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UNM Faculty Senate

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TO: Members of the UNM Faculty Senate  
FROM: Anne J. Brown, Secretary  
SUBJECT: May Meeting  

The UNM Faculty Senate will meet on Tuesday, May 12, 1992 at 3:30 p.m. in the Elva.  
The agenda will include the following items:  

1. Summarized Minutes of April 14, 1992  
2. Memorial Minute for Professor Emeritus Gene Yell — Professor Emeritus Clinton Adams  
3. Memorial Minute for Professor Emerita Elizabeth Simpson — Professor Polly Turner  
4. Senate President’s Report — Professor Connie Thorson  
6. Report from the Task Force on Salary Rewards for Teaching Excellence — Professor Charles Beckel  
7. Recommendations re Teaching Fellows — Professor Charles Beckel  
8. Proposed Policy on "Ownership, Use and Control of Instructional Materials" — Professor E. A. Walters  
9. Committee Appointments — Professor Mary Harris  
10. Proposed #300 Course Policy — Professor David Null  
11. Maintenance of Academic Tenure — Professor Marion Cottrell  
12. Change in Honorary Degree Policy — Professor Polly Turner  
13. Change in Membership of the Campus Planning Committee — Professor William Gross  
14. Resolution from the Campus Planning Committee — Professor William Gross  

May 4, 1992
The May 12, 1992 meeting of the Faculty Senate was called to order by President Connie Thorson at 3:30 p.m. in the Kiva.

Senators present: LynnDianne Beene (A&S), Zella Bray (Nursing), Edith Cherry (Arch & Ping), Marion Cottrell (Engineering), Jeff Davis (A&S), Susan Deese (Zimmerman Library), James DePaepe (Education), Michele Hiel (Valencia Branch), Luise Duran (Education), Marilyn Fletcher (Zimmerman Library), Kenneth Gardner (Medicine), Robert Glew (Medicine), Larry Gzobet (A&S), Mary Grizzard (Fine Arts), Mary Harris (Education), Marion Iorbe (A&S), Palomo Kami (Engineering), Vonda Long (Education), William MacPherson (Law), Kathleen Matthews (University College), Jack McNamara (A&S), Pauline Turner (Education), James Thorson (A&S), Pauline Turner (Education), James Wallace (Medicine), and Estelle Zannes (A&S).

Absent: Gloria Birkholz (Nursing), James Dawson (Gallup Branch), Daniel Derksen (Medicine), Bradley Ellingham (Fine Arts), Walter Forman (Medicine), John Geissmann (A&S), Robert Greenberg (Medicine), Donald Kendall (Engineering), Terry King (Medicine), Demetra Logothetis (Dental Programs), David MacPherson (A&S), Joseph Martinez (Education), Susan Pearson-Davis (Fine Arts), Walter Putman (A&S), Jose Rivera (Public Affairs), Donald Slawson (Management), Jim Standefer (Medicine), Ron Storey (Medicine), Donald Vichick (Medicine), Benjamin Walker (Medicine), and Estelle Zannes (A&S).

Minutes of April 14, 1992. The minutes of April 14, 1992 were approved as corrected.

Memorial Minutes. Memorial minutes were presented for Professors Emeriti Gene Yell and Elizabeth Simpson by Professor Emeritus Clinton Adams and Professor Pauline Turner respectively.

The minutes were adopted by rising vote and Secretary Anne Brown was asked to send copies to the next of kin.

Senator Marion Cottrell moved that an item 15, New Business, be added to the agenda. He explained that he wished to address the Senate about a situation in the College of Engineering which would require no action by the Senate.

Senate President's Report. Senate President Connie Thorson reported that a final decision regarding honors education will be made in the fall and that Rosalie Otero has been appointed acting director of the Honors Program. Also, no decision will be made regarding the Geography Department until fall.

Searches will be conducted next year for deans of nursing, architecture and arts & sciences. A review team has been appointed for University College.

The Core Curriculum was well received by the two-year colleges and the Commission of Higher Education.
The implementation committee of the Core Curriculum Committee will hold meetings this summer. Associate Provost Janet Robbuck, William Hadley, Dean of the College of Pharmacy, Donald Nobrig, Professor of Biology, and Paul Davis, Professor of English have volunteered and anyone else interested in serving may contact President Thomson or Professor Davis.

Regarding the North Central Accreditation focused visit, President Thomson said she felt that a good job had been done presenting faculty concerns to the team; however, during the exit interview, few of those faculty concerns were acknowledged. She expressed her dissatisfaction at the lack of attention to faculty concerns and told the NCA team that it is unclear to the faculty of UNM where reallocated funds come from or where they go. She said it is her understanding that of seventy five faculty vacancies, only twenty searches are being conducted and therefore there is approximately 2 1/2 to 3 million dollars available elsewhere. She urged next year's Senate to obtain answers to questions concerning reallocation. The hiring pause has had an impact on the academic affairs area but very little impact in the areas of administration, student affairs and business affairs. She said that the Faculty Reallocation Committee should play a major role in defining what happens to the reallocated funds.

Finally, she announced that a rally regarding the UNM parking situation will be held on Wednesday, May 13, and said that faculty members are invited to participate. The parking problems which have arisen this year, she said, can be attributed to an administration which is not listening to staff or faculty.

Candidates for Degrees, Semester II, 1991-92. Upon recommendation of representatives of the various schools and colleges and the Office of Graduate Studies, the Senate approved the degree candidates for Semester II, 1991-92. The list will be presented to the Board of Regents for approval on May 15, 1992.

Report from the Task Force on Salary Rewards for Teaching Excellence. Professor Emeritus Chester Travelstead presented a report from the Teaching Enhancement Committee. The Teaching Enhancement Committee was established by the Faculty Senate on May 8, 1990. The report stated, "The University places the highest priority on the quality of teaching which is to be performed with distinction." The Task Force on Salary Rewards for Teaching Excellence, a sub-committee of the Teaching Enhancement Committee, prepared the report and recommendations. Professor Travelstead pointed out that the University of New Mexico is committed to excellence in teaching as well as rewarding excellence, however, the policies and procedures for implementing these commitments are not enforced in a consistent and well organized manner.

Therefore the Committee recommends that the Provost should 1) develop and distribute widely a concisely worded document which reiterates the University's long-standing commitment to teaching excellence and which explains how this commitment will be implemented in procedures leading to decisions about salary increases, promotion in academic rank, and awarding of tenure, 2) make clear to deans and directors of academic divisions that annual recommendations for faculty salary increases must be accompanied by a written explanation of policies and procedures used in their respective colleges and divisions in assessing the quality of faculty members' teaching, 3) assure that the requirement explained in 2 above is consistently enforced among deans, directors of academic divisions, and officers in the central administration before final budgets are approved, and 4) make available to deans and directors separate amounts of money to be used for faculty salary increases: one to be used as recognition of good teaching, and the other to be used for performance in research, creative work, and publication.
It is further recommended that Deans and Directors of Academic Divisions should 1) in cooperation with chairs of departments in their respective schools, colleges, and divisions, develop and implement specific policies and procedures for assessing the quality of teaching performed by faculty members, 2) insist that all members of their respective faculties regularly (every semester, preferably) employ some effective means through which students enrolled in their classes may evaluate the quality of teaching (e.g. ICMs or an alternate appropriate to the instructional method used in their discipline), 3) explain in writing to the Office of the Provost each year what policies and procedures have been followed in the evaluation of teaching performance and assure that office that those policies and procedures have been consistently implemented and 4) treat as confidential all information about quality of teaching which is to be used as a basis for recommending salary increases for faculty. Such information should be shared with the instructors whose teaching is being evaluated but should not be made public.

Finally, Department Chairs and all faculty should cooperate with their respective deans and directors of academic divisions in developing and implementing appropriate policies and procedures for effective and equitable assessment of teaching performance.

Dr. Travelstead stressed that colleges and schools need to develop their own methods of evaluation and that the University should do well and consistently and decisively what it has said it should be doing for years.

He explained that the charge to the Committee was to strive for egal recognition and reward for teaching excellence and research and therefore consistency is necessary.

In conclusion, the Task Force emphasizes that now is the time for decisive action designed to implement the University's commitment to teaching excellence. Faculty and students will be convinced only if they see concrete action, in addition to stated commitments.

The Senate adopted the report which will be sent to the Provost and the Associate Provosts for Academic Affairs.

Recommendations regarding Teaching Fellows. Professor Shono Kami presented the Recommendations regarding Teaching Fellows. He stated that the primary goal of the XYZ (title to be proposed at a later date) Teaching Fellows Program is to promote excellence in teaching by establishing a core of faculty who are given the highest recognition for their effective teaching and who carry a special responsibility toward insuring teaching excellence by sharing their expertise with the University community.

The plan serves as a tangible pledge that the University is indeed serious about its effort toward quality teaching and comes from a sub-committee of the Teaching Enhancement Committee.

Specific aims of the Fellowships are:
- to recognize, celebrate, and reward UNM faculty members for sustained and continuous teaching excellence
- to create a sustaining group of skilled faculty who are advocates of and consultants for teaching excellence
- to enhance teaching through collaboration between Teaching Fellows and faculty
to demonstrate the importance of accomplishments in teaching commensurate with the productivity and accomplishments in research

to have available a core of Teaching Fellows who will advise the President on means to promote and ensure distinguished teaching in all areas of UNM's educational endeavors

Professor Kami explained that the XYZ Teaching Fellowships are different from the Burlington Teacher of the Year Awards which are mere or less "awards only" whereas the XYZ Teaching Fellowships require a two-year commitment as advocates and consultants in the area of excellence in teaching.

The Senate adopted the recommendations to establish the XYZ Teaching Fellows Program. The complete text of the recommendations is available in the Office of the University Secretary.

Proposed Policy on "Ownership, Use and Control of Instructional Materials". Professor Edward Walters for the Research Policy Committee presented the proposed policy. The Research Policy Committee received a request from Provost Paul Risser to develop a policy regarding ownership, use and control of instructional materials pertaining directly to instructional television situations. These circumstances parallel, but are distinctly different from those having to do with patents and copyrights and our present policy on intellectual property. It was noted that the policy has been drafted in conjunction with University Counsel and the Office of Research Administration and that practical implementation has been reviewed by units currently administering ITV courses.

It was also noted that the policy does not address questions related to ITV materials produced outside UNM and that the policy is consistent with the existing Policy on Intellectual Property.

The question was raised regarding whether there was any assurance that the University of New Mexico would not sell materials. Professor Dianna Shomaker said the Copyright Policy protects against such an action.

The Senate approved the policy which is on file in the Office of the University Secretary.

Committee Appointments. Upon recommendation of Senator Mary Harris for the Operations Committee, the Senate approved committee assignments for 1992-93.

Proposed *300 Course Policy. Senator David Null for the Curricula Committee presented the following *300 Course Policy. He said that the Policy has been approved by the Graduate Committee as well as by the Curricula Committee.

1. 300 level courses that can also be taken for graduate credit may be offered especially in those fields where knowledge does not necessarily proceed hierarchically.

2. A Form B to create a new *300 course, or a Form A to add graduate credit to an existing 300 level course, must have a justification delineating what type of work a graduate student will have to do to earn graduate credit.
3. Once a department creates a **300 course, which will be listed in the catalog as available to be taken for graduate credit, the department must teach that course with faculty who are approved to teach graduate courses.

4. If a department wants a course to be available for graduate credit for students in other departments, but not for students in the offering department, there is a mechanism in place to do that, and the course should carry a ** designation.

The **300 Course Policy was approved by the Faculty Senate.

Maintenance of Academic Tenure. Senator Marion Cottrell explained that a number of administrators at UNM hold academic tenure but do no teaching while in the administrative position. The proposed statement would require such administrators to teach at least one course in any three-year period and all persons holding academic tenure in a department or college of the University to maintain their scholarly activities in their respective fields in order to continue to hold academic tenure.

After some discussion, the item was tabled for further clarification particularly regarding what type of teaching might be acceptable.

Change in Honorary Degree Policy. Senator Pauline Turner, chairperson of the Honorary Degree Committee, explained that the Honorary degree Committee is a sub-committee of the Graduate Committee and therefore the proposed change has been approved by both committees.

She explained that the change in language is accompanied by a change in procedure which does not require Senate approval. The procedural change is that the process of debate and consideration of honorary degree nominations will begin early in the academic year. If a nomination is vetoed by the Regents, then there will be time to consider another nomination.

This year a candidate proposed by the Honorary Degree Committee was rejected by the Board of Regents just prior to being presented to the Senate because the person was running for public office. The procedural change is an attempt to alleviate such a situation.

The Policy for Awarding Honorary Degrees with new language underlined is printed below.

The University of New Mexico wishes to recognize and thereby encourage individuals by giving some preference in the awarding of special honors to those persons who have contributed significantly to the cultural or scientific development of the Southwest, or to the spiritual or material welfare of its people. At the same time due regard should be paid to eminent individuals and scholars whose contributions are of general significance and transcend geographic limitations. In no case should a passing courtesy to the University of New Mexico, such as the delivery of a commencement address, be the sole or principal cause for such honorary awards. The award of an honorary degree to a person seeking or holding a political office does not indicate endorsement by the University of New Mexico. Political involvement should not prevent selection of an individual for an honorary degree.
It is not the University's policy to award honorary degrees to active members of the faculty, staff, or administration. This does not preclude, in an exceptional case, the awarding of an honorary degree to an emeritus member of the faculty or to a former employee whose stature remains or becomes eminent in the years following his or her active service with the University. In such exceptions, sufficient time shall have elapsed to insure objectivity in the process of selection.

The revised Policy for Awarding Honorary Degrees was approved by the Senate.

Change in Membership of the Campus Planning Committee. Upon recommendation of Professor William Gross for the Campus Planning Committee, the Senate approved the addition of representatives of the Albuquerque Transportation and Parking Department and the Transportation Development Division of the Public Works Department as non-voting members of the Campus Planning Committee.

Resolution from the Campus Planning Committee. Professor William Gross explained that the University of New Mexico Facility Planning Department has begun development of a long-term plan for the campus. This resolution is intended to strengthen the University's commitment to the Spanish Pueblo Revival style of architecture on the campus.

The Senate approved the resolution which is printed below.

Be it resolved that structures and open spaces on Central Campus retain the long-standing commitment to Spanish Pueblo Revival style architecture in the manner of John Gaw Meem and in accordance with the following five characteristics which are judged to be common to outstanding university campuses:

1. Unity and coherence of campus environment
   The campus should give a sense of continuity which prevails over diversity.

2. Structured collegiality
   Inside and outside design should afford students and faculty opportunities for spontaneous exchange.

3. A memorable center, an identity, such as, for example, an "Old Main", Yard, Quad, Campanile, Duck Pond.

4. A unique connection with the larger environment
   The campus should relate to and enhance the neighborhood and city through visual and spatial linkages including landscape, architecture and materials.

5. Human scale
   The scale of buildings and open spaces and their texture and liveliness should contribute to people feeling comfortable.

New Business. President Connor Thorson said there were two items of new business, 1) a question from the College of Engineering regarding faculty meetings and 2) parking.
She explained that a faculty meeting may be called by the presiding officer or by ten members of the faculty. Ten members of the College of Engineering faculty did call for a meeting to be held the afternoon of May 11, 1992. The Dean of the College of Engineering cancelled the meeting saying it was his right to decide when the meeting would take place. The Faculty Handbook states that the President of the University must schedule a meeting within 10 days if requested by the faculty, however, the Handbook is unclear regarding such meetings in departments or colleges. Clarification is requested on this issue by certain members of the Engineering faculty.

Senator Marion Cottrell of the College of Engineering explained the background to the situation in his college just as President Thorson had and added that the dean of Engineering had set the requested meeting for next fall.

He also explained that each of the faculty members who had signed the petition requesting a meeting had been called to interview with the dean to explain why he/she had signed the petition in order for the dean to formulate the agenda.

Senator Cottrell said that no action was requested on the part of the Senate at this time. He did, however, also tell the Senate that there were questions about the usefulness of formal administrative reviews and he urged that the 1992-93 Senate examine the Policy on Administrative Review. President Thorson concurred saying it is her belief that the Policy has been uniquely ignored by the administration.

Senator MacPherson of the Staff Council, Ms. Barrett stressed that the primary concern regarding the recently distributed parking regulations was process and that Donald Grady, the Director of Police and Parking Services, believed that staff interests had been taken into consideration whereas it is the belief of many that those interests have not been heard at all.
Great concern has been expressed by staff, faculty and students about major changes in policy regarding the "rover" permits, multiple car permits, new zoning and visitor permits, as well as a significant increase in parking fees. It is believed that very few people had an opportunity for input into any new parking policies. She invited anyone interested to attend the rally on May 12 in protest of the new and abrupt changes in parking policy.

Senator Pauline Turner requested that the Operations Committee work with the Staff Council over the summer on the parking problem at UNM.

The meeting adjourned at 6:05 p.m.

Respectfully submitted,

[Signature]

Anne J. Brown, Secretary
SUBJECT: Report from the Task Force on Salary Rewards for Teaching Excellence

REQUIRED ACTION: Adopt the Report

BACKGROUND INFORMATION: The Teaching Enhancement Committee was established in response to the UNM 2000 Report adopted by the Regents on November 9, 1990. The report stated, "The University places the highest priority on the quality of teaching which is to be performed with distinction." The Task Force on Salary Rewards for Teaching Excellence, a sub-committee of the Teaching Enhancement Committee, makes the following report and recommendations.
Report and Recommendations from the Task Force on Salary Rewards for Teaching Excellence

As a basis for its report and recommendations, the Task Force sought and found information concerning the University of New Mexico's commitment to teaching excellence, as well as its current procedures and practices for evaluating and rewarding teaching of high quality.

A summary of this information which supports the conclusions and recommendations listed below is included in the Appendix of this report.

Conclusions

1. The University of New Mexico is now and has been for many years clearly and firmly committed to the encouragement, recognition, and evaluation of teaching excellence. It is also committed to rewarding teaching excellence when decisions are made on salary increases, promotion in academic rank, and granting of tenure for faculty members.

2. Policies and procedures for implementing these commitments at this institution are not, however, enforced in a consistent and well organized manner. Information available to the Task Force indicates that the ways and extent to which assessments of quality of teaching are considered in awarding salary increases differ widely from college to college and from department to department within colleges.

Such inconsistency and variability, the Task Force believes, has led to confusion, misunderstanding, and a general perception among many faculty members that equitable assessment and rewarding of excellence in teaching are not realities at U.N.M.

In summary, the University is not now doing in a consistent and decisive way what it states it should be doing about salary rewards for teaching excellence.

Recommendations

1. The Provost should:

a) Develop and distribute widely a concisely worded document which reiterates the University's long-standing
Task Force Report
April 27, 1992

commitment to teaching excellence, and 2) explains how this commitment will be specifically implemented in procedures leading to decisions about salary increases, promotion in academic rank, and awarding of tenure. (Points for such a document might be drawn in part from the Appendix to this report.)

b) Make clear to deans and directors of academic divisions that annual recommendations for faculty salary increases must be accompanied by a written explanation of policies and procedures used in their respective colleges and divisions in assessing the quality of faculty members' teaching.

(IT should be understood that all such policies and procedures are subject to the scrutiny and possible modification by the Provost, in order that equity may be assured throughout the University.

The Task Force realizes that because of the great diversity in goals, responsibilities, and methods of instruction among the several schools, colleges, and divisions at U.N.M. no one, single method or procedures for evaluation of teaching should be used for the entire institution. But it is firm in its conviction that some form of fair evaluation of teaching performance should be required of all faculty.)

c) Assure that the requirement explained in b) above is consistently enforced among deans, directors of academic divisions, and officers in the central administration before final budgets are approved.

2. Deans and Directors of Academic Divisions should:

a) In cooperation with chairs of departments in their respective schools, colleges, and divisions, develop and implement specific policies and procedures for assessing the quality of teaching performed by faculty members.

b) Insist that all members of their respective faculties regularly (every semester, preferably) employ some effective means through which students enrolled in their classes may evaluate the quality of teaching (e.g. ICES or an alternate appropriate to the instructional method used in their discipline).

(The Task Force believes that at all levels of
evaluation of teaching, student assessment should be only one of several sources of information, e.g., peer evaluation, evaluation by department chairs, deans, and former students.)

c) Explain in writing to the Office of the Provost each year what policies and procedures have been followed in the evaluation of teaching performance and assure that office that those policies and procedures have been consistently implemented.

d) Treat as confidential all information about quality of teaching which is to be used as a basis for recommending salary increases for faculty. Such information should be shared with the instructors whose teaching is being evaluated but should not be made public.

(The purpose of gathering this information is two-fold: 1) for use in making recommendations for salary increase, promotion in academic rank, and awarding of tenure; and 2) for improvement of teaching. Restrictions on the use of such information does not--and should not--prevent students from taking and publicizing their own polls about the teaching performance of faculty members.)

3. Department Chairs and All Faculty should:

Cooperate with their respective deans and directors of academic divisions in developing and implementing appropriate policies and procedures for effective and equitable assessment of teaching performance.

Scope and Evaluation of the Recommended Plan

1. The recommendations made in this report apply primarily to the main campus of the University. If they are accepted and implemented, the Provost should implement similar policies at U.N.M. branch campuses.

2. At the end of the 1992-93 academic year, the Provost, deans, and directors of academic divisions should jointly evaluate the way in which this proposed plan has worked during the first year and make whatever modifications of it they deem advisable for use in 1993-94.
In conclusion, the Task Force emphasizes that now is the time for decisive action designed to implement the University’s commitment to teaching excellence.

If, indeed, the goal of high-quality teaching is to be made equal to that of high-quality research and creative work, and if appropriate rewards are to be made for each, then the various levels of administration at U.N.M. must very soon take definite steps in that direction.

Faculty and students will be convinced only if they see concrete action, in addition to stated commitments.
In its publication, "U.N.M. 2000," adopted by the Regents on November 9, 1990, the University emphasizes once again its commitment to teaching, by including the following statements.

The University places the highest priority on the quality of teaching which is to be performed with distinction (p. 18).

While recognizing the difficulty of measuring faculty excellence, particularly with respect to teaching, the University is committed to the principle that salary decisions should take into consideration the quality of teaching and the level of excellence as compared with one's peers at U.N.M. and at comparable research institutions (p. 19).

Each faculty member will contribute to the three dimensions of the University's mission: teaching, research or scholarly activity, and service. Annual written evaluation of each faculty member will recognize and codify differential contributions in the areas of teaching, research, public service and contribution to his or her professional discipline. Academic units shall develop appropriate methods for conducting and using the evaluations. Such methods might include peer evaluations, student evaluations and understandings developed between the faculty member and the department chair regarding expectations for the year (p. 19).

U.N.M.'s current President, Richard Peck, included the following statement in a letter he sent on October 30, 1991 to Professor Charles Beckel, Chair of the Teaching Enhancement Committee:

I would be most interested in seeing a significant portion of each year's annual salary enhancement monies set aside for distribution to the base salary of those faculty who score in the upper 10 percent... The point of such a system would be to recognize excellence in teaching on an ongoing and permanent basis, rather than by one-time awards.

1 July 19, 1990 revision.

2 Referring to a plan used earlier at the University of Alabama.
Appendix

Statements similar to these have been made repeatedly by this institution for many years. Its catalogs and other materials made available to prospective students and the general public state over and over U.N.M.'s continuing commitment to teaching, research, and public service.

And since it is less difficult to measure and evaluate research and scholarly activity, the University has been reasonably successful in recognizing and rewarding faculty members engaged in these areas.

But it has been far less effective in assessing, recognizing, and rewarding good teaching, because its policies and procedures related to evaluation of teaching are in general vague, inconsistent, not well understood, and frequently administered poorly.

Moreover, the Task Force has found that only about 60% of the U.N.M. Faculty use the ICES form for evaluation by students, a fact which illustrates the lack of consistency in present procedures.

In addition, there seem to be no clear policies and procedure enforced throughout the University for evaluation of teaching performance and use of such evaluation in decisions about salary increases for faculty.
SUBJECT: Recommendations re Teaching Fellows

REQUIRED ACTION: Approve the Recommendations

BACKGROUND INFORMATION: The recommendations on the following pages are presented by a subcommittee of the Teaching Enhancement Committee.
The University of New Mexico XYZ* Teaching Fellows

INTRODUCTION
The University of New Mexico has reaffirmed its commitment to excellence in teaching in the document "UNM 2000":

"The University places the highest priority on the quality of teaching which is to be performed with distinction."

The following plan for UNM's XYZ Teaching Fellows affirms this important priority. It serves as a tangible pledge that the University is indeed serious about its effort toward quality teaching.

OBJECTIVES
The primary goal of the XYZ Teaching Fellows Program is to promote excellence in teaching by establishing a core of faculty who are given the highest recognition for their effective teaching and who carry a special responsibility toward insuring teaching excellence by sharing their expertise with the University community.

SPECIFIC AIMS:
• To recognize, celebrate, and reward UNM faculty members for sustained and continuous teaching excellence.
• To create a sustaining group of skilled faculty who are advocates of and consultants for teaching excellence.
• To enhance teaching through collaboration between Teaching Fellows and faculty.
• To demonstrate the importance of accomplishments in teaching commensurate with the productivity and accomplishments in research.
• To have available a core of Teaching Fellows who will advise the President on means to promote and ensure distinguished teaching in all areas of UNM's educational endeavors.

THE PROGRAM
1. Two Teaching Fellows (TFs) will be chosen in the first year of the program, who will each serve a two-year term of active duty. In subsequent years, four may be chosen. Thus, in the first year, UNM will have two TFs; in the second year, there may be six; and each year thereafter, a maximum of eight.

2. The responsibilities and privileges of TFs will be designed to focus attention specifically on teaching. A proposal delineating the particular duties of each TF will be formulated by the Fellow and approved by the Selection Committee and the Provost. Some suggestions are offered in Appendix A.
3. During the active two years, the number of contact hours may be reduced of necessity. However, removal entirely from classroom, rounds, lab, etc. would be counterproductive since the example and demonstrated skills and character of an outstanding teacher would not be available for students and faculty to observe and emulate.

4. Nomination and Selection of TFs:
   a) Announcement for nominations — January 15; deadline — March 1; selections announced — April 15 for the Fall of the next academic year.
   b) Full-time faculty of UNM are eligible.
   c) Nominations may be made by self, colleagues, students, and alumni.
   d) Nomination file is to be similar to TOYA/Burlington Awards with any materials deemed necessary and relevant to teaching. The file is not to exceed ICES forms plus thirty pages.
   e) A candidate for a TF may be a past recipient of one of UNM’s teaching awards but, in the year of candidacy, will be separate and distinct from the TOYA/Burlington nominees.
   f) The TF Selection Committee will consist of AVP/AA, two faculty members nominated by TEC, one regent, one alumnus, one ASUNM student.
   g) The final selection of the four candidates (from a narrowed field of 6-8) will be determined through an oral presentation demonstrating the teaching strengths of each candidate before the TF Selection Committee. The topic for the tutorial presentation will be chosen by the candidate. There should be an effort by the candidate to engage committee members as if they were students and not to exceed 30 minutes.

5. Award:
   The title “XYZ Teaching Fellow” will remain for the duration of service at UNM. During the two years of active duty, a TF will receive a cash award of $2500/year and $1500/year added to the base salary.

6. Pomp and Circumstances:
   TFs will be distinguished at the annual UNM commencements and be given special publicity in suitable campus and community media.

7. Program Evaluation:
   Each TF will submit a final report no later than three months following the conclusion of his/her tour of active duty (first two years).
   The evaluation of the TF Program as a whole will be done by a review committee appointed by the Provost as follows: three from among the immediate past TFs; one alumnus; one junior faculty allied with a TF (mentorship, co-teaching, etc.); two students, undergraduate and graduate who became acquainted with the TF’s work. The senior TF appointed to the committee will chair. The timetable for this committee will be set by the Provost.
   The report of the committee will be submitted to the Provost, who will forward the report with his evaluation to the President. The President will submit the final report to the Regents.
APPENDIX A

The following are suggested activities/responsibilities for a TF:

1. A master lecture(s), live and videotaped which demonstrates excellent and/or weak aspects of classroom delivery in a lab, studio, lecture, seminar, etc.
2. Assist in training TAs; serve as an advisor/mentor for graduate students interested in teaching at the university level.
3. Participate in a KUNM-TV program (e.g. "UNM Series")
4. Talk to high school students during visitation and career days.
5. Participate in the panel of speakers during orientation for students and/or new faculty on campus.
6. Be a "resource person" of excellent teaching to interested faculty and students on campus. Perhaps schedule specific office hours for that purpose.
7. In association with the Teaching Resources Center, establish projects aimed at cultivating excellent teaching at UNM.
8. Mentor and advise interested faculty.
9. Experiment with new courses (Honors, General and Departmental; core curriculum classes; intra-university and interdisciplinary courses, etc.)
10. Serve on the selection committee and/or as a mentor for Regent Scholars.
11. Serve on faculty evaluation teams.
13. Organize workshops or discussion forums with faculty colleagues who are interested in specific teaching pedagogies such as lecturing, discussions, seminars, field teaching, lab or studio instruction.

**"XYZ" to be Regent or Presidential**
SUBJECT: Proposed Policy on "Ownership, Use and Control of Instructional Materials"

REQUIRED ACTION: Adopt the Policy

BACKGROUND INFORMATION: The policy is recommended by the Research Policy Committee. See following page for background information.
The Research Policy Committee (RPC) received a request from now-Provost Paul Risser to develop a policy regarding ownership, use and control of instructional materials pertaining directly to instructional television (ITV) situations. These circumstances parallel, but are distinctly different from, those having to do with patents and copyrights and our present policy on intellectual property. RPC has prepared such a proposed policy statement and now submits it to the Faculty Senate for consideration. The proposed policy was drafted in collaboration with University Counsel (Patent Administrator) and the Office of Research Administration. It was reviewed by RPC, circulated broadly within the University for response and ultimately approved for submittal to the Faculty Senate by RPC.

Several points should be made concerning this policy:

1. It has been drafted by a committee, RPC, charged with recommending policy related to research activities. Practical implementation has been reviewed by units currently administering ITV courses and their observations have been taken into consideration.

2. This policy does not address questions related to ITV materials produced outside UNM. Such materials and their ownership are covered by existing federal laws.

3. The policy is consistent with the existing policy on Intellectual Property (Faculty Handbook, pp. E-5 - E-9.)

4. This policy will be entered into the Faculty Handbook edition of 10/1/90 in proper alphabetical order, p. E-11, following the policy on off-campus speakers.
1.0 INTRODUCTION

Problems and issues exist in connection with treatment of copyrightable instructional materials intended for internal or external use under the aegis of the University of New Mexico (hereinafter "UNM" or "University"). Typically, these materials comprise recordings or "tapes" of televised classroom activity, field trips, and the like but, of course, may take the form of instructional activity recorded in any media.

Policy and guidelines are needed to resolve the problems and issues relating to copyrightable instructional materials such as broadcast education for academic credit. UNM properly has a direct interest in instructional materials where it is sponsoring the material, where substantial public resources have been used in their creation and production, and where the materials have been developed by or for UNM under contract. An example of this would be a written agreement between the University and the author(s), assigning the author(s) to produce a videotaped or instructional television ("ITV") lecture series with a published course outline and bibliography at the institution's expense. Another example is where the
Instructional material is prepared under a contract between the University and a federal or a private sponsor.

In consonance with UNM's Intellectual Property Policy (IPP), the policy and guidelines herein do not assert a UNM ownership interest in copyrightable materials or works which result from the activities of the author(s) in the pursuit of traditional teaching, research, and scholarly activities. Under the IPP, such materials are the property of the author(s). Production of these materials, including theses, scholarly articles, audiovisual materials, journal articles, research bulletins, monographs, and books are implicit in the author(s)' role as a UNM faculty member, staff employee, or student and are distinct from instructional materials produced pursuant to a written contract or assignment under which the author(s) receive compensation for producing copyrightable materials for, say, instructional television (ITV).

As is the case involving copyrightable materials under the IPP, resolution of the interests of UNM and of the author(s) will normally be on a case-by-case basis, applying this policy and guidelines.

1.1 Copyrightable Materials

Examples of instructional materials which may be copyrighted are: Books, texts, glossaries, bibliographies, anthologies, compilations, lesson books, study guides, laboratory manuals, syllabi, tests, lectures, works of art, paintings, musical or dramatic compositions, plays,
performances, motion picture films, microfiche, filmstrips, charts, maps, diagrams, transparencies, video recordings, audio recordings, audiovisual recordings, and computer programs.

1.2 Developmental Conditions

Copyrightable instructional materials may be produced or developed by the author(s) under any of the following five conditions: (1) no UNM support or involvement; (2) minimal UNM support and involvement (such as libraries or the non-interfering use of laboratories and/or equipment), but with no released time (i.e., no release from assigned UNM duties); (3) extensive UNM support and involvement and/or released time provided with the expectation that copyrightable instructional materials for use under the aegis of UNM will result; (4) an assigned duty and/or work-for-hire arrangement involving a written agreement between UNM and the author(s); (5) support of the author(s) via an extramural written agreement between a sponsor and UNM.

(Note: Sabbatical leave is not considered to be released time.)

1.3 Definitions

1.3.1 "Production" means the live performance of instruction which may include images and sounds of persons (e.g., in a classroom) and materials, copyrightable or otherwise or a recording of the performance on any media.

1.3.2 "Transmission" means the sending of the Production to one or more locations by any means or method.
1.3.3 "Producer" means the organization within UNM having the responsibility and authority to make the Production.

1.3.4 "Instructional Television" (ITV) means the Transmission of a Production wherein the materials and images therein have been approved by UNM for academic credit.

1.3.5 "Copyrightable material" means any material authorized to be protected under the U.S. Copyright law, (17 U.S.C. 100 et seq.) and the Berne Convention.

1.3.6 "Image" means a person's visual likeness and/or audio sounds. (Note: Under state and Federal court decisions, each person has a right of privacy and, in some jurisdictions, a right of publicity. Normally, these rights are retained unless released.

1.3.7 "Internal use" or "Internal distribution" means use of the Production at any UNM facility including all campuses, extensions, or any other UNM owned or UNM leased facilities, or the Transmission of the Production thereto.

1.3.8 "External use" or "External distribution" means use of the Production at or Transmission of the Production to any facility other than a UNM facility.

1.3.9 "ITV Policy Committee" means the committee established by UNM to initially review instructional programs planned for academic credit.

1.3.10 "Release" or "Talent Release" means the legally effective waiver or giving up of a person's rights in
connection with a Production. The waived rights may include the person's right in: image and sounds, copyright, and privacy and publicity.

2.0 OWNERSHIP AND COPYRIGHT--POLICY

2.1 Copyrightable materials produced as stated in 1.2(1) and 1.2(2) above belong solely to the author(s), artist(s), or other creator(s). Unless specifically provided in the employment agreement of a staff person or in the appointment of a faculty member, no faculty or staff member shall be required to perform in any Production.

2.2 Copyrightable instructional materials produced with extensive institutional support and/or released time (as in 1.2(3) above) shall be the subject of a written understanding or agreement between the author(s), artist(s), or other creator(s), and the University (i.e., Chairperson, Dean, or Director). The Chairperson, Dean, or Director, with appeal to the Standing Committee (See 5.2) if required to resolve differences, shall determine those materials or works or parts thereof, if any, in which the University has copyright ownership. For example, the author(s) may have incorporated materials owned by UNM because they were prepared under a sponsor agreement or written work assignment. Under the IPP the University normally owns the copyright in such materials and may be required to assign title to the sponsor. If it is determined that the University owns the copyright in some materials used in the
Production but nevertheless elects not to claim ownership of the copyright, the author(s) will be permitted to do so in their own name(s) if they wish. The author(s) and University may wish to consider several factors regarding treatment of copyright ownership. One is that ownership of copyright in the University may be preferred to facilitate licensing, sales, or distribution by the University and to eliminate need for joinder of the author(s) in lawsuits to enforce the copyright. Another is that the author(s) may have potential uses for their part of the materials outside of the University in markets of their own. Since the U.S. Copyright Law permits author(s) to treat copyright ownership rights as a bundle of separately assignable rights (e.g., owner may assign title in film rights to one party, title in book rights to another, etc.), assignment of some rights and retention of others by the author(s) may be appropriate and in the best interests of both the author(s) and the University. Consistent with the II.B.4 of the IPP, the agreement shall provide for division of royalties between the University and author(s) (regardless of who has title) and/or reimbursement by the author(s) in the form of a lump sum or other University-approved payment scheme (reflecting equitable adjustment) in return for the author(s)’ use of the University facilities. Such agreement shall be handled through the normal channels for faculty contracts.

2.3 When the production of copyrightable materials is a primary purpose of employment (as in 1.2 (4) above), a
written "work-for-hire" agreement shall normally be executed under which the author(s) shall have a written assignment or commission to develop the work. An example would be where a person (not necessarily a faculty member or other employee) is engaged by the University to write a personnel training manual, student orientation guide, or other work regarding which the University desires total control. Under such an agreement, the University shall normally be entitled to ownership of the copyright, and a contractual price agreed to or a fair and reasonable compensation made to the author(s).

2.4 When copyrightable materials are produced as the result of a written assignment by the University as the employer of the author(s), as indicated in the IPP, the University may elect or be required to own the copyright in the materials (so that it can assign those rights) and receive all royalties and fees or share royalties with the author(s).

An example would be where a federal agency has awarded the University a contract to produce instructional TV material for governmental use, and in accordance with the Federal Acquisition Regulations the contract specifies the material as a "special work" in which the Government is to have control or ownership of the copyright.

2.5 Whenever copyrightable materials are produced with extramural support, (as in 1.2 (5) above), as provided in the IPP the terms and conditions of the agreement between the extramural sponsor and the University normally shall
govern the disposition of the copyright and ownership rights, of the University and the authors.

3.0 CONTRACTUAL CONSIDERATIONS

Since conditions of production, use, and final disposition of the copyrightable instructional materials will vary from time to time, the author(s) and the Producer must have a written agreement to be signed by the author(s) and an authorized representative of the University preferably prior to commencement of work on the Production to clearly define the rights and responsibilities of the parties. Contract forms or formats may be developed for this purpose. The considerations include:

3.1 Parties' Rights and Responsibilities in the Production.

3.1.1 Suitability and relation of the Production to the academic mission of the University shall be determined by the Chairperson, Dean, or Director with approval by the Provost, or Provost's designee, if such approval is requested by the dean or director.

3.1.2 The author(s), subject to the approval of the ITV Policy Committee where applicable and their respective organization(s), e.g., departments or colleges, shall have responsibility for the content and structure of the Production.

3.1.3 The author(s) shall be accountable for having obtained image and talent releases and clearance/permissions to use materials copyrighted by others which are included in
the Production. Faculty and guest lecturers shall sign a release for each Production. UNM will provide guidelines, release forms, and legal assistance as requested. The UNM catalog will contain a statement providing that each student by the act of registration automatically consents to the use of the students image unless the student arranges for special seating.

3.1.4 Credits for instructional material contained in the Production shall carry the date of the Production.

3.1.5 The approval of the author(s) must be obtained in writing before the use of any Production or part thereof.

3.1.6 UNM shall be responsible for the accounting and tracking of all copies of ITV videotapes and for the proper archiving and return of videotapes to the responsible author(s) or their departments as designated by the author(s) from all sites including remote sites.

3.2 Internal Use Aspects:

3.2.1 UNM users (persons or organizational entities within the University) will be expected to pay to the Producer charges for reasonable costs that may include, but are not limited to: (a) production and/or promotion; (b) handling; and (c) duplicating. Total costs should be such that the sharing of materials will be encouraged.

3.3 External Distribution Aspects: Release of the Production for external distribution should be negotiated between the Producer and the author(s) and reduced to a written contract prior to external distribution. The
contract shall specify the copyright and other property rights of the parties and the treatment of revenues, royalties, and compensation as well as other rights and obligations of the parties. If all ultimate uses of the Production cannot be anticipated, provision should be made in the contract to assure that uses for external distribution can be accommodated as an option or upon further negotiation.

3.3.1 Generally two types of external distribution arrangements are made: (a) direct rental or sale by UNM to the customer; and (b) commercial rental or sales to companies as distributors for UNM for which UNM receives a royalty. Financial and other provisions for these arrangements must be made by written contract.

3.4 Review, Revision and Withdrawal Aspects for Internally or Externally Distributed Productions:

3.4.1 Instructional materials contained in the Production shall receive timely and periodic review no less often than once every 6 months by the author(s) to ensure currency and relevance. This review function may be delegated by the authors if done in writing.

3.4.2 The Production shall not be edited, altered, or revised without the prior written approval of the author(s).

3.4.3 The agreement shall provide that the author(s) recommend or require the University and/or users to discontinue distribution and/or use of materials which the author(s) deem no longer appropriate, current, or relevant.
3.4.4 Coauthors shall endeavor to formulate written agreements defining their rights, duties, and obligations and governing their dealings with the University and others. In the absence of such agreement, the University shall presume that the first-named author is the spokesperson and that the authors have equal shares in royalties and joint responsibility for all obligations.

3.4.5 The agreement may offer the author(s) opportunity to assume responsibility for the revision of the instructional material in the Production at reasonable intervals. If the author(s) consent, the agreement may provide for assignment of such responsibility to others.

4.0 COMPENSATION

4.1 Released Time

4.1.1 Persons eligible for released time will normally include the author(s) or others receiving a written assignment by the author(s)’ organizational unit (e.g., college, department, etc.) to work on the Production.

4.1.2 Released time for the author(s) will normally occur in the stages of planning, producing, presentation, evaluation, and revision of the Production including the first and subsequent semesters of utilization.

4.2 Distribution of Revenue

4.2.1 Revenues resulting from External Distribution shall be shared by the author(s), the author(s)’
department(s), and the University, with a portion of the
University's share being allocated to the Producer.

4.2.2 Normally, two schedules of revenue distribution
shall be established based on (a) pre-amortization of costs
and (b) post-amortization of costs. [*Amortization is
defined as the point at which the University (i.e., the
Producer or producing organization) has recovered the costs
of the Production. Elements of amortization include (but
are not limited to): costs of materials, services,
personnel, equipment and/or use thereof, studios and the
like, distribution, and applicable indirect costs.] Revenue
distribution schedules shall be expressed in percentages and
shall recognize the efforts of the author(s), the author(s)'
department(s), the production organization, and the
University.

4.2.3 While it is recognized that revenue distribution
schedules will vary with the conditions relating to
production, a suggested pattern of distribution prior to
amortization may provide an approximate return of twenty
five percent (25%) of gross receipts to the author with
seventy five percent (75%) retained for distribution to the
department, production unit, and the University for
amortization of their contributions. Other percentage
distributions may be appropriate by agreement of the
parties, such as in the case of Production made for
particular sponsors, where the split may be sixty percent
for the author(s) and forty percent for the University.
4.2.4 After amortization, the author(s) share of revenues shall increase to approximately seventy-five percent (75%) of gross receipts. This figure may vary among colleges and departments.

4.2.5 The compensation arrangements set forth in 4.2.3 and 4.2.4 shall not apply to "work for hire" arrangements, commissions by non-UNM personnel to produce copyrightable materials.

4.2.6 Normally the department's share of the revenues shall be allocated to (a) teaching load adjustment necessitated by the Production, or (b) development of new course materials and/or the revision or upgrading of the original recorded materials.

4.3 Use of Outside Resources--Consultants/Guests

4.3.1 Fees for outside consultants or guests normally shall be negotiated by the organization responsible for the Production with the assistance of the author(s) and University Counsel (Patent Administrator).

4.4 Compensation Following Separation

4.4.1 In the event of author(s) non-renewal, resignation, or any kind of separation from the University, the University's right to Internal or External Use of the Production may be continued for a period of no longer than two (2) years from the date of first use of the Production or recording thereof unless a longer period is permitted by written consent of the author(s).
4.4.2 The author(s) percentage share of revenues from Internal or External Distribution shall not decrease for the period set forth in 4.4.1.

4.4.3 Beyond the provisions required in 4.4.1 and 4.4.2, other arrangements for the disposition of the Production may be made upon mutual agreement in writing between the University and the author(s).

5.0 ADMINISTRATION AND REVIEW

5.1 Responsibility for administration of this policy shall be vested in the Office of Academic Affairs/Provost.

5.2 Appeal from differences arising out of contract negotiations shall be referred to a standing committee nominated by the Faculty Senate and approved by the Provost.
SUBJECT: Proposed 300 Course Policy
REQUIRED ACTION: Adopt the Policy
BACKGROUND INFORMATION: This policy is recommended by the Curriculum Committee.
DRAFT *300 COURSE POLICY
(To be distributed to all Deans and Department Chairs)

1. 300 level courses that can also be taken for graduate credit may be acceptable, especially in those fields where knowledge does not necessarily proceed hierarchically.

2. A Form B to create a new *300 course, or a Form A to add graduate credit to an existing 300 level course, must have a justification delineating what type of work a graduate student will have to do to earn graduate credit.

3. Once a department creates a *300 course, which will be listed in the catalog as available to be taken for graduate credit, the department must teach that course with faculty who are eligible to teach graduate courses.

4. If a department wants a course to be available for graduate credit for students in other departments, but not for students in the offering department, there is a mechanism in place to do that, and the course should carry a ** designation.
SUBJECT: Maintenance of Academic Tenure

REQUIRED ACTION: Adopt the Statement

BACKGROUND INFORMATION: This item is brought to the Senate by the Operations Committee.

The principal business of academic tenure is to provide academic freedom of teaching and of extramural activities, and to ensure that the faculty continue to serve the students and the institution. The granting of academic tenure after a period of at least six years in the academic rank assures the faculty member that he or she will not be dismissed solely on the basis of personal or political reasons. It also provides a means for the effective evaluation of academic excellence and for the protection of academic freedom. This is particularly important in the present climate of political pressure and academic freedom. It is essential that the faculty be assured of the security of their positions and the freedom to pursue their academic careers. This item is brought to the Senate by the Operations Committee.
The primary purposes of academic tenure are to provide academic freedom of teaching and of extramural activities, and to maintain a sufficient degree of economic security to make the profession attractive to men and women of ability. The granting of academic tenure should not preclude the possibility of short term assignments outside the realm of teaching and scholarly work such as academic administration, special assignments for the institution or the community at large, leaves for public service or consulting, or for personal reason. However, continued service outside the areas of teaching and scholarly work is inconsistent with the role of and the need for academic tenure. Furthermore, those in academic administrative positions and other special assignments may often bring to the classroom a broader and enriched viewpoint which will be beneficial to the student. Toward these ends it shall be the policy of the University of New Mexico that:

(1) all persons holding academic tenure in a department or college of the University will be expected to maintain their scholarly activities in their respective fields, and

(2) all persons holding academic tenure will teach at least one course in any three year period, if they desire to continue their academic tenure.
SUBJECT: 
Change in Honorary Degree Policy

REQUIRED ACTION:
Approve the Change

BACKGROUND INFORMATION:
Lately there has been discussion as to whether or not a person holding or seeking political office should be considered for an honorary degree from UNM. The Senate Graduate Committee makes the recommendation on the following page.
Policy for awarding Honorary Degrees

The University of New Mexico wishes to recognize and thereby encourage individuals by giving some preference in the awarding of special honors to those persons who have contributed significantly to the cultural or scientific development of the Southwest, or to the spiritual or material welfare of its people. At the same time due regard should be paid to eminent individuals and scholars whose contributions are of general significance and transcend geographic limitations. In no case should a passing courtesy to the University of New Mexico, such as the delivery of a commencement address, be the sole or principal cause for such honorary awards. The award of an honorary degree to a person seeking or holding a political office does not indicate endorsement by the University of New Mexico. Political involvement should not prevent selection of an individual for an honorary degree.

It is not the University's policy to award honorary degrees to active members of the faculty, staff, or administration. This does not preclude, in an exceptional case, the awarding of an honorary degree to an emeritus member of the faculty or to a former employee whose stature remains or becomes eminent in the years following his or her active service with the University. In such exceptions, sufficient time shall have elapsed to insure objectivity in the process of selection.
UNM FACULTY SENATE

SUBJECT: Change in Membership of Campus Planning Committee

REQUIRED ACTION: Approve the Change

BACKGROUND INFORMATION: On April 21, 1992, the Campus Planning Committee voted to admit, as non-voting members, representatives of the Albuquerque Transportation and Parking Department and Transportation Development of the Public Works Department. The Faculty Senate is asked to ratify this action to add two additional non-voting members to the Committee.
SUBJECT: Resolution from the Campus Planning Committee

REQUIRED ACTION: Approve the Resolution

BACKGROUND INFORMATION: The resolution on the following page is brought to the Senate by the Campus Planning Committee.
CPC-1

Be it resolved that structures and open spaces on Central Campus retain the long-standing commitment to Southwest—Pueblo style architecture in the manner of John Gaw Meem and in accordance with the following five characteristics which are judged to be common to outstanding university campuses:

1. **Unity and coherence of campus environment.**
   The campus should give a sense of continuity which prevails over diversity.

2. **Structured collegiality.**
   Inside and outside design should afford students and faculty opportunities for spontaneous exchange.

3. **A memorable center, an identity, such as, for example, an “Old Main”, Yard, Quad, Campanille, Duck Pond.**

4. **A unique connection with the larger environment.**
   The campus should relate to and enhance the neighborhood and city through visual and spatial linkages including landscape, architecture and materials.

5. **Human scale.**
   The scale of buildings and open spaces and their texture and liveliness should contribute to people feeling comfortable.
### FOR FACULTY SENATE APPROVAL

**May 11, 1992**

#### FACULTY, STUDENT, ADMINISTRATIVE AND EX OFFICIO MEMBERS ON STANDING COMMITTEES 1992-93

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<td>Edith Cherry (Arch &amp; Phil)</td>
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<td>Byron Linsey (MCL)</td>
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<td>Antoinette Sedillo Lopez (Law)</td>
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<td>Steve Pablo (Biology)</td>
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<th>HONORARY DEGREE</th>
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<tr>
<td>Alejandro Aceves (Math &amp; Stat)</td>
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<td>Bruce Boling (General Libr)</td>
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<td>John Breitling (Public Admin)</td>
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<td>Evangelos Craterides (Math &amp; Stat)</td>
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<td>Edward Gilliland (Sociology)</td>
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<td>Ulrich Hollstein (Chemistry)</td>
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<td>Harjit Ahluwalia (Phys &amp; Astr)</td>
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<td>Christiane Jaquet-Gaugier (Art &amp; Art History)</td>
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<td>Bernard Moret (Comp Science)</td>
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<td>Marek Osinski (ESE)</td>
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<td>Santa Arias (MCL)</td>
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<td>Claire-Lise Boudou (General Libr)</td>
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<td>Molly Chatterjee (Ob/Gyn)</td>
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<td>Ronald Devries (ESCE)</td>
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<td>Eddie Dry (Management)</td>
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<td>Teresa Marquez (General Libr)</td>
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<td>Gerald Nash (History)</td>
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<td>Mary Smith (Course/Fam Studies)</td>
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<td>John Schubert (Art &amp; Art History)</td>
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<td>Daniel Weeks (Phys &amp; Astr)</td>
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<td>Charles Beckel (Phys &amp; Astr)</td>
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<td>Cheryl French (English)</td>
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<td>Paul Kerkof (Biology)</td>
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<td>Jerry Born (Pharmacy)</td>
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<td>Bruce Day (Music)</td>
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<td>Thomas Barrow (Art &amp; Art History)</td>
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FACULTY-STUDENT COMMITTEES:

INTERNATIONAL AFFAIRS
Ramiro Jordan (F&ECE) 1993
Suzanne Kotkin-Jaszi (Public Admin) 1994

STUDENT PUBLICATIONS BOARD
Dianne Lamb (Journalism) 1994
Henry Trewhitt (Journalism) 1993

STUDENT STANDARDS AND GRIEVANCES
Undergraduate Panel:
Rosa Fernandez (M&CL) 1993
Diane Fumo-Ianarle (Communication) 1993

Alternates:
George Jaramillo-Leone (Couns/Fam Stds) 1993
William Johnson (Biology) 1993

STUDENT STANDARDS AND GRIEVANCES (cont'd)
Graduate Panel:
Donald Lee (Philosophy) 1993
Howard Rodee (Art & Art History) 1993

Alternates:
Jennifer Predock-Linnell (Theatre Arts) 1993
Beverly Wical (Neurology) 1993

STUDENT UNION BOARD
Ernest Lange (HELP) 1993
Nancy Pistorius (General Libr) 1994