the main campus and branch colleges, and the other appointed in consultation with the Dean of the School of Medicine to review the disclosure statements for research performed at the School of
These committees will also provide advance consultation on questions concerning potential conflict of interest related to sponsored research.

Each committee will have four (4) members. Two of the members shall be members of the faculty, one member will have no affiliation with the University and one administrative member will be a university official responsible for signing or approving grant applications or contract proposals. Each member shall serve for a term of three (3) years; the term to be renewable. In order to provide for rotation and continuity of members, the initial appointments will be as follows: one of the faculty members -- 1 year; the other faculty member -- 3 years; the unaffiliated member -- 2 years; and the administrative member -- 3 years.

IV. Review of Disclosure Statement

A. The Conflict of Interest Committee shall regularly review all disclosure statements and decide that: (a) there is no potential conflict of interest, or (b) there was a conflict of interest which has been resolved according to one or more of the possible remedies described below (V.), or, (c) there is a conflict of interest which has not been resolved. The committee in its discretion may seek the advice of additional individuals under conditions of confidentiality to reach a final decision. The committee must find either (a) or (b) above prior to acceptance of a research award by the University. Care will be exercised at all times to ensure confidentiality and to protect the safety and privacy of persons involved in the review.

B. If the committee determines that there is a conflict of interest, the Provost will be notified and acceptance of the award may be delayed. The committee is
encouraged to work with the Principal Investigator and key personnel to find a remedy for the potential conflict of interest. If the conflict of interest cannot be resolved as described below (V.), the Provost will be notified by the committee. The Provost has the authority to decline acceptance of the award.

C. If a disclosure statement is submitted to the Conflict of Interest Committee after acceptance of an award or contract, further spending of funds provided by that award or contract will be contingent upon appropriate resolution of the conflict by the Conflict of Interest Committee. The committee is required to review the relevant documentation and reach a decision as described in B. above. If it is determined that there is no conflict of interest or if a remedy is found, the funds may be spent according to the guidelines of the funding agency. If no resolution to a conflict of interest can be found, the Provost will be notified. The Provost shall normally advise the funding agency of the unresolved conflict. The funding agency or sponsor may require or request the University to return part or all of the funds. The Provost may then recommend to the President that the University take disciplinary or legal action against any individual(s) involved.

D. If a party other than the Principal Investigator suspects a potential conflict of interest that has not been disclosed, that party is encouraged to first bring the matter to the attention of the Principal Investigator. If such a meeting does not resolve the issue, or if for any reason a meeting with the Principal Investigator is not feasible, then the party should report the matter to the chairperson, director, dean, or Provost. The potential conflict of interest will then be referred to the appropriate Conflict of Interest Committee. The Committee shall follow the procedures of B and C to either resolve the issue or find that a conflict of interest exists. If, on the other hand, the Committee finds that a party's allegations were
malicious, intentionally dishonest, or irresponsible, the Committee may recommend that steps be taken by the University to investigate the party and to take appropriate administrative or legal action.

V. Remedies for Conflict of Interest

If a conflict of interest is established, the Conflict of Interest Committee shall help resolve the conflict. The committee may designate other University officials to assist in this process. Remedies may include, but are not limited to:

A. The key person having the conflict of interest may remove conflicts by relinquishing either (1) responsibility in the research project or (2) the matter causing the conflict (e.g., holding, position or title, financial interest, conflicting support, honoraria, consultation, etc.).

B. The Conflict of Interest Committee may determine that even though there is a conflict of interest, an exception should be allowed, and a waiver may be issued by the Provost. This may occur when the conflict is such that the individual involved cannot materially influence the direction of the research, the research results or the manner of reporting or disclosing of the results, or will not derive a special advantage because of the nature of the research results or other information obtained. The Provost will advise the sponsor in accordance with the sponsor’s requirements, and if appropriate, grant a waiver.

VI. Distribution of this Document

This document shall be distributed to all faculty, staff and students involved in sponsored projects.
VII. Treatment of Federal Agencies' Rules

As federal (and other) agencies issue their own rules on Conflict of Interest, such rules will govern when applicable, e.g., when required in the terms of a contract or grant.

It shall be the responsibility of each Principal Investigator and key personnel to be familiar with the contractual requirements of the sponsor on conflict of interest.

VII. Continuing Review of Policy and Procedures

These University policies and procedures relating to Conflict of Interest shall be under continuing review and modified in light of experience. Suggestions for revision should be sent to the University of New Mexico Research Policy Committee.
SUBJECT: Revision of AA in Business Administration Degree/Valencia

REQUESTED ACTION: Approve the Revision

BACKGROUND INFORMATION:

(See attached)
### Major Change

<table>
<thead>
<tr>
<th>Degree</th>
<th>New</th>
<th>Revision of existing degree</th>
<th>Deletion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major</td>
<td>New</td>
<td>Revision of existing major</td>
<td>Deletion</td>
</tr>
<tr>
<td>Minor</td>
<td>New</td>
<td>Revision of existing minor</td>
<td>Deletion</td>
</tr>
<tr>
<td>Concentration</td>
<td>New</td>
<td>Revision of existing concentration</td>
<td>Deletion</td>
</tr>
</tbody>
</table>

Give exact title and requirements as they should appear in the catalog in the space provided or on attached sheets.

(See attached sheets)

### Minor Change

Minor name change of existing degree, major, minor, or concentration.

Minor program revision (3-5 hours)

### Reasons for Request

Effective Date of Proposed Change: Fall, 1991

Budgetary and Faculty Load Implications: (attach statements)

Might this change impinge in any significant way on student or departmental programs? Yes No X

If yes, have you resolved these issues with department involved? (attach statement)

Signature:

Department Chair

### Approvals

<table>
<thead>
<tr>
<th>Approval</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean of Library Services</td>
<td></td>
<td>2-15-91</td>
</tr>
<tr>
<td>College Curricula Committee</td>
<td></td>
<td>2-15-91</td>
</tr>
<tr>
<td>College or School Faculty</td>
<td></td>
<td>2-18-91</td>
</tr>
<tr>
<td>College or School Dean</td>
<td></td>
<td>2-18-91</td>
</tr>
<tr>
<td>FS Undergraduate Ac. Affairs</td>
<td></td>
<td>3-18-91</td>
</tr>
<tr>
<td>FS Graduate Committee</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Office of Graduate Studies</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>FS Curricula Committee</td>
<td></td>
<td>4-5-91</td>
</tr>
<tr>
<td>Provost</td>
<td></td>
<td>4-30-91</td>
</tr>
<tr>
<td>Faculty Senate</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MEMORANDUM

TO: Ignacio Cordova, Associate Vice President for Academic Affairs

FROM: Reinaldo A. Z. Garcia, Ed D., Chair, Business, Vocational-Technical Division, UNM, Valencia Campus

DATE: January 18th, 1990

RE: Articulation Agreement between UNM, Valencia Campus and Anderson Schools of Management

I am enclosing all materials related to the articulation agreement we have made with ASM. In short, the articulation agreement states that students who receive an Associate of Arts in Business Administration (AABA) from this campus will be automatically admitted to junior status at ASM. As you will note, the agreement has been signed by both Kenneth Walters, Dean of ASM, Cindy Stewart, Director of Admissions, and by yourself, as well as by Ralph Sigala, Campus Director, and Frank Renz, Associate Director for Instruction.

We currently offer an AABA degree here at the Valencia campus. The agreement with ASM required major revisions to the existing AABA. We have made the revisions and ASM has approved them. It is understood that the handful of students here at the Valencia campus who are currently enrolled under the old AABA will have their curriculum honored but will not be automatically admitted to ASM unless, of course, they enroll in the new curriculum.

I was hoping to send this material to you much earlier but, due to some misinformation, decided to wait until a non-transferable Associate of Applied Science in Business Administration (AASBA) degree was formulated and approved by our local curriculum committee. I now realize that this was not necessary since vocational programs need only be approved by you and not by the appropriate Faculty Senate committees on the Main campus.

There is only one course that had to be created for the new AABA curriculum. This course, designated as MGT 295, is a variable 1-3 credit hour practicum/coop. The course was recommended by John Warner and Teri Thompson from ASM. The course has already been approved by the curriculum committee on the Main Campus.

We have great enthusiasm and expectation here at the Valencia campus concerning this new program. We feel that it will significantly increase our student population as well as dramatically increasing the inquiries on the program.

I realize that the program must pass a couple of Faculty Senate committees but we anticipate no problem. A similar agreement with the Los Alamos campus has already been approved. Our concern is to prepare our Spring schedule, develop promotional materials, and advice counselors and promote the program. We did submit all this information on December 20th but somehow it must have gotten lost in the process. I realize that you will do all you can to expedite matters. We thank you so much for helping us get this program to a great start.

-22-

280 La Entrada
Los Lunas, NM 87031
Telephone: (505) 867-5001

UNIVERSITY OF NEW MEXICO - VALENCIA CAMPUS
Requirements for an Associate of Arts Degree in Business Administration (AABA)

The AABA degree program is designed to accomplish the following objectives:

1. To introduce students to the field of business administration and management,

2. To provide students an opportunity to receive an Associate of Arts degree in Business Administration,

3. To allow scholastically deficient students the opportunity to academically advance to a level consistent with the general requirements of the Anderson Schools of Management at UNM Main Campus,

4. To provide the students the opportunity to complete the course requirement of the first two years of the Bachelor of Business Administration as offered by the Anderson Schools of Management at UNM Main Campus and the College of Business Administration and Economics at NMSU.

5. To provide a Business Computer Systems preparation, denoted as Computer Systems option, for students who wish to concentrate in that area in upper division, and

6. To provide the students with automatic admission to upper division at Anderson Schools of Management at UNM Main Campus and the College of Business Administration and Economics at NMSU.

The articulation agreement states that students who successfully complete the requirements of the AABA degree at UNM Valencia Campus will be automatically admitted to upper division at Anderson Schools of Management at UNM Main Campus and the College of Business Administration and Economics at NMSU. The conditions are that upon completion of the AABA degree the student will:

1. Achieve a minimum cumulative GPA overall of 2.0,

2. Achieve a minimum cumulative GPA in the Specific Requirements courses of 2.4,

3. Make no waivers or substitutions outside of those permitted by the written curriculum of the AABA, and

4. Be eligible to enroll at UNM Main Campus or NMSU.

* These current minimum grade point averages are subject to revision by ASM and/or NMSU for all applicants.
Requirements:

1. A minimum of 62 credit hours of which a minimum of 15 credit hours must be completed at UNM-VC,

2. A minimum of three credit hours of Communication Skills:
   - ENGL 102: Analytic Writing (3)

3. Minimum of six credit hours in mathematics:
   - MATH 121: College Algebra (3)
   - MATH 180: Elements of Calculus I (3)
   - MATH 150: Advanced College Algebra (3)
   - MATH 162: Calculus I (4)

4. Four credit hours of a laboratory science elective (chemistry, physics, biology, geology or astronomy) which may be non-major laboratory science courses.

5. Fifteen credit hours of Social Sciences electives which must include:
   - ECON 200: Principles and Problems (3)
   - ECON 201: Principles of Economics (3)
   - The remaining nine hours will be selected from areas of history, geography, anthropology or political science.

6. Six credit hours of Behavioral Sciences (one group only may be chosen):
   - PSYCH 102: General Psychology II (3)
   - PSYCH 200+: Any Psychology course of level 200 or above (3)
   - SOC 101: Introduction to Sociology (3)
   - SOC 200+: Any Sociology course of level 200 or above (3)

7. Nine credit hours of Humanities electives to be chosen from:
   - English (excluding ENGL 101/102),
   - COMM 130L: Public Speaking (3) or COMM 132: Parliamentary Procedure (1),
   - Modern Languages,
   - Fine Art (including Art History, Art Studio, Theater Arts, Dance, Film),
   - Philosophy,
   - Religious studies

8. Minimum of thirteen credit hours of Management or Management-related courses:
   - CS 150: Computing for Business Students (3),

1 If a student is transferring credits to this degree program and has already taken CIS 120T, then he/she should get advisement from one of the counselors as to whether he/she should also take CS 160. ASM may accept CIS 120T in place of CS 150 for students who have already taken CIS 120T. CS 150 is not required of students concentrating in the Computer Systems option but will apply as a general elective.
MGT 113: Management: An Introduction (3)  
(BCS students are not required to take this course)

MGT 202: Principles of Financial Accounting1 (3)  
or 
MGT 101: Fundamentals of Accounting I (3) and 
MGT 102: Fundamentals of Accounting II (3).

MGT 290: Statistical Methodology2 (3) and 
MGT 291: Business Statistics Laboratory (1)  
(These two courses should be taken concurrently)

The remaining nine credit hours will consist of BCS related courses for students taking 
this option or general electives for students not enrolled in the BCS option:

9a. Computer Systems option - eleven or more credit hours of business computer 
systems related courses:

CS 155L: Introduction to Computer Programming (4), 
CS 237: Introduction to Data Processing (counts as an elective) (3), 
CS 253L: Intermediate Programming (4), 
MGT 295: Practicum/Coop3 (1-3) is highly recommended.

9b. Non-Computer Systems option - six hours of general electives. The following 
courses may not be applied as electives:

University College courses 
Introductory Skills courses, 
Physical Education Activity courses, 
Business Technology courses 

MGT 101 may be used as an elective only if the student also takes MGT 102 and 
only if both are taken at UNM-VC. 

MATH 145 may be used as an elective if the student opts for taking MGT 290. 

ENGL 101 (Writing and Reading in Exposition) (3) may be included as an elective if 
the student needs to take it. 

ENGL 219 (Technical Writing) (3) is highly recommended. 

MGT 295 (Practicum/Coop)3 (1-3) is highly recommended for all students and 
particularly for students who have no prior experience in the business sector.

Students who are exempt from any required English or Math courses by virtue of an 
ACT or SAT or who successfully complete a CLEP or other placement examination 
can apply those credits towards the general electives requirement.

---

1 For students who will continue their studies at NMSU, MGT 202 or MGT 101 and MGT 102 combined articulate with NMSU's 
ACCT 201. The student will need to take ACCT 202 at NMSU as a further requirement.

2 MGT 290 is also offered as MATH 245.

3 MGT 295 is a new addition to the curriculum and is currently in the process of being created.
### AABA Requirements

#### Suggested Scheduling by Semester - UNM Track:

<table>
<thead>
<tr>
<th>FIRST YEAR</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First Semester</strong></td>
<td><strong>Second Semester</strong></td>
<td></td>
</tr>
<tr>
<td>MATH 121 or 150</td>
<td>3</td>
<td>MATH 162 or 180</td>
</tr>
<tr>
<td>Laboratory Science</td>
<td>4</td>
<td>ENGL 102</td>
</tr>
<tr>
<td>ECON 200</td>
<td>3</td>
<td>ECON 201</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>CS 150</td>
</tr>
<tr>
<td>MGT 113</td>
<td>16</td>
<td>Humanities Elective</td>
</tr>
<tr>
<td><strong>Second Semester</strong></td>
<td><strong>First Semester</strong></td>
<td></td>
</tr>
<tr>
<td>MGT 202 or 101</td>
<td>3</td>
<td>MGT 102</td>
</tr>
<tr>
<td>Humanities Elective</td>
<td>3</td>
<td>MGT 290 or MATH 245</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>MGT 291</td>
</tr>
<tr>
<td>SOC 101 or PSYCH 102</td>
<td>3</td>
<td>Humanities Elective</td>
</tr>
<tr>
<td>Elective</td>
<td>16/16</td>
<td>Elective or Practicum</td>
</tr>
<tr>
<td><strong>Second Semester</strong></td>
<td><strong>First Semester</strong></td>
<td></td>
</tr>
<tr>
<td>MGT 290 or MATH 245</td>
<td>3</td>
<td>MGT 101</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>SOC 200+ or PSYCH 200+</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>Practicum</td>
</tr>
<tr>
<td><strong>Computer Systems Option:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>FIRST YEAR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 121 or 150</td>
<td>3</td>
<td>MATH 162 or 180</td>
</tr>
<tr>
<td>Laboratory Science</td>
<td>4</td>
<td>ENGL 102</td>
</tr>
<tr>
<td>ECON 200</td>
<td>3</td>
<td>ECON 201</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>CS 155L</td>
</tr>
<tr>
<td>CS 150</td>
<td>16</td>
<td>Humanities Elective</td>
</tr>
<tr>
<td><strong>SECOND YEAR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGT 202 or 101</td>
<td>3</td>
<td>MGT 102</td>
</tr>
<tr>
<td>Humanities Elective</td>
<td>3</td>
<td>MGT 290 or MATH 245</td>
</tr>
<tr>
<td>SOC 101 or PSYCH 102</td>
<td>3</td>
<td>MGT 291</td>
</tr>
<tr>
<td>CS 253L</td>
<td>19</td>
<td>Social Science Elective</td>
</tr>
<tr>
<td>CS 237</td>
<td>3</td>
<td>SOC 200+ or PSYCH 200+</td>
</tr>
<tr>
<td><strong>SECOND YEAR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGT 290 or MATH 245</td>
<td>3</td>
<td>MGT 101</td>
</tr>
<tr>
<td>Social Science Elective</td>
<td>3</td>
<td>MGT 291</td>
</tr>
<tr>
<td>CS 253L</td>
<td>4</td>
<td>Social Science Elective</td>
</tr>
<tr>
<td>SOC 200+ or PSYCH 200+</td>
<td>3</td>
<td>Practicum</td>
</tr>
</tbody>
</table>

1 If MGT 101 is taken in the place of MGT 202 the student will also need to take MGT 102. However, in such a case the student may use MGT 101 as a general elective.

2 Refer to section 9b of "Requirements" for courses that are excluded from the list of possible general electives.
**Suggested Scheduling by Semester - NMSU Track:**

### FIRST YEAR

**First Semester**
- ENGL 102
- Laboratory Science
- ECON 200
- Government/History Elective
- Humanities Elective

**Second Semester**
- MATH 121 or 150
- MGT 202 or 101
- ECON 201
- CS 150
- COMM 130L

### SECOND YEAR

**First Semester**
- MATH 162 or 180
- Humanities Elective
- Government/History Elective
- ENGL 219
- MGT 102

**Second Semester**
- MGT 290 or MATH 245
- MGT 291
- Social Science Elective
- Humanities Elective
- CS 237

### Computer Systems Option:

**FIRST YEAR**

**First Semester**
- ENGL 102
- CS 150
- ECON 200
- Government/History Elective
- Humanities Elective

**Second Semester**
- MATH 121 or 150
- Laboratory Science
- ECON 201
- CS 155L
- Humanities Elective

**SECOND YEAR**

**First Semester**
- MGT 202 or 101
- Government/History Elective
- ENGL 219
- SOC 101 or PSYCH 102
- MATH 162 or 180

**Second Semester**
- MGT 102
- MGT 290 or MATH 145
- MGT 291
- Social Science Elective
- CS 237
- SOC 200+ or PSYCH 200+
- COMM 130L

---

1. If MGT 101 is taken in place of MGT 202, the student will also need to take MGT 102 on a semester after taking MGT 101. It should also be noted that the 101/102 combination or 202 articulate with NMSU's ACCT 201. The student will need to take ACCT 202 at NMSU as a further requirement.
The University of New Mexico

Valencia Campus
280 La Entrada
Las Lunas, NM 87031
Telephone: (505) 865-9596

AGREEMENT

The University of New Mexico Anderson Schools of Management and the University of New Mexico - Valencia Campus enter into the following agreement:

In acknowledgement of quality academic preparation through the University of New Mexico - Valencia Campus transfer programs, and

In the interest and support of improved articulation of students from two-year branch campuses to the UNM Main Campus, and

Toward the end of articulation of specific pre-baccalaureate two-year curricula with baccalaureate curricula,

the University of New Mexico's Anderson Schools of Management agree to admit students into the ASM, UNM Pre-Management Curriculum subject to the specific hours necessary (as noted on the attached, specific matrix) to complete the 62-hour pre-Management Curriculum subject to the following academic conditions:

- that the student has a 2.0 cumulative GPA* overall and
- that the student has a 2.4 cumulative GPA* in the Specific Requirements of the AABA, and
- that there are no waivers or substitutions in the printed curriculum of the AABA, and
- that the student has completed re-admission to (or is otherwise eligible to enroll at) the main campus of the University of New Mexico.

Completion of the 62-hour pre-Management curriculum at UNM-VC, as stated in the attached Requirements for Associate of Arts Degree in Business Administration (AABA) will result in the student receiving an AABA from UNM-VC. Upon completion of the AABA at UNM-VC the student will be admitted to Junior Status (Upper Division) at the Anderson Schools of Management at UNM-Main Campus.

It is further agreed that the University of New Mexico - Valencia Campus endeavor to inform students expressing interest in the BBA at ASM, UNM that management courses taken at The University of New Mexico - Valencia

* These current minimum grade point averages are subject to revision by ASM for all applicants.
Campus (except those denoted on the attached Articulation Matrix) cannot be applied toward a BBA at the Anderson Schools of Management.

Dean, Anderson Schools of Management, UNM

Date

Director of Admissions, UNM

August 30, 1990

Date

Associate Vice President for Academic Affairs

Date

Associate Director for Instruction, UNM-Valencia

Date
March 21, 1991

TO: Leonard Stitleman, Chair
    Faculty Senate Curricula Committee

FROM: N. Cordova, Associate Vice President
      for Academic Affairs

RE: Form C, UNM Valencia, AA in Business Administration

Attached is a Form C for UNM-Valencia requesting approval for an AA in Business Administration.

Please let us know when it will be heard, so we can get a representative from Valencia to attend the meeting in case any members have questions. Please call me (7-2613) or Frank Renz at Valencia (865-1630) about hearing date.

Thank you.

Attachment

/ngc
SUBJECT: Undergraduate Program Review
REQUESTED ACTION: Accept Report

BACKGROUND INFORMATION:

The UNM 2000 Report suggested that periodic reviews of UNM's Undergraduate programs be conducted. The Faculty Senate asked the Undergraduate Committee to make a recommendation concerning the reviews. The attached report is in answer to this request.
To: Gloria Birkholz, President, Faculty Senate  
From: Barry Gaines, Chair, Undergraduate Committee  
Subject: Undergraduate Program Review

In response to your requests, the Undergraduate Committee has carefully considered the question of Undergraduate Program Review and makes the following recommendations:

The purpose of the Undergraduate Program Review is to evaluate and improve undergraduate education in individual UNM departments and programs, and to assist in the planning process of the University. To these ends the annual reports\(^1\) and accreditation reports (where applicable)\(^2\) now required from the departments and divisions of the university should be used for the Undergraduate Program Review. Those reports should be available for study and evaluation at all administrative levels and should be supplemented by a continuing student outcomes assessment undertaken by the University. We suggest that the general instrument prepared by the University be augmented by specific surveys prepared by or for the individual departments and divisions.

We wish to point out that an ongoing process of reporting and evaluating undergraduate programs already exists at UNM. We also endorse the need for more formal student outcomes evaluation. We feel that such an evaluation should be conducted at the University level, perhaps in conjunction with Alumni Relations, and should allow for additional material from departments and/or divisions.

\(^{1}\) See the attached memo from the Secretary of the University.  
\(^{2}\) See the attached tentative list of undergraduate programs which are reviewed for accreditation (source: 1990-91 NMCHIE Institutional Planning Guidelines).

xc: Anne Brown, University Secretary  
Patricia Burris-Woodall, Planning & Policy Studies  
Undergraduate Committee (no attachments)
Reports from the various departments and divisions of the University should cover the present academic year, from July 1, 1989 to June 30, 1990. The reports will be used as a source of information for academic plans and for reviews of academic programs by the Vice President. The individual reports will be incorporated into a bound volume to become a part of the permanent records of the University. The original will be on file in the Office of the Secretary and a copy will be in Zimmerman Library.

IMPORTANT NOTE TO DEANS: This memorandum is being mailed to departmental chairpersons as well as deans. In order to save time and effort, it will not be necessary for a dean to have the departmental reports retyped. If they have been prepared in accordance with the instructions, these reports may be submitted directly as part of the college report. It is expected, however, that the dean will also prepare a covering report to which the departmental reports may be appended.

DEADLINES: Departmental chairpersons: Submit your Annual Report to the dean of your college by July 15.

Academic deans: Submit your Annual Report, along with departmental reports, in duplicate, to the Secretary of the University by September 15.

INSTRUCTIONS CONCERNING SUBMISSION OF REPORT

1. USE BOTH SIDES OF PAPER -- SINGLE SIDED COPY WILL NOT BE ACCEPTED.

2. DO NOT SEND MATERIALS BOUND.

3. DO NOT SUBMIT SUPERFLUOUS MATERIALS SUCH AS BROCHURES, CALENDARS, CLASS SCHEDULES, OR FLYERS.

4. IF DIRECTIONS ARE NOT FOLLOWED, YOUR REPORT WILL BE RETURNED FOR PROPER FORMAT.

Period to be covered: July 1, 1989 - June 30, 1990.

Number of copies: Assuming that a dean would like to retain a copy of the departmental reports, each chairperson should submit three copies to the dean. The dean, in turn, should submit two copies of the department report, together with two copies of the covering report, to the Secretary of the University.

Content of report: In general, it should be noted that the Annual Report is the only readily available record of the year-by-year history of the University and its individual divisions. Perhaps of equal importance is the fact that in the case of the academic divisions, it will be used as a working document by the Vice President and the Director of the Medical Center and will provide the basis for recommendations from them to the President.

Additionally, the appropriate committees will use the annual reports in the process of periodic review of degree programs. PLEASE KEEP YOUR REPORT BRIEF and well organized. It will be appreciated if you will write your report, as far as possible, in accordance with the general topics listed below, using number and identifying title above each section.

General Information:

A. Significant achievements during the academic year, (Academic divisions should include any new departmental organization, course offerings, new or altered degree programs, emphases, or special projects or service).

B. Significant plans and recommendations for the near future (Do not include details of estimated staff and capital needs in the Annual Report. This information is requested at another time in connection with the departmental budget requests).

C. Appointments to staff (please give effective dates).

D. Sponsored research or other projects

1. number and percent of faculty submitting proposals to outside agencies

2. number and percent of faculty obtaining awards from outside agencies

SINCE MY OFFICE MAINTAINS FILES FOR INDIVIDUAL FACULTY MEMBERS, PLEASE DO NOT INCLUDE INFORMATION SUBMITTED ON THE ANNUAL SUPPLEMENT TO THE BIOGRAPHICAL RECORD, OR COPIES OF THE BIOGRAPHICAL RECORD.

THIS OFFICE HAS ANNUAL REPORTS PROFESSIONALLY BOUND, THEREFORE PLEASE DO NOT SEND ALREADY BOUND MATERIAL and BE SURE TO PRINT ON 8 1/2 x 11 PAPER, BOTH SIDES. YOUR COOPERATION WILL BE APPRECIATED.
<table>
<thead>
<tr>
<th>Academic Unit</th>
<th>Accreditation Body</th>
<th>Latest Review</th>
<th>Next Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Programs</td>
<td>American Dental Assoc. Commission on Dental Accreditation</td>
<td>1986</td>
<td>1994</td>
</tr>
<tr>
<td>(dental assist/cert. prog.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(dental hygiene/assoc. deg. prog)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>National Council for Accreditation of Teacher Education</td>
<td>1989</td>
<td>1994</td>
</tr>
<tr>
<td>(teacher ed progs)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Art Education</td>
<td>American Art Therapy Assoc.</td>
<td>1990</td>
<td>1993</td>
</tr>
<tr>
<td>(art therapy/grad)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(counseling/grad)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(ath. train./ug)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(nutrition/dietetics ug)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(recreation/ug)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>Computing Sciences Accreditation Board, Inc. Accreditation Board for Engineering and Technology</td>
<td>1987-88</td>
<td>1993</td>
</tr>
<tr>
<td>(ug programs in:)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(computer sci)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(chemical)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(civil)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(computer)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(construction)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(electrical)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(mechanical)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(nuclear)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Unit</td>
<td>Accreditation Body</td>
<td>Latest Review</td>
<td>Next Review</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------------------------------------------------</td>
<td>---------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>Anderson Schools of Management</td>
<td>American Assembly of Collegiate Schools of Business</td>
<td>1986</td>
<td>1993</td>
</tr>
<tr>
<td>Accounting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(mgmt sci/mgmt info sys)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(policy &amp; planning)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(human resources mgmt)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(architecture)</td>
<td>Community and Regional Planning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Planning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arts &amp; Sciences Chemistry (ug)</td>
<td>American Chemical Society</td>
<td>1988</td>
<td>1993</td>
</tr>
<tr>
<td>(audiology)</td>
<td>American Speech Language Hearing Association</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychology</td>
<td>American Psychological Association</td>
<td>1988</td>
<td>1991</td>
</tr>
<tr>
<td>Academic Unit (program)</td>
<td>Accreditation Body</td>
<td>Latest Review</td>
<td>Next Review</td>
</tr>
<tr>
<td>-------------------------</td>
<td>--------------------</td>
<td>---------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Theatre Arts (theatre)</td>
<td>National Association of Schools of Theatre</td>
<td>1991</td>
<td>1999</td>
</tr>
<tr>
<td>(dance)</td>
<td>National Association of Schools of Dance</td>
<td>1991</td>
<td>1999</td>
</tr>
<tr>
<td>Law</td>
<td>Association of American Law Schools</td>
<td>1986</td>
<td>1993</td>
</tr>
<tr>
<td>Nursing</td>
<td>National League of Nursing (approval also by New Mexico Board of Nursing)</td>
<td>1986</td>
<td>1994</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>American Council on Pharmaceutical Education</td>
<td>1987-88</td>
<td>1994-95</td>
</tr>
</tbody>
</table>

*Notes: (1) Table excludes accredited programs in the School of Medicine. (2) "ug" denotes undergraduate program, "grad" denotes graduate program.*
UNM FACULTY SENATE

SUBJECT: Revision of Charges of Curricula and Undergraduate Committees

REQUESTED ACTION: Approve the Revision

BACKGROUND INFORMATION:

(See attached)
DATE: August 28, 1991

TO: Connie Thorsen, President, Faculty Senate

FROM: Barry Gaines, Chair, Undergraduate Committee

SUBJECT: Redefinition of the Charges Assigned to Curricula and Undergraduate Committees

Both the Curricula and Undergraduate committees agree that there is substantial redundancy between the current roles of the two committees. After correspondence between the Undergraduate Committee and Gloria Birkholz, President of the Faculty Senate, the following motion and suggested changes in wording of the Faculty Handbook charges to the two committees were approved by both committees:

Motion:

To reduce redundancy across the roles of the Faculty Senate Curricula Committee and the Faculty Senate Undergraduate Committee, as well as duplication of effort on the part of those proposing curriculum change, the F. S. Curricula Committee and F. S. Undergraduate Committee jointly submit the following:

MOVED that the charge of the Curricula Committee shall include the review of all routine undergraduate program concerns presently addressed using Form C. and that such matters shall no longer be brought before the F. S. Undergraduate Committee.

It is further MOVED that the charge of the F. S. Undergraduate Committee shall focus primarily on the design, review, and revision of university-wide policy and procedures involving the structure and operation of undergraduate programs at UNM, and shall exclude the routine application of those policies and procedures.

Finally, it is MOVED that the revised charges of the two committees shall have the form indicated in the appended documents.
consideration to selection of representatives of major computer users—mathe-
matics and statistics, computer science, engineering—with at least one mem-
ber to be chosen from each of the following broad areas: education, engineering
(the member from engineering shall be chairperson of that college’s Computer
Committee), fine arts, health sciences, humanities, management, natural sci-
ences, social sciences and the General Library; two undergraduate and two
graduate students appointed by ASUNM and GSA, respectively. Ex officio,
non-voting members shall include four members of the administration ap-
pointed by the University President; one member from the Research Policy
Committee; and the Associate Vice President for Computer and Information
Resources and Technology. The chairperson is elected by the Committee.

Curricula Committee. The Curricula Committee, in cooperation with the Un-
dergraduate and Senate Graduate Committees, is responsible for maintaining and
enhancing the quality of curriculum development in the University, its branches,
and its graduate centers, by (1) reviewing the recommendations of the Undergraduate
and Senate Graduate Committees concerning all proposals for major changes in
programs (Form C), including new degrees, new programs, new majors and minors,
name changes, and substantive changes in existing programs, and transmitting them
to the Faculty Senate; (2) reviewing and making recommendations on all proposals
for minor course changes (Form A), new courses (Form B), minor changes in
existing programs (Form C), and suggested curricular policies originating from
students, departments, programs, divisions, schools, colleges of the University and
its branches and graduate centers, and Faculty Senate Committees; (3) participating,
together with members of the Senate Graduate and Undergraduate Committees, in
periodic reviews of instructional units and programs; (4) hearing curricular disputes
and recommending means for their resolution; (5) initiating occasional reviews of
curricular offerings and policies at the University; and (6) recommending to the
Faculty Senate both programs and general curricular policies.

(Sixteen faculty members, including the chairperson, nominated by the Fac-
ulty Senate: two from Arts and Sciences, and one each from Architecture and
Planning, Dental Programs, Education, Engineering, Fine Arts, General Li-
brary, Law, Management, Medicine, Nursing, Pharmacy, Public Administra-
tion, University College, and a branch college; two students appointed by
ASUNM and GSA, respectively. Ex officio members shall include the Reg-
istrar, the Collection Development Librarian, and one representative each
from the Undergraduate and Graduate Committees. The chairperson is elected
by the Committee.)

Faculty Ethics and Advisory Committee. The Faculty Ethics and Advisory
Committee shall advise and consult with the President of the University, the Vice
President for Academic Affairs, or the Committee on Academic Freedom and Tenure
regarding action to be taken, if any, where a faculty member of a graduate, teaching,
The functions of the Computer Use Committee are to be advisory to the Associate Vice President for Computer Services and Information Systems; to study future needs of the University for all forms of computer services; to review and approve recommendations on matters of policy on computer use; and to act as an appeals body for resolving conflicts which arise from computer use and policies. The Committee reports to the Faculty Senate through regular procedures and submits a yearly report to the Senate.

(Thirteen members of the faculty, nominated by the Faculty Senate with special consideration to selection of representatives of major computer users—mathematics and statistics, computer science, engineering—such that at least one member to be chosen from each of the following broad areas: education, engineering (the member from engineering shall be chairperson of that college's Computer Committee), fine arts, health sciences, humanities, management, natural sciences, social sciences, and the General Library; two undergraduate and two graduate students appointed by ASUNM and GSA, respectively. Ex officio, non-voting members shall include four members of the administration appointed by the University President; one member from the Research Policy Committee; and the Associate Vice President for Computer and Information Resources and Technology. The chairperson is elected by the Committee.)

Curricula Committee. The Curricula Committee, in cooperation with the Undergraduate and Senate Graduate Committees, is responsible for maintaining and enhancing the quality of curriculum development in the University, its branches, and its graduate centers, by (1) reviewing the recommendations of the Undergraduate and Senate Graduate Committee concerning all proposals for major changes in programs (Form C), including new degrees, new programs, new majors and minors, name changes, and substantive changes in existing programs, and transmitting them to the Faculty Senate; (2) reviewing and making recommendations on all proposals for minor course changes (Form A), new courses (Form B), minor changes in existing programs (Form C), and suggested curricular policies originating from students, departments, programs, divisions, schools, colleges of the University and its branches and graduate centers, and Faculty Senate Committees; (3) participating, together with members of the Senate Graduate and Undergraduate Committee, in periodic reviews of instructional units and programs; (4) hearing curricular disputes and recommending means for their resolution; (5) initiating occasional reviews of curricular offerings and policies at the University; and (6) recommending to the Faculty Senate both programs and general curricular policies.

(Sixteen faculty members, including the chairperson, nominated by the Faculty Senate: two from Arts and Sciences, and one each from Architecture and Planning, Dental Programs, Education, Engineering, Fine Arts, General Library, Law, Management, Medicine, Nursing, Pharmacy, Public Administration, University College, and a branch college; two students appointed by ASUNM and GSA, respectively. Ex officio members shall include the Registrar, the Collection Development Librarian, and one representative each from the Undergraduate and Graduate Committees. The chairperson is elected by the Committee.)

Faculty Ethics and Advisory Committee. The Faculty Ethics and Advisory Committee shall advise and consult with the President of the University, the Vice President for Academic Affairs, the Committee on Academic Freedom and Tenure, and the Academic Senate regarding action to be taken, if any, where a faculty member or a graduate, teaching...

Edition of 8/197
A-17
Undergraduate Committee. The Undergraduate Committee is responsible for maintaining and enhancing the quality of undergraduate education in the University and its branches by (1) considering all proposals for major changes in undergraduate programs (Form C), including new degrees, new programs, new majors and minors and concentrations, name changes, and substantive changes in existing programs, and transmitting them to the Curricula Committee; (2) participating, together with members of the Curricula and Graduate Committees, in periodic reviews of instructional units and programs; (3) reviewing college reports on undergraduate counseling and advisement programs; (4) reviewing the annual reports of the Faculty Advisory Committee for the BUS; (5) interviewing, or designating appropriate faculty members to interview prospective instructors for the University ROTC programs; (6) presenting to the Faculty Senate recommendations concerning general policies for undergraduate education, including the creation and termination of undergraduate degrees and programs; and (7) considering proposals regarding administrative or academic regulations which affect the overall undergraduate program.

(Sixteen faculty members, including the chair, nominated by the Faculty Senate. There will be four members from the College of Arts & Sciences, two each from the Colleges of Education and Engineering, and one each from the School of Architecture and Planning, the College of Fine Arts, the General Library, the School of Management, the College of Nursing, the College of Pharmacy, and a branch college.)
Undergraduate Committee. The Undergraduate Committee is responsible for maintaining and enhancing the quality of undergraduate education in the University and its branches by (1) presenting to the Faculty Senate recommendations concerning general policies for undergraduate education, including policies on the creation and termination of undergraduate degrees and programs; (2) considering proposals regarding administrative or academic regulations which affect the overall undergraduate program; (3) interviewing, or designating appropriate faculty members to interview prospective instructors for the University ROTC programs; and (4) reviewing policy questions concerning undergraduate counseling and advisement programs.

(Sixteen faculty members, including the chair, nominated by the Faculty Senate. There will be four members from the College of Arts & Sciences, two each from the Colleges of Education and Engineering, and one each from the School of Architecture and Planning, the College of Fine Arts, the General Library, the School of Management, the College of Nursing, the College of Pharmacy, and one representative from each branch college.)
discuss current problems and exchange information concerning research, and consult with the Vice President for Research regarding implementation of policies. (Twelve faculty members, nominated by the Faculty Senate in consultation with the Committee chairperson, selected primarily from colleges and departments generating sponsored research: including three from the College of Arts and Sciences, two from the College of Education, two from the College of Engineering, one from the College of Fine Arts, and two from the School of Medicine. Ex officio members include the Vice President for Research, the Director of the New Mexico Engineering Research Institute, and the Dean of Library Services. The terms of office shall be for three years, set up on a staggered basis so that the terms of at least three members will expire each year. A member may be appointed for a second three year term. The chairperson is elected by the Committee and normally will serve a two-year term. In addition to Committee appointees, subcommittee membership will be augmented with other faculty, administrators, and graduate students as required for specific subcommittee tasks.)

Scholarships, Prizes, and Loans Committee. The University Committee on Scholarships, Prizes, and Loans has responsibility for formulating general policies governing the granting of aid whenever policy is not stipulated by the granting agency or governed by precedent and custom. The Committee will make an annual report to the Faculty Senate on policy decisions related to the granting of aid, prizes, and loans handled by the Student Financial Aid Office. This report should be given each November to cover preceding fiscal year. The committee also advises the Director of Student Financial Aid on any matter which he presents, evaluates budgetary policy in the division, and advises the Vice President for Student Affairs on these matters.

(Ten faculty members, including chairperson, nominated by the Faculty Senate from at least six colleges; two student members appointed by ASUNM; one student member appointed by GSA; also the Dean of Students, the Director of Development, the Dean of the University College, an Assistant Dean of Admissions, the Director for Student Accounting Services, and the Director of Student Financial Aid, ex officio.)

School Relations Committee. The School Relations Committee was abolished by the UNM Faculty Senate at the request of the Director of School Relations.

Undergraduate Committee. The Undergraduate Committee is responsible for maintaining and enhancing the quality of undergraduate education in the University and its branches by (a) considering all proposals for major changes in undergraduate programs (Form 2), including new degrees, new programs, new majors and minors, and concentrations, name changes, and substantive changes in existing programs and transmitting them to the Curricula Committee, (b) participating together with members of the Curricula and Graduate Committees in periodic evaluation of instructional units and programs, (c) reviewing, (d) approving new undergraduate and advisement programs, (e) approving the annual reports of the Faculty Advisory Committee for the BAS, (f) interviewing, or designating appropriate faculty members to interview prospective instructors for the University ROTC programs, (g) presenting to the Faculty Senate recommendations concerning general policies for undergraduate education, including the creation and termination of undergraduate degrees and programs, (h) considering proposals regarding administrative or academic regulations which affect the overall undergraduate program, (i) selecting the chair, nominating the committee, and in conflict with existing policy, (Sixteen faculty members, including the chair, nominated by the Faculty Senate.)
Senate. There will be four members from the College of Arts & Sciences, two each from the Colleges of Education and Engineering, and one each from the School of Architecture and Planning, the College of Fine Arts, the General Library, the School of Management, the College of Nursing, the College of Pharmacy, and a branch college.

University Press Committee. General supervision of the editorial policies and publishing operations of the University Press is vested in a committee so named. It is the custodian of the University imprint for all publications issued by the Press and has general responsibility for the critical reading of manuscripts submitted for publication and for the ultimate acceptance of such manuscripts. The committee makes recommendations to the Administration regarding the appointment of the Director of the Press. The Committee submits to the Faculty Senate an annual report on the state of the Press. (The UNM Printing Plant is a separate department of the University and not under the jurisdiction of the University Press Committee.)

(Twelve faculty members, nominated by the Faculty Senate in consultation with the Director of the Press; also the Director of the University Press, and the Secretary of the University, ex officio. No more than two members shall be from any one department. The terms of office shall be for three years, set up on a staggered basis so that the terms of four members will expire each year. A member may be appointed for a second three-year term. The chairperson is elected by the Committee.)

FACULTY- STUDENT STANDING COMMITTEES

The following committees may not be changed in function or composition without the concurrence of the ASUNM Senate (or student body) and the Faculty Senate, though either group may unilaterally withdraw from any of these committees.

Cultural Programs Committee. The function of the Cultural Programs Committee is to assist in the planning and sponsorship of the cultural program series in response to tentative recommendations submitted to it by the Director of Popejoy Hall and to approve the annual program. The Director of Popejoy Hall shall be responsible for the management and administration of the series.

(Three faculty members nominated by the Faculty Senate; five student members, one of whom shall be a student senator and one designated by the Graduate Student Association; one alumnus appointed by the president of the Alumni Association; and the Director of Popejoy Hall who shall serve ex officio as executive secretary without vote. The chairperson shall be one of the student members, jointly nominated by the presidents of ASUNM and GSA. Meetings shall be convened by call of the executive secretary.)

International Affairs Committee. The function of the International Affairs Committee is to set policy for the International Center and all programs aimed at effectuating social, cultural, and intellectual exchanges between the UNM academic community and its foreign students. In order to carry out everyday activities of the center, the committee will select a director under guidelines established by the committee.

(Two faculty members designated by the Faculty Senate; one administrative representative [normally the Director of the Office of International Programs and Services]; two graduate students appointed by the Graduate Student Association; and two undergraduate students, one of whom shall be an ASUNM senator, appointed by ASUNM. The Director of the International Center will...
May 21, 1991

TO: President’s Council, Deans and Directors

FROM: Paul G. Risser, Provost and Vice President for Academic Affairs

SUBJECT: Faculty Opportunity Hiring Program

For the past year there have been extensive discussions of an "opportunity hiring" program. Enclosed is the completed description of the UNM Faculty Opportunity Hiring Program. It is our expectation to begin this recruiting process in the Fall of 1991 with the intention of hiring one to three persons under this program for the 1992 Fall semester.

Later this summer we will:
(a) establish the academic priorities;
(b) refine the criteria to be used in the selection process; and
(c) appoint the members of the Provost’s Advisory Committee.

This Program has benefitted from widespread discussion on campus. Particularly, discussions involved a subcommittee of the Deans’ Council chaired by Tom Dodson, Deans’ Council, Affirmative Action Programs Committee, Faculty Search Coordinators led by Margaret Montoya, Faculty Senate Operations Committee, Faculty Senate and the President’s Council. Although we may revise the Program as we gain experience, I believe it is an extraordinary effort that represents the ideas of many persons across the campus. To all these people, I extend my sincere appreciation.

Please ensure that all faculty members know about this Program and that each has an opportunity to assist in identifying qualified candidates.

Thanks.

PGR:mb
Enclosure
Introduction

Most new tenure-stream faculty are hired to fill vacancies in the University's professorate or to fill new positions. When filling these positions, the job description may be quite similar to the previous position or it may be altered to meet expanding or changing academic priorities and needs. In any case, the decision to make an appointment is driven by the needs of the position. The position is then described and a search is made for the most qualified candidates. Replacement hiring to fill vacancies with a College's allotment of FTE tenure-stream faculty will continue to be the budgetary responsibility of the College.

It is also possible to build the professorate not only by filling vacancies and allotted new positions, but by hiring faculty who are highly qualified with special competencies and for whom there are no existing vacancies. The hiring program described here focuses on the opportunity to attract such faculty, individuals who would make major and unique contributions to the University's academic programs.

Objectives

The objective of this Opportunity Hiring Program is to strengthen the professorate with highly qualified appointments based on the academic characteristics of the person and the contributions that person can make to the University's academic programs. It is not expected that the total number of full-time faculty will increase appreciably in the foreseeable future. Since there are limited resources, most new hires will be made to fill vacancies and satisfy needs in existing academic programs. However, a small number of new hires each year can be devoted to hiring specially identified persons. The Opportunity Hiring Program is designed to improve the University's competitiveness with its peer institutions and to increase its flexibility in responding to hiring opportunities which can strengthen its academic programs. The program is primarily intended to create resources to reward academic units for their past activities supporting institutional priorities but may also be used to stimulate activities in those areas.

Academic Priorities

The University, through the faculty, deans, Provost and President, will establish institutional priorities in the context of the UNM 2000 Plan. This Opportunity Hiring Program will be of assistance to academic units as they seek to realize these academic priorities. It is understood that these academic priorities will change over time, and that the desirable characteristics in potential candidates may be different from one year to the next. Institutional priorities will be reviewed annually and revised when deemed appropriate. To ensure a uniform process, the Opportunity Hiring Program priorities will be articulated by the Provost in August of each year.

Emphasis on Cultural Diversity

Increasing cultural diversity is an institutional priority. In order to accelerate the hiring of scarce faculty, the University has designed a standard hiring process that increases the likelihood that candidates from underrepresented groups will be affirmatively recruited and evaluated. As with departmentally conducted searches, the Opportunity Hiring Program with its selection criteria for candidates is designed to be conscious of characteristics such as, race, ethnicity, gender, and physical disabilities. The Opportunity Hiring Program will assist
academic units in correcting any manifest ethnic or gender imbalances that persist as well as addressing broader institutional objectives relating to cultural diversity. Thus, members of traditionally underrepresented groups are likely to be among those appointed through this Program when the characteristics of the candidate match the priorities of the Program.

Legal Issues

As a public employer, the University is subject to both Title VII, the federal statute prohibiting discrimination in employment based on race, religion, national origin, or sex, and the 14th Amendment of the U.S. Constitution, which requires that everyone be given equal protection. Title VII requires that employment benefits, such as available positions, be competed for by all qualified and interested persons on the basis of job-related criteria. This Opportunity Hiring Program is designed to be competitive in that there will be many more candidates than there are positions available and to be racially and gender inclusive in that all qualified candidates will be considered.

Identification of Potential Candidates

In consultation with the President, deans and the faculty, the Provost will establish the academic areas of priority and the criteria to be used in selecting the opportunity hires. The Provost will monitor the budgetary components of the Program and will coordinate and approve allocations to the academic units.

The University will depend upon advertising and informal recruitment to identify candidates for consideration as opportunity hires. Twice a year an advertisement will be placed in the Chronicle of Higher Education describing the Program, identifying the academic priorities being addressed through this Program, and soliciting applications from candidates whose credentials match these priorities.

Academic units will be responsible for recruiting and selecting opportunity hires. Each unit will develop its own procedures for recruitment and selection. Individually and collectively, faculty members will be encouraged to use personal and professional networks to identify and nominate candidates deserving consideration. Typically, the hiring process will include four stages:

a. researching, cultivating and selecting the candidates at the Departmental and then the College levels,

b. ranking candidates and authorizing recruitments at the Provost's level,

c. negotiations with the candidate, and

d. hiring.

Authorization for recruitment by the Provost will be made on the basis of:

a. the candidate’s ability to contribute to the objectives and priorities of the Opportunity Hiring Program,

b. the quality of other applicants for this Program,

c. the needs of the academic unit, and

d. the availability of funds.

As each recruitment and selection process is likely to experience a unique schedule, the Program will remain active on a continuing basis.
Financial Management

The funding for Opportunity Hiring is the responsibility of the Provost. The total budget for such hires will be set at a target figure each year, although flexibility will be retained through the option of supplementing this original target figure. It is anticipated that the total number of faculty on Opportunity Hire positions at any one time will not exceed a total of 20. As a hire is made, the requisite funding for both salary and extra-salary support as might be appropriate, will be transferred to the budgets of the home department(s). The salary line and other recurring expenses will become part of the base budget(s) of the department(s).

If a faculty member hired under the Opportunity Hiring process resigns or retires from the University, her/his currently budgeted salary and associated expenses will revert to the Provost’s budget.

Process for Opportunity Hiring

1. The Provost’s Office will allocate an annual budget for Opportunity Hiring and will create an appropriate advisory structure for evaluating candidates. As a decision is reached by the Provost’s Office to extend an offer under this Program, the Opportunity Hiring budget will be appropriately encumbered. When an offer is accepted, the requisite funding authority will be transferred from the Opportunity Hiring budget line to a new budget line of the hiring unit, thereby becoming part of that unit’s base budget. Thus, the Opportunity Hiring budget allocation will be a component of the University’s annual growth (new or reallocated).

2. The Provost’s Office will place advertisements in the Chronicle of Higher Education quarterly. The text, which will read along these lines, will also include the current academic priorities: “On a continuing basis, UNM seeks nominations of and applications from individuals of exceptional career achievements who might wish to join UNM to augment an existing academic program or lead the initiation of a new program.” Nominations and applications thereby received will be acknowledged and forwarded to the appropriate academic units.

3. UNM faculty, departments or inter- or intra-departmental groups, will have the responsibility for identifying and initially evaluating potential candidates. Departments can carry out evaluations and the initial stages of recruitment of nominees or applicants by inviting these distinguished scholars to campus to deliver one or a sequence of talks and to meet with a variety of students, faculty and administrators. These visits should not be construed as “employment interviews” since there is never in this process a “position to be filled.” They are, rather, tentative explorations of mutual interests. Vita of the visitors should be provided so that a descriptive scholarly biography of the visitor can be assembled as part of the introductory material. The costs of such visits would be part of the department’s regular expenses of hosting visitors, although collaborations between the Department and the College to support such expenses could also be appropriate. Ideally, two or more individuals with similar career attributes would be evaluated by the department once one of these initiatives commences.

4. If, after a set of such initial visits or rounds of visits by potential candidates, there appears to be a mutuality of interest between a potential candidate and the Department then it becomes appropriate, if such has not already occurred, for the Department Chairperson to explore with the Dean whether there is potential College support for forwarding this candidacy to the Provost.

5. If the Dean gives approval, then the Chairperson or the Dean will contact the potential candidate to determine the candidate’s willingness to be considered more formally
and advanced by the Department as a candidate. In such contacts, it will be made very clear that the final decisions will be made above the Departmental and College levels and that budgetary limitations and a variety of competing University priorities will determine whether or not the Provost’s Office authorizes an offer. It will be understood that the Department is recommending a positive action.

6. With the potential candidate thus converted to an official candidate, the Department and the College will then develop a dossier which includes extensive documentation by the Department on the rationale of the case and letters of reference and transcripts of telephone inquiries. When complete, the Dean forwards a recommendation to the Provost that this candidate be hired under the Opportunity Hiring Program, attaching the dossier and a projection of the total cost of making the hire. Along with this recommendation, the Dean forwards an updated prioritized list of the College’s recommendations which have not yet received positive action by the Provost. The College’s priority list does not necessarily control the Provost’s decisions, but will be a significant factor in these decisions.

7. The Provost and the Provost’s Advisory Committee accepts recommendations from the Colleges and other academic units. The Advisory Committee, which is composed of members of the faculty, will evaluate the absolute merits of nominees for Opportunity Hiring in the context of the stated institutional priorities and provide them to the Provost along with these evaluations and a ranking of all nominees currently in the pool. The Committee will carry out its evaluations and rankings on a regular, continuing basis as nominees enter and leave the pool.

8. After a thorough consideration of the Committee’s evaluation, the Provost will periodically approve the initiation of a hiring effort for one or more candidates.

May 10, 1991
It is important for all members of the University community to be aware of conduct that will lead to University disciplinary action. In order to clarify the types of conduct which shall be considered to affect adversely the University's educational function, to disrupt community living on campus, or to interfere with the rights of others to pursue their education, to conduct their University duties and responsibilities or to participate in University activities, the Board of Regents hereby adopts the following Code of Conduct:

1. Any member of the University community -- student, faculty, staff, visitor, or guest -- who commits or attempts to commit any of the following acts of misconduct shall be subject to appropriate disciplinary procedures and sanctions.

1.1 Causing physical harm to any person on University premises or at University-sponsored activities, or intentionally or recklessly causing reasonable apprehension of such harm.

1.2 Committing rape or any other type of sexual assault on University premises or at University-sponsored events.

1.3 Interfering with normal university functions or University-sponsored activities, including, but not limited to, studying, teaching, research, University administration, University-sponsored activities, fire, police or emergency services.

1.4 Intentionally furnishing false information to the University.

1.5 Forgery, unauthorized alteration, or unauthorized use of any University document or instrument of identification.

1.6 Intentionally and substantially interfering with the freedom of expression, movement, or activity of others on University premises or at University-sponsored activities.

1.7 Intentionally initiating or causing to be initiated any false report, warning or threat of fire, explosion or other emergency on University premises or at University-sponsored activities.

1.8 Theft of property or of services on University premises or at University-sponsored activities; knowing possession of stolen property on University premises or at University-sponsored activities.

July 16, 1991
1.9 Destroying or damaging the property of the University or of others on University premises or at University-sponsored activities.

1.10 Intentionally or recklessly misusing or damaging fire safety equipment on University premises or at University-sponsored activities.

1.11 Failure to comply with the directions of University officials, including campus police officers, acting in performance of their duties.

1.12 Illegal use, possession, or distribution of any controlled substance, illegal drug or alcohol on University premises or at University-sponsored activities. "Use" of a substance, drug, or alcohol includes being under its influence.

1.13 Use or possession of fireworks on University premises or at University-sponsored events, unless expressly authorized by the President or his designee.

1.14 Use, possession or storage of any weapon on University premises or at University-sponsored activities, unless expressly authorized by the President or his designee. "Weapon" includes, but is not limited to, firearms, ammunition or other dangerous weapons, substances, or materials, bombs, explosives, or incendiary devices.

1.15 Unauthorized presence in or use of University premises, facilities or property, in violation of posted signs or when closed, after normal operating hours.

1.16 Willfully refusing or failing to leave the property of or any building or other facility owned, operated, or controlled by the University when requested to do so by a lawful custodian of the building, facility or property if the person is committing, threatens to commit or incites others to commit any act which would disrupt, impair, interfere with or obstruct the lawful mission, processes, procedures or functions of the University.

1.17 Misusing University computing resources by intentionally seeking, providing, modifying information in -- or obtaining copies of -- files, programs, or passwords, belong to other computer users without their permission.

1.18 Violating the terms of any disciplinary sanction imposed in accordance with this Code.

1.19 Violation of published or posted University regulations or policies. Such regulations or policies may include, but are not limited to, the residence hall contract, regulations relating to discrimination or discriminatory harassment, sexual
harassment, entry and use of University facilities, sale or consumption of alcoholic beverages, use of vehicles, amplifying equipment, campus demonstrations, misuse of identification cards, computer use and student organizations.

1.20 Any other acts or omissions which affect adversely the University's educational function, disrupt community living on campus, interfere with the right of others to the pursuit of their education, or affect adversely the process of the University.

1.21 Aid to others in committing or inciting others to commit any act mentioned above.

2. Sanctions:

2.1 As used in this subsection,

2.1.1 "Censure" means a written reprimand or expression of disapproval.

2.1.2 "Warning" means an oral censure.

2.1.3 "Disciplinary probation" means the establishment of a time period during which further acts of misconduct may or will result in more severe disciplinary sanctions depending on the conditions of the probation.

2.1.4 "Suspension" means losing student status for a period of time specified in the terms of the suspension. A suspension may commence immediately upon a finding of a violation or it may be deferred to a later time.

2.1.5 "Expulsion" means losing student status for an indefinite period of time. Readmission may not be sought before the expiration of two years from the date of expulsion.

2.1.6 "Dismissal" means a termination of employment, either for a stated time period or indefinitely.

2.1.7 "Barred from campus" means being barred from all or designated portions of the University property or activities.

2.2 Any student who violates any of the rules set forth in Section 2.1 above shall be subject to censure, warning,
disciplinary probation, suspension, expulsion, dismissal from University employment, or being barred from campus.

2.1 Any member of the faculty or staff who violates any of the rules set forth in Section 2.1 above shall be subject to appropriate disciplinary action under applicable rules and regulations, as set forth in the Faculty Handbook, the Personnel Policies and Practices Manual, or other appropriate documents.

2.4 If any of the acts of misconduct set forth in Section 2.1 above are committed by a person who is not a student or member of faculty or staff, such person may, after notice and an informal hearing before a University officer appointed to review the matter by the President, be denied admission, readmission, or employment by the University or may be barred from campus.
The Regents recognize and approve the right of free speech and honest expression of opinion on any subject by any member of the University community, whether the subject relates to on- or off-campus issues, but those who speak or act do so as in the name of the University or any of its organizations unless they have been authorized specifically to do so.

5 off-campus speakers, if approved in accordance with University regulations, should be allowed free expression of their views. Students with diverse points of view should permit such speakers to be heard without harassment.

5. Any member of the University community—student or member of the faculty or staff—who submits or subject to discipline if he or she acts in such a way as to affect adversely the University's educational function or to disrupt community living functions, events, or activities.

UNAUTHORIZED OR PROHIBITED ACTS

6. (a) Sanctions: Any act that demonstrates the probability that the person may be denied admission, readmission, or employment by the University. As noted above, the Regents and the vast majority of students, faculty, staff, alumni, and citizens share the same goal of the University—that it be a stable and peaceful center of teaching, research, discussion, learning, and service, free from coercion and unlawful use of force. In situations where the stability and peace of the institution are threatened, extraordinary measures are required. The Regents are determined to use all lawful means to assure the continuity and the integrity of the educational process at the University. As part of this effort, we adopt the following as an interim measure pending further study and adoption of permanent policy.

STATE OF EMERGENCY

1. As used in this Policy:
   a) "President" means the President or acting President of the University or any person or persons designated to act in his or her behalf for purposes of these rules.
   b) "Official" means any person authorized by the President to act on behalf of the University.
   c) "Student" means a person who is a student at the University in an undergraduate, graduate, or professional program on campus, whether for credit or no credit, full- or part-time.
   d) "Visitor" means any person on campus who is not a student or member of the faculty or staff.
   e) "Person" means any student, member of the faculty or staff or visitor.

2. The President is authorized to declare a State of Emergency at the University upon a finding by him or her that the orderly processes of the University are seriously threatened. In making such a finding the President shall consider whether disrupting activities are such as to require immediate, extraordinary measures to safeguard persons or property or to maintain the University’s educational function. As soon as reasonably possible after the Declaration of Emergency, the President shall inform available Regents of his or her action. When the President determines that the serious threat has passed, he or she shall, after consultation with available Regents, declare the State of Emergency to be at an end.

3. a) During a State of Emergency, the President, in the exercise of reasonable judgment in the circumstances, is authorized to take whatever actions he or she deems necessary in order to safeguard persons or property or to maintain the University's educational function. Such actions shall remain in effect during the period of time, or may be extended or narrowed by the Regents or the President. The Regents in the exercise of reasonable judgment shall make such determinations as are necessary to maintain the University as a residential community.

   b) Sanctions: Any act that demonstrates the probability that the person may be denied admission, readmission, or employment by the University or any person or persons designated to act in his or her behalf for purposes of these rules.

   c) "Suspension" means a period of time. Readmission may not be sought before the expiration of one year from the date of expulsion.

   d) "Disciplinary probation" means a probationary period of a year or less, during which the person remains a student subject to discipline.

   e) "Censure" means a written reprimand or expression of disapproval.

   f) "Waning" means an oral censure.

   g) "Disciplinary probation" means the establishment of a time period during which further acts of misconduct may or will result in more severe disciplinary sanctions depending on the conditions that may arise during the period of the probation.

   h) "Suspension" means losing student status for a period of time specified in the terms of the suspension. A suspension may continue immediately upon a finding of a violation or it may be deferred to a later time.

   i) "Expulsion" means losing student status for an indefinite period of time. Readmission may not be sought before the expiration of two years from the date of expulsion.

   j) "Removal" means termination of employment, either for a stated time period or indefinitely.

   k) If any of the acts of misconduct set forth in 6(a)(vi) through 6(a)(xi) are committed by a person who is not a student or member of faculty or staff, such person may be denied admission, readmission, or employment by the University.

   l) This period during which further acts of misconduct may or will result in more severe disciplinary sanctions depending on the conditions that may arise during the period of the probation.

   m) Any act that demonstrates the probability that the person constitutes a physical danger to himself or herself or others on campus.

   n) Willfully refusing or failing to leave the property of, or any building or other facility owned, operated, or controlled by the Board of Regents upon being requested to do so by the President, if the person is committing, threatening to commit, or inciting others to commit, any act which would, or may, disrupt, impair, interfere with or obstruct the lawful mission, programs, procedures or functions of the University. As used herein, "President" means the President or acting President of the University or any person or persons designated by him or her to act on his or her behalf.

   o) Any act or omission or omissions which affect adversely the University's educational function, disrupt community living on campus, interfere with the right of others to pursue their education, or affect adversely the process of the University.

   p) Any student who violates any of the rules set forth in 6(a)(vi) through 6(a)(xvi) and 7(a)(i) through 7(a)(iv) shall be subject to censure, warning, disciplinary probation, suspension, or expulsion.
The following are submitted for Senate approval:

**ADMISSIONS & REGISTRATION COMMITTEE**

Kathleen Koehler, HFPEL, 1993 for faculty vacancy, 1993

**BACHELOR OF UNIVERSITY STUDIES FACULTY ADVISORY COMMITTEE**

Ranjit Bose, Management, 1993 for faculty vacancy in Management, 1993
Edith Cherry, Arch & Plng, 1993 for faculty vacancy in Arch & Plng, 1993
William Seymour, Music, 1994 for faculty vacancy in Fine Arts, 1994

**BUDGET COMMITTEE**

David Colton, Educational Admin, 1992 for Luisa Duran, CIMTE, 1992

**COMMUNITY EDUCATION COMMITTEE**

Vann Abate, Los Alamos, 1993 for branch vacancy, 1993

Community Representatives:

Louie H. Franco
Manuel Garcia
Pearl Maestas

**CURRICULA COMMITTEE**

Marion Cottrell, Civil Engr, 1992 for Martin Weiser, Mech Engr, 1992
Miriam Romen, Valencia, 1993 for branch vacancy, 1993
Jerome Shea, University College, 1993 for faculty vacancy in Univ Coll, 1993

**FACULTY ETHICS & ADVISORY COMMITTEE**

Philip Duryea, HFPEL, 1992 for Janice Schuetz, Communication, 1992

---

The University of New Mexico

To: Faculty Senate
From: Operations Committee
Subject: Committee Replacements

DATE: September 10, 1991
To: All Senators

From: Connie C. Thorsen, President, Faculty Senate, for the Senate Operations Committee

Subject: Responses to Reallocation Plan

Within the last week the Reallocation Plan for UNM has been distributed across campus to Deans and department chairs. Today, you have received copies of the academic affairs section (we could not afford to provide copies of the student and business affairs parts for you, but complete copies are on reserve at Zimmerman Library and should be available in departmental or college offices).

It is IMPERATIVE that you and your colleagues read the entire document! It is equally imperative that you work with your department chairs and/or deans to insure that all faculty have an avenue for response. There should be department meetings and college meetings to discuss the points in the document. People should comment on particulars and try to reach some consensus on the more sweeping changes. A member of the Operations Committee would be glad to attend such meetings if that would be helpful or desirable. Please call me or one of the others.

NOTE WELL

The faculty at the University of New Mexico did NOT have input into this document, though the Senate Operations Committee repeatedly asked to have input. Every faculty member on campus has been confronted with a proposal which we are only being asked to react to. The period from now until November 1 is the only assured time for input into the reallocation plan, so faculty should not withhold comment in order to see what the results might be. It is now or never.

This process (or lack thereof) has placed the faculty at UNM in a difficult position. The document suggests taking away some benefits that faculty and staff currently enjoy. Of particular concern are the faculty's prerogatives in matters of curriculum, program development, and hiring. The broader issues of where faculty salaries and hiring. The broader issues of where faculty salaries are generated is to be used for, what the role of the faculty should be in determining how the money is to be used must be addressed. Another question is what the role of the faculty in future reallocation plans will be. This plan is only a tiny portion of what is to come.

THEREFORE,
There will be a special Faculty Senate meeting on Tuesday, September 24 at 3:30 in the Kiva. EVERY faculty member on campus is encouraged and urged to attend this general discussion of the reallocation plan. We need faculty input about the plan and the process. We need faculty input so that we can reach some consensus about the issues.

All faculty members SHOULD ATTEND this meeting so that the faculty position on reallocation can be made known. For too long we have let the fate of the faculty and that of the educational programs at UNM be determined by others. The faculty must exercise its rights and prerogatives as faculty. We cannot be parochial about this process. We must act and stand together!

The Faculty Senate and its committees are organizing meetings at which faculty response will be solicited. We are asking each Faculty Senate standing committee to meet by the end of the day Friday September 20. These committees will welcome any faculty who are not members to the meetings. A few have been scheduled already:

- Budget Committee, Dodd Bogart, Chair, will meet Friday September 13, 12:30-2:00 p.m., SSCI 1061.
- Long Range Planning Committee, Maurice Wildin, Chair, will meet Friday, September 20, 1-2 p.m., in Room 320 of the Anderson School of Management.
- Research Policy Committee, Ed Walters, Chair, will meet Monday, September 16, 4 p.m., Roberta Room.

(FOR INFORMATION ON OTHER COMMITTEES, CALL A COMMITTEE MEMBER.)

TO: ALL UNM FACULTY SENATORS and ALL INTERESTED UNM FACULTY
FROM: Connie C. Thorson, President, UNM FACULTY SENATE
Subject: SPECIAL MEETING of FACULTY SENATE

There will be a special Faculty Senate meeting on Tuesday, September 24 at 3:30 in the Kiva. ALL senators and ALL faculty members on campus should plan to attend this general discussion of the reallocation plan. Faculty need to seize this opportunity to comment on the plan and the process.

Some questions to be discussed are the following:

1. Are the faculty willing to give up their prerogatives in matters of curriculum, program development, and hiring?
2. Where do faculty salaries fit into the reallocation plan?
3. What will the pot of money being generated be used for?
4. What role will the faculty have in determining how the money is to be used?
5. What will the role of the faculty be in future reallocation plans?
6. Will the reallocation plan substantially improve undergraduate and graduate education at UNM?
7. Does the reallocation plan go far enough?
8. Have the right things been targeted in the plan?

This plan is only a tiny portion of what is to come.

The faculty at the University of New Mexico did NOT have input into the reallocation plan. The period from now until November 1 is the only assured time for input into the reallocation plan, so faculty should not withhold comment in order to see what the results might be. It is now or never.

We need faculty input so that we can reach some consensus about the issues.

All faculty members SHOULD ATTEND this meeting so that the faculty position on reallocation can be made known. For too long we have let the fate of the faculty and that of the educational programs at UNM be determined by others. The faculty must exercise its rights and prerogatives as faculty. We cannot be parochial about this process. We must act and stand together!

SENATORS, PLEASE attend this SPECIAL MEETING and bring as many of your colleagues as possible.