

AGREEMENT BETWEEN

THE NORTHERN NEW MEXICO COLLEGE

BOARD OF REGENTS

AND

THE NORTHERN FEDERATION OF EDUCATIONAL EMPLOYEES

AFT-NM, AFL-CIO

FULL-TIME FACULTY BARGAINING UNIT

EFFECTIVE THROUGH JUNE 30, 2027

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Article 1. INTRODUCTION

This agreement is entered into by Northern New Mexico College, hereinafter referred to as the College and the AFT-New Mexico Northern Federation of Educational Employees #4935, hereinafter referred to as the Federation. It is the purpose of this Agreement to promote harmonious relationships between the Federation and the College, to establish a peaceful procedure for the resolution of differences and to establish rates of pay, hours of work, and other terms and conditions of employment.

Article 2. RECOGNITION

2.1 The College recognizes the Federation as the exclusive representative for all full-time tenured faculty and full-time tenure-track faculty.

2.2 The exclusive representative right does not apply to supervisors, managers, provost, deans, and chairpersons, as well as directors and coordinators who are supervisors.

Article 3. DEFINITIONS

3.1 Unless otherwise specifically defined elsewhere in this Agreement, the following definitions shall be applicable throughout the Agreement.

3.2 “NNMC” shall mean Northern New Mexico College.

3.3 “Bargaining Unit” shall mean all full-time tenured and full-time tenure-track faculty members at NNMC with less than a majority of supervisor time who are not the provost, deans, chairpersons, directors who are supervisors, and coordinators who are supervisors.

3.4 “College” shall mean Northern New Mexico College or NNMC.

3.5 “Federation” shall mean the AFT-New Mexico Northern Federation of Educational Employees #4935.

3.6 “Board” shall mean the Northern New Mexico College Board of Regents.

3.7 “Faculty” shall mean all Bargaining Unit faculty members unless explicitly stated otherwise.

3.8 “President” shall mean the chief executive officer of Northern New Mexico College.

3.9 “Chair” shall mean the Department Chair for each academic unit with a designated Chair, and the Dean of the College for those academic units with a designated Dean.

3.10 The use of one gender term shall be interpreted as including all genders.

3.11 “Day” shall mean one working day (Monday through Friday) when the College is open.

3.12 “Administration or Administrator” shall mean any administrator who is not part of the bargaining unit and is a management or supervisory employee, i.e., Dean, Vice President for Academic Affairs/Provost, President, or their designee.

3.13 “Deadline” shall mean any deadline in the agreement that falls on a non-working day shall be moved to the next working day.

3.14 “Contact hour” shall mean a measure that represents an hour of scheduled instruction given to students. A semester contact hour is granted for satisfactory completion of one 50-minute session of classroom instruction per week for a semester of not less than fifteen weeks, or the equivalent for courses held over different term lengths (e.g. 8-week terms).

3.15 “Credit hour” shall mean a measure that represents a session of instruction. A credit hour could be of three types: T (theory) that consists of 50-minutes of instruction (or one contact hour); S (studio) that consists of 100-minutes of instruction (or two contact hours); and L (lab) that consists of 150-minutes of instruction (or three contact hours).

Article 4. NONDISCRIMINATION AND ANTI-HARASSMENT

4.1 The parties are committed to a work environment free from discrimination and harassment. Neither party will discriminate against an employee on the basis of age, gender, race, national origin, religion, physical or mental disability, marital status, sexual orientation, veteran status, or any other state or federal protected class. Any employee who believes he/she has been discriminated against or harassed should immediately report such to Human Resources or the Provost.

4.2 The parties agree to comply with Board Policy concerning Equal Employment Opportunity and Non-Discrimination. A copy of the current policy will be attached hereto as Appendix B.

Article 5. AGREEMENT CONTROL

5.1 This Agreement has been executed and will be implemented in accordance with the Constitution and laws of the United States of America and the State of New Mexico.

5.2 If any College policy, regulation, handbook, or directive conflicts with any provision of this Agreement, the Agreement provision will control.

5.3 This Agreement may only be modified or waived through a written agreement between the College and the Federation.

5.4 The College will not implement any change that specifically conflicts with, and will abide by, the terms of this Agreement and applicable College policies, rules, handbooks and regulations. The Federation and the faculty will abide by the conditions of this Agreement and applicable College policies, rules and regulations.

5.5 Unless otherwise specifically stated herein, the provisions of this Agreement shall be applied equally to all members of the bargaining unit.

5.6 Any proposed addition, deletion, or change to any provision of the NNMC Faculty Handbook that involves terms and conditions of employment of faculty bargaining unit members may be negotiated by the College and the Federation into this Agreement.

Article 6. MANAGEMENT RIGHTS

The supervision of all faculty members, the management of all campuses, instructional programs, and College facilities is the responsibility and obligation of the Board of Regents and the College Administration. Management retains all rights not specifically limited by this Agreement.

Article 7. FEDERATION RIGHTS

The Federation, as the exclusive representative for all members of the Bargaining Unit, has the rights listed below:

7.1 Use of Bulletin Board Space. The Federation shall be permitted to use bulletin board space on faculty bulletin boards in academic buildings on College campuses to post Federation announcements and information. No material that is libelous, of a partisan political nature, or which is of a personally derogatory nature shall be posted by the Federation. The College may remove any material that violates this provision and shall provide written notification to the President of the Federation of such removal.

7.2 Use of College Property. The Federation shall be allowed to schedule and conduct meetings at College campuses by reserving space for such meetings in accordance with policy or approved procedures established by the College as long as doing so does not interfere with instruction or administrative activities.

7.3 Use of College Mail and Email. The Federation shall have the right to use campus mail and electronic communication such as email for Federation business and to communicate with the members of the Bargaining Unit.

7.4 The College shall provide payroll deduction of Federation membership dues for employees who authorize in writing the deductions in an amount specified by the Federation. Requests for such deductions shall be honored by the College provided the deduction request is submitted to the College's payroll office on a properly executed authorization form, of which a copy is attached to this Agreement (Appendix A). The authorizations may be submitted to the payroll office at any time and the deductions will commence in a timely manner. Normally, in order for the deduction to be reflected in the biweekly paycheck, the authorization must be submitted to the payroll office 10 days prior to the regularly scheduled pay date. The College agrees to transmit the amount collected to the Treasurer of the Federation in a timely manner, normally within fourteen (14) workdays. Dues deductions may be discontinued or revoked by the faculty member by filing such notice with the College payroll office. The College will discontinue the dues upon receipt of the copy in the same manner as the initial authorization. Dues deductions shall continue without further authorization for the term of this Agreement unless the authorization is revoked by the faculty member as provided herein. The Federation shall notify the payroll office and the faculty member of any change in the amount to be deducted which shall be implemented in the same manner as authorizations. The Federation and its membership and members of the bargaining unit agree to hold the College safe and harmless against any legal action concerning compliance with this provision.

Article 8. EMPLOYEE INVESTIGATIONS

8.1 The College has the right to investigate all allegations of faculty misconduct.

8.2 A faculty member may be placed on administrative leave with pay during an investigation involving the faculty member.

8.3 When necessary, during an investigation, the college may enter a faculty member's office. The affected faculty member and his/her Federation representative shall be given reasonable notice prior to entering the faculty member's office. The faculty member and/or Federation representative may observe, but not interfere with, the college's entry of the office to conduct an investigation. For purposes of this paragraph, reasonable notice shall be at least 24 hours' notice in writing, prior to entry of the office.

8.3.1 Under exigent circumstances such as, but not limited to, an emergency affecting safety and security or allegations of criminal activity, the college may enter a faculty members office to conduct an initial investigation and/or to secure property, data, documentation or other items stored within the office. Within one work day of an entry under paragraph 8.3.1, the College shall notify the affected faculty member and his/her Federation representative.

8.4 When the faculty member is under investigation, the faculty member may be represented by a Federation representative in any meetings with the College.

8.5 During investigation, no documentation or information related to the matter under investigation will be placed in the faculty member's personnel file or released publicly unless required by law. If the investigation does not result in disciplinary action, no documentation will be placed in the faculty member's personnel file.

8.6 Any actions, other than dismissal, taken by the Administration as a result of such an investigation may be grieved under Article 11 (GRIEVANCE PROCEDURE) if the action is alleged to constitute a violation of this Agreement. Dismissal may be grieved according to Article 13 (TERMINATION: DISMISSAL FOR CAUSE).

8.7 The parties acknowledge the need for expeditious investigations and agree to cooperate in achieving that goal.

Article 9. ACADEMIC FREEDOM

The personal life of a faculty member is not a proper concern of the College, provided that it does not adversely affect or interfere with the faculty member's effectiveness in fulfilling his or her professional obligations.

The College is committed to the promotion of responsible academic freedom for its faculty and students. The major premise of academic freedom is that open inquiry and expression by faculty and students is essential to the College's mission. Academic freedom shall be understood to include but not be limited to the following:

9.1 Academic freedom means that both faculty members and students can engage in intellectual debate without fear of censorship or retaliation.

9.2 Academic freedom establishes a faculty member's right to remain true to his or her pedagogical philosophy and intellectual commitments. It preserves the intellectual integrity of our educational system and thus serves the public good.

9.3. Academic freedom in teaching means that both faculty members and students can make comparisons and contrasts between subjects taught in a course and any field of human knowledge or period of history.

9.4 Academic freedom gives both students and faculty the right to express their views---in speech, writing, and through electronic communication, both on and off campus---without fear of sanction, unless the manner of expression substantially impairs the rights of others or, in the case of faculty members, those views demonstrate that they are professionally ignorant, incompetent, or dishonest with regard to their discipline or fields of expertise.

9.5 Academic freedom gives both students and faculty the right to study and do research on the topics they choose and to draw what conclusions they find consistent with their research, though it does not prevent others from judging whether their work is valuable and their conclusions sound. To protect academic freedom, universities should oppose efforts by corporate or government sponsors to block dissemination of any research findings.

9.6 Academic freedom means that the political, religious, or philosophical beliefs of politicians, administrators, and members of the public cannot be imposed on students or faculty.

9.7 Academic freedom gives faculty members and students the right to seek redress or request a hearing if they believe their rights have been violated.

9.8 Academic freedom protects faculty members and students from reprisals for disagreeing with administrative policies or proposals.

9.9 Academic freedom gives faculty members and students the right to challenge one another's views, but not to penalize them for holding them.

9.10 Academic freedom protects a faculty member's authority to assign grades to students, so long as the grades are not capricious or unjustly punitive. More broadly, academic freedom encompasses both the individual and institutional right to maintain academic standards.

9.11 Academic freedom gives faculty members substantial latitude in deciding how to teach the courses for which they are responsible.

9.12 Academic freedom guarantees that serious charges against a faculty member will be heard before a committee of his or her peers. It provides faculty members the right to due process, including the assumption that the burden of proof lies with those who brought the charges, that faculty have the right to present counter-evidence and confront their accusers, and be assisted by an attorney in serious cases if they choose.

9.13 Academic freedom includes the assessment of student academic performance, including the assignment of particular grades and the following principles in assigning grades: (1) the individual faculty member has the responsibility for the assignment of grades; (2) students should be free from prejudicial or capricious grading; and (3) if the instructor does not initiate a change of grade, no grade may be assigned or changed without following the Grade Appeal Process of NNMC. The review of a student complaint over a grade should follow the current procedure established by the Scholastic Standards Committee.

9.14 Academic freedom does not mean a faculty member can harass, threaten, intimidate, ridicule, or impose his or her views on students, college faculty members, staff members, college administrators, and other members of the college community.

9.15 Student academic freedom does not deny faculty members the right to require students to master course material and the fundamentals of the disciplines that faculty teach.

9.16 Neither academic freedom nor tenure protects an incompetent faculty member from losing his or her job. Academic freedom thus does not grant an unqualified guarantee of lifetime employment.

9.17 Academic freedom does not protect faculty members from colleague or student challenges to or disagreement with their educational philosophy and practices.

9.18 Academic freedom does not protect faculty members from non-college penalties if they break the law.

9.19 Academic freedom does not give students or faculty the right to ignore college regulations, though it does give faculty and students the right to criticize regulations they believe are unfair.

9.20 Academic freedom does not protect students or faculty from disciplinary action, but it does require that they receive fair treatment and due process.

9.21 Academic freedom does not protect faculty members from sanctions for professional misconduct, though sanctions require clear proof established through due process.

9.22 Neither academic freedom nor tenure protects a faculty member who repeatedly skips class or refuses to teach the classes or subject matter assigned.

9.23 Academic freedom does not allow a faculty member to prevent a talk or a performance.

9.24 Academic freedom does not protect a faculty member from investigations into allegations of scientific misconduct or violations of sound college policies, nor from appropriate penalties should such charges be sustained in a hearing of record before an elected faculty body.

9.25 Control of presentation includes selection of subject matter including online resources (e.g. publisher's website content) to be covered and of textbooks and other materials to be used. Because these choices are reflected in various administrative concerns, decisions as to topic coverage and selection of texts and materials are subject to the approval of the faculty member's immediate supervisor. Mindful of the importance of academic freedom, the immediate supervisor shall not disapprove a faculty member's decision in these areas arbitrarily or without justifiable cause. In the event faculty members believe disapproval of their texts or materials by their supervisor is unjust, they may appeal to the next higher administrative level as explained in the grievance procedure.

Article 10. PROGRESSIVE DISCIPLINE

10.1 The Federation and the College agree that the general purpose of discipline is to correct unsatisfactory performance and/or misconduct. Any discipline requires good and just cause. Progressive discipline may be utilized when management determines that the merits of a particular case warrant such an approach. Progressive discipline will not be utilized when management determines that an employee's action(s) are so egregious that such an approach is inappropriate.

10.2 Progressive discipline starts with the least severe discipline and progresses to more severe discipline depending on the circumstances. Examples of the least severe discipline consist of verbal and written warnings. More severe disciplines consist of written reprimands, suspensions and terminations.

10.3 Faculty members shall be entitled to Federation representation at any meeting called to deliver a verbal warning, a written warning, administer a letter of reprimand or more severe disciplinary action or any meeting which may result in discipline.

10.4 Faculty member may be discharged in accordance with Article 13 (TERMINATION: DISMISSAL FOR CAUSE).

10.5 Discipline is designed to give a faculty member an opportunity to correct employment behavior and performance. Every reasonable effort will be made to ensure acceptable work performance by employees. When problems with employee behavior that affects the workplace or performance arise, a supervisor will seek to correct the problem with the least amount of disruption to the work environment. Serious infractions may result in immediate suspension from work with or without pay.

- a. Verbal warning. An employee is issued a verbal warning for minor infractions or to correct minor faults in an employee's job performance. Verbal warnings are issued during a private conference between the supervisor and the employee where the supervisor explains the problem and recommends a process the employee must accomplish to return to satisfactory status. The employee is informed that the conference is being conducted for the purpose of issuing a verbal warning.
- b. Letter of reprimand. Should contain the following information: a description of the specific problem or offense, the most recent incident and when it occurred, previous unsatisfactory behavior or performance related to the reprimand, and a statement that further unsatisfactory behavior or performance may result in further disciplinary action. The written reprimand is issued and discussed with the employee in private conference with the supervisor and must have been discussed with the employee previously. A copy of the written reprimand will be given to the employee and a copy placed in the employee's official personnel file. The written reprimand will also specify a review period, if appropriate, in which the employee's behavior or performance will be reviewed. The length of the review period will be no longer than one year.

- c. Discipline resulting in dismissal must follow Article 13 (TERMINATION: DISMISSAL FOR CAUSE).

10.6 Unapproved absences may result in disciplinary action.

10.7 Grievances of disciplinary actions are governed by Article 11 (GRIEVANCE PROCEDURE).

Article 11. GRIEVANCE PROCEDURE

11.1 Purpose. The purpose of this grievance procedure shall be defined as a claim that a provision or provisions of this agreement have been violated. The Federation and the College agree that this is the only grievance procedure available to faculty members of the bargaining unit.

11.2 Definitions

- a. A “grievance” shall be defined as a dispute pertaining to a claim that alleges a violation of this Agreement.
- b. A “grievant” shall be any faculty member, group of faculty members, or the Federation.
- c. “Days” shall mean workdays and shall not include holidays or recesses observed by the College.

11.3 Procedures

- a. Grievance proceedings shall be kept informal and confidential at all levels of this procedure. Breach of confidentiality may result in disciplinary action.
- b. The number of days indicated at each level of this procedure shall be considered a maximum, and every effort shall be made to expedite the process.
- c. If the College fails to comply with the time limit requirements as set forth under any of the procedure levels, the grievance shall be considered automatically appealed to the next level of the procedure.
- d. If the grievant fails to comply with the grievant’s time limit requirements as set forth under any of the procedure levels, the grievance shall be considered null and void.
- e. The time limits set forth herein may be extended provided the extension has been mutually agreed upon in writing by the parties.
- f. A grievance shall not be considered unless the grievant files the grievance no later than ten (10) days after the grievant knew or reasonably should have known of the action that precipitated the grievance.
- g. No reprisal or retaliation by any party to the grievance shall be taken against any party as a result of participation in the proceeding of a grievance.
- h. A grievant and the party charged may be accompanied and represented at any hearing or meeting conducted under this procedure.
- i. A faculty member, acting individually, may present a grievance without the intervention of the Federation provided the grievance has been processed in accordance with this

procedure. At any hearing of a grievance brought individually by a faculty member, the Federation as a party to this Agreement, will be afforded the opportunity to be present and present its views. Any adjustment made shall be consistent with the provisions of this Agreement.

- j. If a grievance affects a group of two or more faculty members of the bargaining unit or involves a decision or action by the College that has a system-wide impact, the Federation may submit the grievance on behalf of the affected faculty members at Level Two of this procedure. The parties may submit this grievance at Level One if all of the members of the bargaining unit affected by the grievance have the same supervisor.
- k. The parties shall cooperate in any investigation that may be necessary in order to expedite the process.
- l. All documents related to a grievance shall be maintained in a separate grievance file and shall not be kept in the personnel file of any of the grievance participants.
- m. All grievances and grievance responses shall be filed and processed on grievance forms mutually agreed upon by the parties and contained in an Appendix of this Agreement.
- n. Unless otherwise agreed to by the parties, the processing of grievances shall be conducted during non-instruction time.
- o. All decisions shall be submitted in writing at each step of the grievance procedure and the decision shall be submitted to both the grievant and the Federation.

11.4 Level One

- a. A grievant shall first submit the grievance in writing to the grievant's immediate supervisor, either directly or through the grievant's Federation representative, with the objective of resolving the issue informally.
- b. If the grievance is not resolved with the immediate supervisor, or the immediate supervisor has not responded within ten (10) workdays of the grievance filing, a grievance may be filed at Level Two.
- c. If the immediate supervisor has no authority to resolve the grievance, the grievance may be submitted by the grievant directly to Level Two. Management may defer the grievance back to Level One if the supervisor at that level has the authority to address the grievance, so long as such deferral takes place within ten (10) days of receipt of the grievance.
- d. If the grievant is not satisfied with the immediate supervisor's disposition, the grievant may appeal the grievance to Level Two (the Dean) no later than ten (10) days following the receipt of the immediate supervisor's decision.

11.5 Level Two

- a. No later than ten (10) days following receipt of the written grievance, the Dean shall schedule a meeting in an attempt to resolve the grievance. Each party shall be entitled to bring documents and/or witnesses to the meeting in order to present evidence on their behalf. Each party shall have the right to question witnesses brought by the other party.
- b. No later than ten (10) days following the conclusion of the meeting, the Dean shall submit the written response to the grievant and the Federation.

11.6 Level Three

- a. If the grievance is not settled at Level Two and the grievant(s) or the Federation (with concurrence of the grievant) wish to appeal the grievance to Level Three (Provost), it shall be appealed, in writing, to the Provost within ten (10) workdays after receipt of the decision at Level Two.
- b. No later than ten (10) days following the conclusion of the meeting, the Provost shall submit the written response to the grievant and the Federation.

11.7 Level Four

- a. If the grievance is not settled at Level Three and the grievant(s) or the Federation (with concurrence of the grievant) wish to appeal the grievance to Level Four (President or designee), it shall be appealed, in writing, to the President within ten (10) workdays after receipt of the decision at Level Three.
- b. Within ten (10) workdays the President, or the designated representative, provided said person has not been previously involved in Levels One, Two or Three, shall discuss the grievance with the grievant(s) and Federation representatives, if so desired, at a time mutually agreeable to the parties. If no settlement is reached, the President, or the designated representative, shall give a written answer within ten (10) workdays following such meeting.

11.8 Arbitration

- a. If both the grievant and the Federation are not satisfied with the President's written disposition, the Federation may appeal the grievance to arbitration by submitting a written request for arbitration to the President no later than ten (10) days following the receipt of the President's or designee's written decision.
- b. The arbitrator will be selected from a list of five (5) arbitrators requested from the Federal Mediation and Conciliation Service (FMCS) or American Arbitration Association (AAA). The arbitrator shall be chosen through the process of alternatively striking arbitrators until one (1) remains. The order for striking shall be determined by the parties by the flip of a

coin. This process shall be conducted no later than ten (10) days following receipt by the parties of the list of arbitrators from FMCS or AAA.

- c. The arbitrator shall conduct a hearing as soon as possible. The arbitrator may establish the rules of procedure and, at the arbitrator's discretion, may require the parties or witnesses to testify under oath.
- d. The arbitrator's decision shall be submitted in writing within thirty (30) days after the closing of the hearing and shall include the decision, rationale, and, if appropriate, relief. The arbitrator shall have no authority to add to or subtract from or extend or detract from the rights of employees covered by this Agreement.
- e. The arbitrator's decision shall be final and binding on the parties.
- f. The arbitrator's fees and costs shall be shared equally by the parties. All other expenses shall be assumed by the party incurring the cost.

Article 12. PERSONNEL FILES

12.1 The College shall maintain one (and only one) official personnel file for each member of the faculty.

12.2 The file will be located in the Office of Human Resources.

12.3 A faculty member will be permitted to review the material contained in his or her file. At the time the file is reviewed, the faculty member shall sign and date a form maintained in the personnel file.

12.4 The College will provide a faculty member with a copy of any document placed in his or her file, unless an original or copy was sent directly to the faculty member. The faculty member may submit a written response to any document placed in the faculty member's personnel file. This response shall also be placed in the faculty member's file.

12.5 A faculty member may be accompanied by an Association representative while reviewing his or her file. In addition, a faculty member may allow a Federation representative to view his or her file provided that the faculty member makes such authorization in writing. The Human Resources Director or his or her designee must be present during any review of personnel files.

12.6 A faculty member may request a copy of his or her personnel file at any time. The copy will be made available to the faculty member within three (3) working days at the current cost per copy.

12.7 Faculty members may also place in their file materials relevant to their academic qualifications, teaching, research, scholarship, and service.

12.8 If a member of the Bargaining Unit considers material in his or her file to be obsolete, because of its age or a significant change in circumstances, he or she may request to the Provost in writing that the material be removed. The Provost shall consider whether the material is still relevant. Material more than ten (10) years old shall be presumed to be obsolete unless the Provost explains to the faculty member why it is still relevant. However, "core documents" such as contracts, legal settlements, and notices of disciplinary action, shall remain in a faculty member's personnel file irrespective of age.

12.9 All material placed in a faculty member's file is subject to the grievance procedure if the placement is alleged to violate this Agreement.

Article 13. TERMINATION: DISMISSAL FOR CAUSE

13.1 The Provost shall inform the faculty member whose tenure or appointment is intended to be terminated, in writing, of the reason(s) for the suggested termination (Notice of Charge). For the period that the faculty member is on contract during the dismissal process, the President may place the faculty member on leave with pay. In cases of possible termination as a result of the Post-Tenure Review Process the faculty member moves immediately to section 13.6 of this article for an appeal process.

13.2 Upon serving the Notice of Charge, the Provost shall notify the Chair of the Tenure and Promotion Committee, who will assign at least three (3) but no more than five (5) members of the Committee to conduct the hearing and follow the pre-termination hearing process outlined below. The Provost and the faculty member may challenge any assigned member of the Dismissal Hearing Council on the basis of a conflict-of-interest, such as a current relationship, which might lead to the appearance of bias on the part of the Dismissal Hearing Council member. The Chair(s) of the Tenure and Promotion Committee shall evaluate the possible conflict of interest, decide whether the Dismissal Hearing Council member shall serve or be replaced, and so notify the parties within three (3) working days of receipt of the objection.

13.3 The faculty member against whom the Notice of Charge is directed shall submit a written response to the charges within ten (10) working days after receiving the Notice of Charge and shall state in the response whether the Faculty member will be represented by a union representative, attorney or other advisor at the hearing. If the faculty member does not submit a written response to the charge, the Dismissal Hearing Council shall consider if the stated grounds constitute adequate cause directly and substantially related to the fitness or competence of the faculty member and it may conclude without further inquiry that dismissal would be proper. At its discretion, however, the Dismissal Hearing Council may investigate the charges and request that the Provost provide additional evidence. Within ten (10) working days following the faculty member's failure to respond, the Dismissal Hearing Council shall forward its recommendation, with the reasons stated, to the Provost for further action.

13.4 If the faculty member submits a written response to the charges, the hearing procedures set forth shall be followed. In the proceedings, the College will be referred to as the "Complainant" and the faculty member will be referred to as the "Respondent." The Administration has the burden of demonstrating adequacy of cause based on the evidence in the record under a preponderance of the evidence standard. The hearing procedures are listed below.

- a. After receiving the faculty member's written response, the Chair(s) of the Tenure and Promotion Committee shall schedule a hearing to occur as soon as practicable, but not more than (20) working days after receiving the written response. The notice of the hearing shall be served in adequate time for the parties to provide all information required by subparagraph (d) below.
- b. The Faculty member may request either a private or a public hearing.
- c. Neither the Rules of Evidence nor the Rules of Civil Procedures shall apply to the hearing.

- d. At least ten (10) working days before the hearing, each party shall provide the Dismissal Hearing Council and the other party with the information listed below.
 1. List of intended witnesses, or a statement that no witness will be called. No witnesses other than those on the list may testify without the consent of the Dismissal Hearing Council.
 2. Any statement of an absent witness. If such a statement is submitted, the other party may submit a further statement by that witness at least five (5) working days before the hearing, if obtained. If the absent witness does not cooperate in the submission of a further statement, the other party may request that the absent witness' statement not be accepted by the Dismissal Hearing Council. This paragraph does not preclude a witness from testifying regarding witness statements gathered during the investigative process.
 3. Copies of documents the party plans to introduce into evidence. No other documents may be introduced without the consent of the Dismissal Hearing Council and without a demonstration of good cause that the evidence was new or could not be obtained with due diligence before the deadline.
- e. The order of the hearing shall be as described below.
 1. Opening Statements
 2. Complainant's presentation of case.
 3. Respondent's presentation of case.
 4. Rebuttal by complainant, if any.
 5. Rebuttal by respondent, if any.
 6. Closing arguments by Complainant with the option to reserve time for rebuttal arguments.
 7. Closing arguments by Respondent.
 8. Rebuttal argument only if time reserved.
- f. The Dismissal Hearing Council may exclude unfair, irrelevant, or duplicative evidence but will not be bound by judicial rules of evidence. The Dismissal Hearing Council may reasonably and evenly set time limitations on the hearing and each component of the hearing.

- g. Parties shall have the right, within reasonable limits, to question all witnesses. Statements of absent witnesses shall be allowed only if provided in advance (as by being available for questioning and for an additional written statement if desired by the opposing party).
- h. All parties shall have the right to be present at the hearing and to be accompanied, advised and/or represented by an attorney, other representative or, in the case of the faculty member, a union representative.
- i. Witnesses shall be present only to testify.
- j. A verbatim record of the proceedings shall be made; an audio or video recording shall suffice and a written transcript is not required. A copy of all exhibits introduced during the hearing shall be preserved for review.
- k. After the conclusion of the hearing, the Dismissal Hearing Council shall recess for closed deliberations. All decisions of the Dismissal Hearing Council shall be by majority vote, the Chair voting in case of a tie. The Dismissal Hearing Council shall issue a written recommendation of its findings to the President within three (3) working days of the conclusion of the hearing.

13.5 Role of the President. The President of the College will consider the findings and recommendation of the Dismissal Hearing Council and may review the record and exhibits of the hearing. The President shall inform the faculty member of the intended action by the College. If the President decides upon dismissal of a non-tenured faculty member, a Notice of Dismissal will be issued to the faculty member and employment will be terminated effective with the Notice of Dismissal. Within five (5) days of the Notice of Dismissal, the faculty member may request a list of reasons for dismissal. If the President decides upon dismissal of a tenured faculty member, a Notice of Dismissal will be issued to the faculty member containing the reasons for dismissal of employment. Unless appealed, termination will be effective ten (10) working days from the date of the Notice of Dismissal.

13.6 Appeal to the Board of Regents for tenured faculty members. The tenured faculty member may appeal his employment termination to the Board of Regents by submitting a written request within five (5) working days of the President's decision. Such appeal shall be decided by the Board based on its review of the record and exhibits of the hearing and the President's reasons listed in the Notice of Dismissal. No additional testimony, exhibits or presentation will be received by the Board. The Board shall meet within twenty (20) calendar days to consider the appeal. Within fifteen (15) calendar days of the Board's review of the appeal, the Board shall notify the faculty member and the Provost, in writing, of its decision with respect to the appeal; and its decision shall be final and binding on the parties.

13.7 Any bargaining unit member may grieve the dismissal in accordance with Article 11 (GRIEVANCE PROCEDURE).

Article 14. SENIORITY

14.1 Seniority shall be defined as the total length of time of continuous full-time employment in a tenure track position at the College.

14.2 Seniority credit shall commence with the full-time faculty member's most recent date of full-time employment as described in paragraph 14.1. above.

14.3 Time spent on paid leave shall be counted for seniority purposes.

14.4 Time spent on approved unpaid leave shall not constitute a break in continuous service but shall not be counted for seniority purposes.

14.5 The College will maintain a seniority list of all faculty members in the bargaining unit ranked in order of seniority within each contractual academic discipline.

14.6 Upon request, the College will provide the Association with a copy of the faculty seniority list.

14.7 Seniority shall be forfeited in circumstances, including, but not limited to resignation, termination, or retirement.

14.8 Seniority is not lost in the situations below:

- a. A faculty member is part of a reduction in force and is subsequently rehired. In such a situation, the individual retains the seniority he or she had when terminated.
- b. A faculty member moves into an administrative position and back to a faculty position. In such a situation, the individual accrues seniority as if he or she stayed in a faculty position.

Article 15. REDUCTION IN FORCE

15.1 The College shall have the right to reduce its employment and, if necessary, discharge or terminate employees as a result of a reduction in force (RIF).

15.2 When the College anticipates a RIF that will result in the discharge or termination of faculty members in the bargaining unit, the College will notify the Federation in writing of the anticipated RIF at least twenty (20) workdays prior to the implementation of the RIF. The notice shall include the affected program(s), faculty member(s), the expected date of the RIF, and a brief description of the circumstances necessitating the RIF.

15.3 Prior to the implementation of the RIF, the Federation may submit recommendations regarding downsizing or formally discontinuing a program or department of instruction and will be sent to the Vice President of Academic Affairs for consideration. The Faculty Senate will be notified of this recommendation as well. Every faculty member shall be associated with one academic program at NNMC and this will be documented with Human Resources.

15.4 The Federation may request in writing to meet with the College President and/or designee to discuss possible alternatives to the RIF, provided such request is made no later than five (5) workdays after the receipt by the Federation of the College's notice of intent to RIF.

15.5 The College will consider ways of avoiding the need for a RIF through the use of both voluntary and involuntary transfers.

15.6 The determination as to which faculty member is to be laid off shall be based on factors including, but not limited to, the following: education (advanced education and training related to the field); relevant employment experience; full certification or licensure; evaluations; additional certification, outside activities related to the field or program being affected; and, program needs or requirements.

15.7 The College will attempt to place the affected faculty member in a vacant full-time position for which they qualify. If an affected faculty member does not accept an offered position, they shall have no recall rights under this article.

15.8 Whether the Federation exercises its option to meet with the College in accordance with 15.3 above or not, the Federation may submit recommendations or alternatives to the RIF.

15.9 A faculty member laid off as a result of a RIF shall have recall rights for a period of no longer than one academic year from the effective date of the RIF. The factors used for determining the order of recall shall include, but not be limited to, those enumerated in 15.5. above. A faculty member notified of recall shall have fifteen (15) calendar days to accept the position. A faculty member who refuses an offered position shall have no further rights to employment. Failure to respond within the time frame shall be considered a refusal of employment.

15.10 Upon lay-off, a faculty member may continue to participate in health insurance benefits by contributing the full premium in accordance with the provisions of COBRA.

15.11 Upon request, a laid-off faculty member shall be placed on the College's approved substitute and adjunct faculty lists.

15.12 The Provost may identify programs for review. Program Review should include information on costs, enrollment, student-faculty ratios, societal need, program quality and other criteria appropriate to the particular situation.

Article 16. FACULTY RESPONSIBILITIES AND DUTIES

16.1 Professional Ethics. Faculty members shall demonstrate respect for the students, college faculty members, staff members, college administrators, and other members of the college community in their role as intellectual guides, foster honest academic conduct, and promote an atmosphere that is conducive to learning and the acquisition of scholarly standards. They shall strive to help each student realize his or her potential as a worthy and effective member of society.

16.2 Collegial Respect. Faculty members will demonstrate respect for their colleagues, uphold academic ethics, collaborate, and model the culture of the academy. In fostering an environment of collegial respect, faculty will observe basic etiquette, honor each other's intellectual domain and individual strengths while collectively working towards meeting the needs of students in fulfillment of NNMC's mission.

16.3 Faculty Duties. Each faculty member shall be responsible for the following:

- a. Become familiar with College policies and procedures.
- b. Be able to explain to students the course content and requirements and distribute a course syllabus during the first day of scheduled class.
- c. Meet every assigned class at its designated time except for illness, emergency situations, and approved absences.
- d. Attendance will be taken for the first two weeks of an 8-week course and the first four weeks of a 16-week course. Student Services will use the provided attendance data to reconcile enterprise resource planning software (e.g. Banner) and the Learning Management System enrollment.
- e. Assume responsibility for the security of College facilities and equipment.
- f. Maintain a classroom that is conducive to learning and indicate a sincere interest in students' education.
- g. Arrange for equipment, supplies, and materials necessary for instruction.
- h. Advise students concerning academic achievement, absences, and tardiness that might jeopardize satisfactory progress.
- i. Emphasize to all classes the importance of prompt, regular and continuous class attendance.
- j. Maintain accurate scholastic records of students enrolled in each class, and submit course enrollment correction forms to the registrar by due date, and grade reports to the Registrar's Office by due date.

- k. Refer students who need special consideration to the appropriate student services.
- l. Report all irregularities, questions, or problems concerning instruction to the department supervisor.
- m. Keep credentials and certifications (as required) current and on file in the Human Resource Office.
- n. Conduct assigned classes in accordance with the stated philosophy and objectives of the College and in accordance with the approved master course syllabus.
- o. Participate in all activities directed by the supervisor related to student learning outcomes assessment and accreditation processes when they are required by the program of study.
- p. Participate in all activities directed by the supervisor related to student advisement, student recruitment, and student retention.
- q. Initiate purchase requisitions as appropriate.
- r. Recommend course textbook and submit to the department.
- s. Recommend the selection of library books, reference materials, and periodicals for the Library.
- t. Perform registration duties.
- u. Attend and support activities of the College such as scheduled and special faculty and department meetings and assigned committee meetings.

Article 17. ACADEMIC CALENDAR AND WORK YEAR

17.1 The work year is normally defined by the academic calendar. The academic calendar is approved by the Administration and the Board of Regents after consultation with the Federation.

17.2 The academic calendar for Fall shall begin with the convocation week and shall end with the date that final grades are due for the Spring semester. Faculty are required to attend Spring Graduation ceremonies. Faculty will attend Fall and Spring Convocation and participate in meetings/events that apply to them or are mandated by the College. Faculty Senate will work with Administration to develop Faculty content for Fall and Spring Convocation week.

17.3 The following holidays will be observed during the term of this Agreement:

- a. Labor Day
- b. Fall Break as defined in the Academic Calendar
- c. Veteran's Day
- d. Thanksgiving, the Wednesday prior, and the Friday following.
- e. All days when the college is closed for Winter Break.
- f. Martin Luther King's Day.
- g. President's Day.
- h. Good Friday.
- i. Spring Break as defined in the Academic Calendar.

Article 18. WORKLOAD

Faculty workloads shall be distributed among all faculty members. The preparation of teaching schedules shall be the responsibility of the Dean and the Department Chairperson. The Dean and the Chairpersons will consider recommendations from faculty members. The College shall continue to notify the faculty member of his/her tentative teaching schedule. Changes in a faculty member's teaching schedule may be made as the need arises and faculty shall be notified of said changes. The final determination of teaching schedules shall be made exclusively by the College. Monitoring of workloads is the responsibility of the supervisor and is intended to ensure that responsibilities are equally distributed. With approval of the Provost, the Dean/Chair may grant release time for special assignments or responsibilities (see 18.1).

Normal working hours are between 8:00 a.m. and 5:00 p.m., Monday through Friday, unless the faculty member teaches evening or weekend classes, in which case the hours must be kept as appropriate for that faculty member's normal teaching schedule. Any proposed deviation from these requirements must be justified in writing and approved by both the Chair and the Dean.

The College does not attempt to enforce an eight-hour working day for faculty. However, faculty members are employed on a full-time basis and are required to be available when they are under contract during normal working hours including periods when classes are not in session and the college is open. Faculty members are required to attend Department meetings, Faculty Convocation morning, and new Student Orientation during the Fall and Spring convocation week and the Spring Graduation ceremonies. The convocation week schedule shall be collaboratively developed between the Faculty Senate and the Administration. Faculty members are required to attend one "Assessment Day" per academic year, and it shall be scheduled during Convocation week.

The workload distribution will be determined in coordination with the supervisor based on the following four criteria:

- Teaching effectiveness. The teaching of students is central to the mission of NNMCC. Given the mission of the College, candidates must demonstrate excellence in teaching, including assessment of student learning. Classes are to be met as scheduled including final exam week.
- Advising. Faculty must be committed to the academic well-being of students. Effective advising helps create an environment that fosters student learning and student retention.
- Service to the College community. Faculty members are expected to provide service to the College, its students, programs, and professional disciplines, as collegial and constructive members of the College and the broader community.
- Scholarship, mastery of discipline, professional development, and research. All faculty should be positively engaged in their disciplines and should be recognized for their expertise.

18.1 Academic Year Teaching Load. The normal teaching load for full-time faculty is twelve (12) credit hours per semester. All courses taught by faculty, including capstone courses and independent study courses, will be counted toward the teaching load and may result in an overload as set forth below. Release time of up to 12 credit hours may be granted by the Chair/Dean with approval of the Provost for program/departamental initiatives that include program development, grants writing and/or grants management, student advisement, accreditation, recruitment, or other activities. This applies also to the case when a class that is part of the workload is canceled.

When a faculty member is teaching two or more scheduled classes at the same time, only one of the classes will be counted in the workload computation. Workload for courses that are co-taught will be calculated equally by dividing the normal workload of the particular course by the number of faculty members teaching it or in a pro-rated way if the workload is not equally distributed among the faculty members. In special situations, such as co-op courses, lab courses, field experiences, capstones, independent studies, and practicums, the workload credit hours shall be computed by the Chairperson or Dean with the Provost's approval.

Full-time faculty members shall be present for all professional duties and obligations, including but not limited to classes, departmental meetings, accreditation work, and faculty meetings called by the Dean/Provost or President. Full-time faculty shall be available for a minimum office (5) hours per week for office hours. Office hours shall be posted online, in the course learning management system and, in the case of a physical space on campus, on their office door. Full time faculty hired to work remotely shall schedule a minimum of five (5) hours per week through real time interaction software such as Zoom or Slack.

18.2 Teaching Overload. When a faculty member teaches in excess of twelve (12) credit hours during a semester, the department Chair or Dean may approve the overload. No faculty shall be required to teach an overload. To determine if an overload exists, all courses taught by the faculty member will be considered and the twelve (12) credits of the normal teaching load will be determined by the courses with the highest enrollment. The courses that will be paid as overload will be those courses with the lowest enrollment. The compensation for an overload is addressed in Article 36 (COMPENSATION).

18.3 Student Advising. Each faculty member shall serve as an advisor to students. Advisors shall assist students in course selection, scheduling, and in meeting requirements for certificate or degree programs. When necessary, students shall be referred to the appropriate support services for assistance. Full-time faculty shall conduct advisement every semester.

18.4 Class Cancellations. In order to meet accreditation standards, faculty members shall not cancel scheduled classes in any circumstances without prior written supervisor approval. For absences that are approved in advance by the program or department chair, instructors should find an acceptable substitute for their classes or obtain the chair's approval for an alternate means of making up the student contact hours. For unanticipated absences such as illness or family emergency, instructors must notify the program or department chair or academic dean as soon as possible so that arrangements can be made regarding classes and other scheduled activities. Instructors should find an acceptable substitute for their classes or obtain the chair's approval for an alternate means of making up the student contact hours. Failure to notify the program or

department chair of a missed class meeting or excessive absences from class obligations may result in disciplinary action.

18.5 Course delivery/schedule changes. Faculty members shall not change the delivery method of instruction or the approved schedule of classes and assigned classroom under any circumstances without prior written supervisor approval and without advance notification to the office of the registrar.

18.6 Academic year contract. Faculty members are engaged and paid on the basis of an academic year contract, including days when the College is open, and classes are not in session. Supervisors may require attendance any day during the term of the contract.

18.7 Contract length. All contracts shall be issued for one academic year (9 months) or pro-rated based on the employee's start date. For additional service outside the 9-month contract, the College will issue supplemental contracts. For compensation refer to Article 36 (COMPENSATION).

Article 19. FACULTY EVALUATION

19.1 Evaluation of all faculty members will be consistent with NNMC's Mission, Vision, Strategic Goals, and Core Values. The following guidelines have been developed to provide faculty with a clear and common format for all elements of the Faculty Evaluation. The parties are expected to follow the provisions herein. The accumulated annual evaluations, class observations, and other supporting documentation will be used to develop the tenure packet. Faculty will be evaluated by their Chair or, in cases with no chair, direct supervisor.

19.2 Annual Review of Tenure-Track Faculty: All tenure-track faculty shall follow the below evaluation schedule. The accumulated annual evaluation portfolios, notes on class observations, and supporting documentation will be used to develop the tenure application packet.

- a. First Year Evaluation: During the first month of the appointment at Northern New Mexico College, tenure-track faculty member will have a Pre-evaluation meeting with the Chair/direct supervisor to set expectations and goals for the upcoming academic year. The agreed upon goals shall be recorded as Pre-evaluation in a Faculty Evaluation Form. During the first academic year, the faculty will arrange to have at least one class observation by the Chair/direct supervisor and at least one class observation by a peer from the same or, if not possible, similar academic discipline. At the end of the first academic year at NNMC (around mid-April) the faculty will submit a Portfolio to their Chair/direct supervisor. The Chair/direct supervisor will schedule an Evaluation Conference defined below. At the end of the first-year evaluation, the faculty member will set the goals and expectations for the following academic year and will discuss these goals and expectations with the Chair/direct supervisor. The agreed upon goals shall be recorded as Pre-evaluation in a Faculty Evaluation Form.
- b. Retention Review: During each subsequent cycle of contract renewal tenure-track faculty members will be subjected to a retention review. The retention review will include an updated portfolio submission for the academic year, at least one class observation by the direct supervisor, and an evaluation conference with the direct supervisor toward the end of the academic year (around late April). At the end of the evaluation, the faculty member will set the goals and expectations for the following academic year and will discuss these goals and expectations with the direct supervisor. The agreed upon goals shall be recorded as Pre-evaluation in a Faculty Evaluation Form.

19.3 Annual Review of Tenured Faculty: All tenured faculty members of the Bargaining Unit will participate in an annual post-tenure review toward the end of the academic year (around late April). The evaluation will include at least one class observation by the direct supervisor and an evaluation conference based upon Article 21, Post-Tenure Review. During the conference, the faculty member will set the goals and expectations for the following academic year and discuss them with the direct supervisor.

19.4 Discretionary Review: A Chair/direct supervisor may initiate a discretionary review of any faculty member in a respective department in response to performance or conduct issues related to the evaluation criteria. Discretionary reviews may be conducted at any time deemed appropriate

by the Chair/direct supervisor. These reviews shall consist of an updated portfolio submission, a conference with the Chair/direct supervisor, and possibly a growth plan. The faculty shall be provided one working month to submit an updated portfolio.

19.5 Portfolio. The portfolio is a collection of representative materials compiled by the faculty member. The portfolio documents faculty accomplishments, articulates goals for growth and development, initiates critical self-evaluation, and provides both structure and content for the evaluation conference with the Chair/direct supervisor. The portfolio consists of the following documents which will be held inane-file and submitted to the Chair/direct supervisor:

- A written summary of activities and accomplishments relating to teaching effectiveness, scholarly activity, department and College service, community service, and advisement during the review period.
- Table of Contents including the four performance categories: 1. Teaching, 2. Scholarly Activity, 3. Service (Departmental, College, and Community service), and 4. Student Advisement.
- Supporting documentation to show that the goals and expectations listed are met.
- A current curriculum vitae (CV).
- Syllabi, corresponding assessment instruments used for all courses completed or in progress, and student course evaluations for courses completed and made available to the faculty member.
- Optional: Any additional materials that might contribute to the evaluation may be included at the faculty member's discretion.

Direct supervisors may require the submission of additional portfolio materials at their discretion. These may include, but are not limited to:

- A statement of teaching philosophy.
- Examples of student work.

19.6 Class Observations: Observations of classroom teaching by the direct supervisor (and peer faculty member(s) in case of 1st year review) should occur at least once a year. Written structured feedback will be shared with the faculty member for growth and improvement and will accompany the portfolio as evidence for faculty assessment.

- a. **Face-to-Face Class Observation:** Class observations will be conducted by Chair/direct supervisors and peer evaluators. During the 1st year evaluation another faculty member within the same department (or, in cases of small departments where there are no peer members, then a faculty member from a similar discipline) will also conduct a class observation. Class observations will be held at a mutually agreed upon time. Faculty

members are encouraged to provide multiple dates for consideration by their Chair/direct supervisors in which the instruction would be conducive to an evaluation.

- b. Online Class Observation: The Chair/direct supervisor and any peer evaluator(s) will request to be added to the online course anytime during the semester. For synchronous online classes, evaluators will attend/observe a class taught by the faculty member under review and take notes on the class observation form. For asynchronous online classes, the evaluators will review faculty's online course shell available to students following quality standards in place as a guideline.

19.7 Evaluation Conference. The evaluation conference is a time for the faculty member to discuss work, accomplishments, goals, and plans for the next year with the Chair/direct supervisor. Faculty and Chair/direct supervisor will discuss each item of the portfolio and any class observations. Together they will agree on a plan for achieving the professional goals described in the portfolio. At the end of the conference the Chair/direct supervisor will complete the evaluation report. The evaluation conference should be scheduled by the faculty and Chair/direct supervisor and the Evaluation Report completed by April 30.

19.8 Evaluation Report. The evaluation report represents the final assessment of the faculty member for the academic year. It is a form completed by the Chair/direct supervisor at the end of the evaluation conference. It includes a rating of the faculty member's performance (5-Outstanding, 4-Exceeds Expectations, 3-Meets Expectations, 2-Below Expectations, 1-Unsatisfactory), and an executive summary which describes the evaluation and justifies the rating. This evaluation report is submitted to the Human Resource Department. A copy of the evaluation report, the portfolio, and class observation notes will be returned to the faculty member so that the original document may be included in their dossier. A sample of the Faculty Evaluation and Class Observation forms that will be used as guidelines will be provided to faculty at the beginning of the academic year.

Article 20. FACULTY RIGHTS TO TENURE

Each faculty member brings their own unique strengths to our college within their particular area of expertise. Faculty who are judged excellent in our college should thus fill a crucial need and provide a unique talent, skill set or knowledge set from which they draw to contribute to our curriculum, academic programs, research, and service. In judging excellence, we also value innovation and creativity in the performance areas, which can be demonstrated in many ways including, but not be limited to, applying new teaching methods to the classroom, laboratory, or field; developing new research approaches; integrating one's own teaching, research and service into community service, or academic service learning; promoting diversity and/or integrating interdisciplinary elements into courses and curriculum.

Tenure serves to ensure faculty and institutional stability, secure justice for its individual members, ensure the welfare of students, protect academic freedom and promote the interests of the public. Faculty members achieve tenure at the College by consistently fulfilling faculty duties and actively participating in the development and shared governance of the College. This article takes into consideration the 1940 Statement of Principles on Academic Freedom and Tenure of the American Association of University Professors. (<http://www.aaup.org/aaup>)

20.1 Faculty Ranks. NNMC has three faculty ranks: Assistant Professor, Associate Professor, and Full Professor. The promotion to Full Professor will follow the requirements and procedures outlined in this Article.

20.2 General Guidelines Tenure-track: Appointment to the tenure -track is made at the time of the initial appointment to the rank of Assistant Professor unless a different rank is determined by the Provost at the time of initial offer of employment. The rank determined by the Provost cannot exceed the rank held at NNMC or a previous academic institution. Faculty on the tenure-track must be classified as full-time, which is denoted by service on a 100% workload basis for a fiscal or an academic year contract.

- a. Faculty who have previously taught the equivalent of 5 years of full-time courses in the last 7 years at Northern, may apply to be converted to the tenure-track, if they meet the conditions of the CBA. They may choose to start their tenure-clock as a new hire, or they may apply their previous years. In either case, they must follow all the tenure application procedures and provide a tenure portfolio as all other tenure-track faculty.
- b. Annual Review of Faculty: this review is intended to facilitate non-tenured faculty toward tenure and tenured faculty toward promotion. See Article 19 (FACULTY EVALUATION).
- c. Classification of Rank: Academic rank refers to tenure-track or non-tenure-track faculty whereas administrative titles carry no rights of tenure. However, an administrator drawn from a tenured faculty rank shall retain their tenure.
- d. Evaluation of Candidates for Promotion and Tenure: For promotion and tenure, candidates will be evaluated by the committee for evidence of excellence in their performance of

assigned duties that include teaching, advising, institutional and community service, and mastery of discipline and scholarship.

- e. Purpose of Tenure: Tenure ensures the academic freedom that is essential to an atmosphere of intellectual pursuit and the attainment of excellence in the college. In addition, tenure reflects and recognizes a faculty member's potential long-term value to the institution, as evidenced by professional performance. Tenure will be granted to faculty members whose character and achievements in serving the College's mission warrant the institution's reciprocal long-term commitment.
- f. f. Meaning of tenure: Upon being awarded tenure, the faculty member attains the status of presumed continued employment as a member of the faculty, except for reasons of just cause or where conditions exist beyond the College's control.
- g. Date of Eligibility for Tenure: Tenure is granted for achievement in academic and professional pursuits, not for years of service. Faculty members will be considered for tenure in their fifth year, but no later than their seventh year on tenure-track, unless a tenure-clock-pause is requested and approved (see 20.5). If tenure is not granted, the faculty member shall be offered a one-year terminal contract. Time spent in the capacity as an adjunct faculty cannot be counted as time toward tenure.
- h. Faculty Previously Tenured: Faculty members hired into a tenure-track position, who have already earned tenure from a former institution, may be appointed with tenure at NNMC upon recommendation from the department following the procedures described in this article, after a probationary period of at least one year. Faculty previously tenured at NNMC may be rehired at their previous rank.

Faculty who were hired into a tenure-track position at a previous college or university may be credited with the years of experience at that institution towards tenure.

Applications for tenure transfer and promotion to a rank of Associate Professor shall be submitted to the Tenure Committee by the second week of January and must include the following documents:

- Letter of application for tenure at NNMC.
- Official documentation confirming tenure status at previous institution.
- Summary of accomplishments at NNMC in the four areas of evaluation (teaching, advising, service, and scholarship).
- Current CV
- Letter of recommendation from Chair or Dean.

- Letters of recommendation from two tenured NNMC faculty (within one's department, if possible).
- Letters of recommendation from students, external references, faculty or staff (optional)

The Tenure Committee will forward its evaluation of the tenure transfer application to the Provost by the third week of February and will report to the faculty applying for tenure transfer the results of the evaluation. If the Tenure Committee does not recommend tenure transfer, the committee will include in its report an explanation for this decision. By the last day of March, the Office of the Provost will inform the faculty member of the recommendation (positive or negative) in writing. Transfer of tenure and the granting of rank of Associate Professor is subject to action and approval by the NNMC Board of Regents.

20.3 Academic Division Criteria for Tenure and Promotion. Faculty seeking promotion and tenure in academic departments must hold a master's or a terminal degree or terminal degree equivalent in their area of expertise to be determined by the Office of the Provost in consultation with the department or college according to accreditation criteria. A list of approved terminal degrees or terminal degree equivalents must be kept by the Provost's office.

20.3.1 Application for Tenure and Promotion from Assistant to Associate Professor. Faculty seeking tenure and promotion to Associate Professor rank will submit their dossier according to the section "Timeline for Advancement to Tenure" in this article. The dossier must include a candidate profile with the following documents:

- Letter of application to Tenure and Promotion Council.
- Summary of Tenure Packet.
- All annual evaluations for the years in the tenure-track line.
- Letter from the Human Resources Department confirming eligibility.
- Current Curriculum Vitae.
- Letters of recommendation (these letters should be from Department Chairperson/Supervisor, and/or Dean; Committee Chairs; and Colleagues. Letters from students or from external references may also be included).

In addition to the candidate profile, the dossier should address the following four criteria:

- Teaching effectiveness.
- Advising.

- College, public and community service.
- Scholarship, mastery of discipline, professional development, and research.

The specific weights for each of the criteria are determined by each Academic College and specific Academic Department (when it applies).

- Teaching effectiveness. The teaching of students is central to the mission of NNMC. Given the mission of the College, candidates must demonstrate excellence in teaching, including assessment of student learning outcomes. To demonstrate excellence in teaching, faculty must include the following documents in the Teaching Effectiveness Section. Each Academic College and specific Academic Department (when it applies) may have additional requirements:
 - Recent course syllabi.
 - Student evaluations.
 - Teaching observation by departmental colleagues.
 - Letters of recommendation from colleagues.
 - Student learning outcomes and assessment data and analysis.
 - Statement of teaching philosophy.
 - Evidence of curriculum development.

Good teaching, defined as much more than classroom activities, may be documented in a variety of ways. The following list is illustrative rather than exhaustive.

- Meeting all class sessions.
- Integration of college-wide outcomes and accrediting agency (when applicable) outcomes in course syllabi, instructional design and student assessment.
- Integration of technology in instructional design and delivery. Learning Management System (e.g. Blackboard) integration into the course for student learning enhancement.
- Developing online courses.
- Continue course alignment, exploring new adaptive technologies into course content, board discussions, hybrid classes, etc.
- New curriculum development.

- Integration of industrial credentials/standards into courses and curriculum.
- Inviting speakers to classroom or general audience talks.
- Mentoring undergraduate student research.
- Developing intervention efforts for low performing students using tools such as Early Alert tickets.
- Peer reviews based on clarity of course goals, organization, use of technology and knowledge of field.
- Documents attesting to improvement in teaching.
- Documentation of honors and awards given for teaching.
- Implementation of innovative teaching techniques.
- Participation in educational activities of professional associations.
- Attendance or leadership of meetings related to your professional expertise.
- Lecturing or making presentations to student groups, colleagues, or the college community.
- Letters of recommendation from other professional sources.
- Participation in service-learning activities.
- Student Advising Faculty must be committed to the academic well-being of students. Effective advising helps create an environment that fosters student learning and student retention. The formal and informal advising and mentoring of students is an indispensable component of the broader education at the College. To demonstrate excellence in student advising, faculty must provide the following documents:
 - Number of students advised.
 - Advisement logs or narratives.

Faculty may include documents to demonstrate their efforts as pertaining to the following list, which is illustrative rather than exhaustive:

- Meeting with all assigned advisees.
- Performing degree audits.

- Contacting unregistered advisees.
- Documenting the meeting with advisees.
- Advising students that are not candidate's advisees in the absence of the primary advisor.
- Mentoring or tutoring students.
- Assisting students in selection of courses and career options.
- Implementing special review sessions for students.
- Keeping an "open door" policy toward students.
- Advising all majors of your department.
- Advising evening students.
- College, Public, and College Community Service. Faculty service is essential to the College's success in serving the institution and the community. It is the responsibility of individual faculty members to perform a broad array of services that are vital to supporting and sustaining the quality and effectiveness of the College. Faculty members are expected to provide service to the College, its students, programs, and professional disciplines, as collegial and constructive members of the College and the broader community. Examples include service in faculty governance, union governance, college committees, professional organizations, governmental entities, and community non-profit agencies. Each Academic College and specific Academic Department (when it applies) may have additional or specific requirements. The following lists are illustrative rather than exhaustive:

College Service. College service means committee work at the departmental and college level. Faculty must present letters from committee chairs verifying attendance and participation on committees.

- Academic program development.
- Program coordination or assistance.
- Assistance with development of accreditation documents and new programs.
- Student organization advising.
- Attendance of departmental meetings.
- Participation in departmental sponsored activities.

- Arranging professional opportunities for students.
- Working on activities related to departmental grants.
- Participation in institutional governance including Faculty Senate, and institutional committees.
- College service at the state or regional level.
- Representing the college at public events.
- Participation in student recruitment efforts

Community and Public Service.

- Serving on boards or advisory councils at the local, state, national and international levels.
 - Lectures or presentations to local groups in the community.
 - Work done with community leaders to develop solutions to community problems.
 - Work done with the local community as a volunteer.
 - Participation in activities that increase the desire of non-college students to attend college.
 - Participating in student recruitment efforts.
- Scholarship, Mastery of Discipline, Professional Development, and Research. Faculty with assignments in research will be evaluated by the standards appropriate to the field. All faculty should be positively engaged in their disciplines and should be recognized for their expertise. Each Academic College and specific Academic Department (when it applies) may have additional or specific requirements. The following are examples of professional development and scholarship. The list is illustrative but not exhaustive:
 - Presentations at conferences, professional agencies or institutions.
 - Edited books.
 - Peer-reviewed journal articles.
 - Reviewed articles or other publications.
 - Participation in symposiums.

- Creative work presented.
- Grants awarded.
- Regional or national honors.
- Professional consulting.
- Research.
- Patents or product development.
- Publications.
- Service as an officer of a state, regional or national association.
- Service on editorial boards.
- Service on a professional task force.
- Participation in curriculum development in candidate's discipline at the state or regional level.
- Writing grant proposals.
- Grant proposals reviewed.
- Contributions to improve teaching technology.
- Demonstrated growth in subject matter.
- Demonstrable command of subject matter.
- Contributions to curriculum development.
- Demonstrable quality improvement in teaching strategies incorporating new technologies (where applicable) and new approaches to learning.

When Academic Colleges and Academic Departments have specific requirements for the four criteria (including a different weighting system for each factor), those requirements will be published on the NNMC website (faculty resources section) and the Tenure and Promotion Council will use them during the applicant's dossier evaluation.

20.3.2 Promotion from Associate to Full Professor. A full professor is a faculty member whose excellent teaching commands the respect of other faculty and students, who has accumulated a

record of excellent achievements in teaching and/or scholarship, sustained contributions to the college, and increasing service to professional organizations and/or the community. The rank of professor assumes depth, maturity, and leadership in teaching/scholarly activity/service to the department, college and community.

Applications for promotion to the rank of Full Professor are initiated by the faculty member seeking advancement in rank. The eligible faculty member should prepare a Promotion Application Dossier, including Candidate's Profile with the following documents:

- Letter of application to Tenure and Promotion Council. In case of reapplication for promotion, the letter must address any comments/concerns reported by the Tenure and Promotion Council in the denial letter/correspondence.
- Summary of The Dossier.
- All annual evaluations for the years in the Associate Professor rank at NNMC.
- Letter from the Human Resources Department confirming eligibility.
- Current Curriculum Vitae.
- Letter of recommendation and support from the Department Chair/Supervisor. In case of documented conflict of interest, letters of recommendation can be provided by other faculty members from the department and/or the Dean or the Provost.

In addition to the four criteria: i) Teaching effectiveness, ii) Advising, iii) College, public, and community service, iv) Scholarship, mastery of discipline, professional development, and research (for example, publications in a Professional or Peer Reviewed Journal or the equivalent as appropriate to the academic field), the Dossier should include the fifth category: v) Leadership. Examples of Leadership include, but are not limited to:

- Leadership role in the community or with external agencies. For example, a faculty member could serve as a liaison with external agencies (LANL, SFCC, UNM-LA, Pueblos, City of Espanola, local businesses) or serve on an Advisory Board.
- Serving as a chair of a Faculty Senate Committee or an Institutional Committee.
- Serving as a Principal Investigator of a grant.
- Serving as a chair/director/supervisor of an academic department/program or service at NNMC or external programs contributing to the Mission of the NNMC.
- Serving as an officer of the Faculty Senate.
- Leading program/curriculum development, assessment activities, or co-curricular activities.

20.4 Tenure and Promotion Council. All applications for tenure and promotions shall be evaluated by the Tenure and Promotion Council. During the fall of the academic year, a five-member Tenure and Promotion Council will be elected from the Tenured Faculty of the Academic Division of the College. All tenured faculty are eligible to serve on the Council. However, full professors and senior associate professors should comprise the majority of the Council. The Council member will serve a three-year term and there shall be no more than one representative from a department. If an insufficient number of faculty express interest in serving on the Council, exceptions may be made to the limit of one representative from a department and/or the three year term limitation. Exceptions must be approved by a majority vote of the members of the Tenure Committee. With the approval of the Provost and in consultation with the appropriate Dean, the Tenure and Promotion Council may include non-voting members who are external tenured faculty members with another institution as consultants in the area of expertise of the applicant.

If a Tenure and Promotion Council member is aware of a conflict of interest, he or she has an obligation to recuse his or herself from the review of a particular applicant. The Tenure Committee can also request that a Tenure and Promotion Council member recuse themselves by a majority vote. In addition, a faculty member can only vote on the Tenure and Promotion Council if he or she has not voted on the candidate at the departmental level.

It is understood, for a variety of reasons, there might exist a conflict of interest between tenure/promotion applicant and a member of Tenure and Promotion Council. In this case, the tenure/promotion applicant can petition to remove a maximum of one Tenure and Promotion Council member from the review of the applicant's tenure portfolio and on subsequent recommendations of tenure/promotion vote. In this case, the Tenure Committee will appoint a temporary replacement member by a majority vote prior to taking a majority vote to determine if the petition should be granted.

For tenure and promotion to Associate Professor applications, if a complaint has been filed with Human Resources alleging a conflict between a tenure candidate and another tenured faculty member in the department, the tenure candidate can petition for the exclusion of the tenured faculty member from the departmental review. Human Resources shall provide any such documentation and associated substantiations or responses to the Chair of the department. The Chair shall make the final decision regarding the petition for exclusion and forward the petition, all documentation, and decision to the Chair(s) of the Tenure Committee. A petition for exclusion from departmental review is limited to one (1) faculty member.

20.5 Timeline for Advancement to Tenure and Promotion.

20.5.1 Timeline for Advancement to Tenure and Promotion from Assistant to Associate Professor

- a. Eligible faculty members in their 5th year but no later than 7th year on the tenure- track must meet college-wide criteria and additional specific criteria published by their departments. These deadlines can only be modified via the "Pause-Clock" section below. Department Chairs will provide a current copy of the criteria for promotion and tenure to each tenured and tenure-track faculty member in their department, to the Tenure

Committee, and to the Office of the Provost. To apply for promotion and/or tenure, the eligible faculty member (hereafter candidate) will provide a dossier to the department chair by the last week in September. The candidate will prepare a dossier (no more than one three-inch-thick, three-ring binder plus any supporting materials) showing fulfillment of the tenure requirements. If no chair is present, the dean will designate a tenured faculty member (preferably within the department) to initiate the departmental review. The dean can also serve as the convener. We henceforth denote the chair or designee as the convener.

- b. **Tenure-Clock-Pause:** The advancement to tenure timeline can be paused for no more than a total of two years, one semester at a time, in the following circumstances: 1) up to one year per birth or adoption of a child and/or 2) to provide extended care for an “immediate family member,” as defined in Article 23, General Leaves. The tenure-clock-pause is designed to provide a respite for faculty experiencing family changes, such as the birth or adoption of a child or the caring of an aging parent and/or extreme personal or family medical events, as defined by the Family Medical Leave Act (FMLA), such as physical or mental health issues and those that result from domestic violence. Under no circumstances is the tenure pause to be used because the faculty failed to plan and prepare for their tenure evaluation.
 - i. A written request to pause the tenure timeline must be made to the Department Chair, Tenure Committee Chair(s), Human Resources, and the Office of the Provost no later than the third week of the semester, or earlier if possible, except for emergencies, as outlined below. The request shall include whether the faculty is requesting one semester or two of tenure-clock-pause. Supporting documentation should be provided to Human Resources (HR). If the faculty member takes one semester and decides that he or she needs another, he or she must make another request.
 - ii. In the case of a medical or family emergency, the faculty shall alert their Department Chair, the Tenure Committee Chair(s), Human Resources, and the Provost at their earliest convenience that they need to make an emergency request to pause the tenure clock. Supportive documentation must be provided to Human Resources.
 - iii. If the faculty member has used his or her allotted two years of tenure-clock-pause, an additional extension, if it falls within these circumstances, may be requested and granted with the approval of the Provost.
 - iv. Tenure clock adjustments are cumulative. Delaying the tenure clock for one semester or for one year will have the same effect, as tenure decisions are made once a year. If faculty pause for one semester in one year, and for one semester in another year, they will extend their clock by one year, even if those semesters are in different academic years. If they pause for two semesters, they will pause their clock for one year. In any case, each pause must be requested as outlined above.

- v. Whether or not the faculty member takes leave during their pause shall not influence the evaluations of a tenure application made by the Department, Tenure and Promotion Council, or Provost. The tenure packet produced will be evaluated in the same way an application with no pause is evaluated. Any associated leaves will follow Article 23, General Leave.
- vi. The reviews of all tenure-clock-pauses, emergency tenure-clock-pauses and extensions following the allotted two years of tenure-clock-pause should follow the timeline outlined in viii, ix, and x.
- vii. Human Resources shall review all documentation provided by the faculty member requesting a pause and provide a memo within one working week to the Tenure Committee Chair(s), and the Provost stating whether the documentation provided meets FMLA qualified events, such as physical or mental health issues of the individual, or immediate family, and those that result from domestic violence. In the case of an extension beyond the two years, Human Resources will confirm the amount of time taken for the tenure-clock-pause.
- viii. The Tenure Committee Chair(s) shall have two weeks to forward their recommendation to the Provost once they receive the Human Resources memo. The Provost will review all tenure-clock-pause requests, make the final decision, and inform the faculty member within two weeks after receiving the recommendation from the Tenure Committee Chair(s). Requests made when faculty are not on contract will be reviewed when they return.
- ix. If the Provost denies the tenure-clock pause after Human Resources states the faculty member is eligible and after a positive recommendation from the Tenure Committee Chair(s), that faculty member may appeal to the President the decision within 10 working days from the date of notification in writing that the Provost denied the tenure clock pause.
- c. The convener and tenured faculty within the department will have until the end of the third week in October to evaluate the dossier. The evaluation will include a record of all votes (for, against, abstention and absent) in the departmental review of the candidate. The convener also records the justification for the final departmental decision referencing the strengths and weaknesses of the candidate.
- d. The convener sends a letter to the candidate and Tenure and Promotion Council, summarizing the departmental review by the fourth week in October. The candidate's dossier is also given to the Tenure and Promotion Council. The convener on behalf of the department will provide a completed rubric or evaluation tool which summarizes the evaluation of the candidate by the department.
- e. By the first week of the spring semester, the Tenure and Promotion Council sends its recommendations to the Dean and Provost, along with the recommendation of the department. Tenure candidates must receive at least one positive recommendation from

either the department or the Tenure and Promotion Council in order for the candidate's tenure application to be considered for tenure review by the Provost. Candidates who do not receive a positive recommendation from either the department or the Tenure and Promotion Council will not be recommended for tenure.

- f. By the last day of February, the Office of the Provost informs the faculty member of the recommendation (positive or negative) in writing.

20.5.2 Timeline for Promotion from Associate to Full Professor

- a. **Eligibility Criteria.** To be eligible for promotion to full professor, a candidate should have a minimum of ten (10) years of experience in higher education and have served a minimum of four (4) years in the rank of Associate Professor at NNMC. Time spent on Sabbatical Leave shall count towards the ten (10) years of experience above. However, Sabbaticals cannot be counted towards the four years a candidate must serve as a tenured Associate Professor at NNMC. Leave of absences cannot be counted for any of the required years of service. However, the candidate can apply for an exception if he or she demonstrates significant academic work during the absence. For example, a candidate may be denied a sabbatical because of financial constraints at the college at the time of the sabbatical application. If the candidate took a leave of absence and accomplished significant work during the absence, the leave of absence could be counted toward the ten (10) years of service in higher education. The Tenure Council will determine if significant academic work was accomplished during the leave of absence. Leave of absences cannot, under any circumstances, be counted toward the four years a candidate must serve as a tenured Associate Professor at NNMC.
- b. **Timeline for Application and Evaluation.** To apply for promotion to the rank of Full Professor, the eligible faculty member (hereafter candidate) will submit a dossier/portfolio to the Chair(s) of the Tenure Committee by the fourth week of October. The candidate's dossier is then given to the Tenure and Promotion Council for review and appraisal. By the first week of the spring semester, the Tenure and Promotion Council sends its recommendations to the Provost, along with detailed arguments supporting their appraisal. By the last day of February, the Office of the Provost informs the faculty member of the recommendation (positive or negative) in writing.

20.6. **Actions of the Board of Regents.** Tenure and promotion are awarded only by positive action of the Board of Regents upon recommendation by the President. Such action must be taken no later than April 30th of the academic year in which the candidate applied for tenure and/or promotion. Following the Board of Regents' action, the Provost provides official notification to the candidates and their supervisors, Chairperson, Dean, and to the chair of the Tenure and Promotion Council. Assistant Professors who are granted tenure will be promoted to the rank of Associate Professors beginning the following academic year. Associate professors who are granted promotion will be promoted to the rank of Full Professor the following academic year.

20.7 **Denial of Tenure and Promotion.** If tenure is not awarded, the faculty member may be offered a one-year terminal contract. If the promotion to the rank of Full Professor is denied, the faculty

may reapply for promotion up to a total of three (3) times with a minimum of one (1) full academic year between two applications. If the promotion to the rank of Full Professor is denied, the faculty may reapply for promotion up to a total of three (3) times with a minimum of one (1) full academic year between two applications.

20.8 Denial of recommendation of tenure/promotion by the Provost following positive recommendation by Tenure and Promotions Council. If in the course of tenure application, both the department and Tenure and Promotions Council make a positive recommendation to the Provost, and the faculty member is denied a recommendation of tenure by the Provost or President, that faculty member may appeal to the Board of Regents the decision within 10 working days from the date of notification in writing that the Provost or President has denied a recommendation of tenure. The faculty member has the right to file a grievance regarding procedural violations related to the Tenure process. If in the course of application for promotion to the rank of Full Professor, the Tenure and Promotion Council makes a positive recommendation to the Provost, and the faculty member is denied a recommendation by the Provost, that faculty member may appeal to the President the decision within 10 working days from the date of notification in writing that the Provost has denied a recommendation of tenure. The faculty member has the right to file a grievance regarding procedural violations related to the Tenure process.

20.9 Privileges of Tenured Faculty

- a. The appointment of a tenured faculty member shall run until the member's separation from employment with the College, subject to the following limitations: Any dismissal or non-renewal of the contract of a tenured member of the faculty shall follow the procedure discussed in Article 13 (TERMINATION: DISMISSAL FOR CAUSE) or Article 15 (REDUCTION IN FORCE).
- b. Sabbatical leave may be granted to tenured faculty members in accordance with Article 25 (Sabbatical Leave).
- c. Tenured faculty members appointed to administrative positions will retain tenure status as faculty. If a tenured faculty member serving in an administrative position returns to a faculty position for which they are qualified, that tenured faculty member returns to the position with tenure. In this case, the faculty member's salary will be determined either by their last salary as faculty member before the appointment to the administrative position or the salary in the faculty salary matrix, whichever is higher. The years served in the administrative roles of President, Provost, or Dean positions will count towards the years of service for the salary matrix when they resume their faculty position.

Article 21. POST TENURE REVIEW

21.1 Purpose of Post-tenure Review. The intent and purpose of post-tenure review is to promote continued professional development, to provide the necessary means for enhancing future achievement, and to recognize excellent performance among tenured faculty. A post-tenure review policy is required for the institution to comply with policy as set forth by New Mexico state statute.

21.2. Policy. Post-tenure review is a cooperative effort in planning, goal setting, reporting, enhancing, and championing the role of faculty at the institution. It is undertaken with recognition and preservation of principles of academic freedom. It is conducted at the Academic College level for the purposes of: 1) recognizing faculty performance; 2) enhancing each individual's future achievement; and 3) communicating to the faculty member specific areas in need of improvement (if any) related to performance in scholarship, teaching, advising, and service.

21.3 Process: Post-Tenure Review. Post-tenure review constitutes the evaluation of the faculty member's fulfillment of goals and progress toward both short and long-range goals in teaching, advising, scholarly activity, and service. These shall be formally reviewed according to departmental standards and procedures, and, when necessary, modified during subsequent post-tenure reviews. In addition, the review should identify resources available for faculty to continue to fulfill departmental standards. The supervisor's report of the results of the post-tenure review shall be forwarded to the faculty member, the Dean, and the Provost.

21.4 Performance Ratings. At the conclusion of each annual evaluation, the supervisor shall assess the faculty member's performance using the College's faculty evaluation form with the following ratings: Outstanding; Exceeds Expectations; Meets Expectations; Below Expectations; Unsatisfactory. In the event that the tenured faculty member is being reviewed by a non-tenured supervisor, the faculty member may request that a tenured supervisor be present at or participate in his or her review.

Outstanding, Exceeds or Meets Expectations Ratings. Supervisors and Deans may determine appropriate means to recognize Exceeds or Meets Expectations performances, and to reward Outstanding performances.

Below Expectations and Unsatisfactory Ratings in Any Area of the Faculty Annual Evaluation. A Below Expectations or Unsatisfactory rating at any point in the annual evaluation shall be used by the supervisor to indicate a deficiency or deficiencies in the faculty member's performance. The supervisor shall report any unsatisfactory rating to both the faculty member and the Dean. This report should include:

- The deficiency or deficiencies.
- The necessary actions for the faculty member to undertake.
- A list of available resources to assist in the remediation.
- A reasonable timeframe for completing the actions.

According to Chapter 21, Article 1, Section 21-7.1 Post Tenure Review Process of the New Mexico Code E: "In the event a faculty member receives an unfavorable evaluation in the area of the

faculty member's teaching, the post-tenure review process shall include: A two-year probation and reevaluation period; and loss of tenure if, during the subsequent probation and reevaluation period, the faculty member fails to demonstrate improvement in the area of teaching.”

To be in alignment with this statute, the following remediation and probation process will be followed for post-tenure review. If a faculty member receives an unsatisfactory rating in any of the categories of the annual faculty evaluation, a two-year probation and reevaluation period will be enforced. If the faculty member fails to demonstrate improvement, a loss of tenure may occur.

21.5 Report. The supervisor shall forward the initial report indicating unsatisfactory performance to the faculty member, the Dean, and the Provost. A subsequent report shall be sent to the same parties at the end of the designated timeframe confirming whether or not the deficiency has been corrected.

21.6 Responsibilities. Supervisors shall use all available departmental, college, and institutional resources to assist the tenured faculty member in remedying the deficiency or deficiencies. Supervisors should be flexible in assessing progress if the tenured faculty member demonstrates good faith efforts. The faculty member is responsible for remedying the deficiency or deficiencies. Failure to remediate within the two-year probationary period will result in institutional action. This action may include loss of tenure and termination from the institution.

21.7 Appeals. The tenured faculty member and the supervisor shall informally attempt to resolve any disagreements regarding performance ratings. If a mutual resolution is not reached with the supervisor, the faculty member may appeal within 10 working days, in writing, to the Dean, or alternatively to the Provost when the Dean is the immediate supervisor.

Article 22. COMMITTEES

22.1 The College President or designee shall determine which institutional (non-Faculty Senate) committees will be established and the responsibilities of those committees.

22.2 When the College deems it appropriate for the Federation to be represented on a College committee, the Federation shall be represented. The number of Federation representatives shall be subject to the mutual agreement of the parties. Upon agreement the Federation President shall be given ten (10) days' notice to appoint representatives.

22.3 The Federation and the College agree that faculty committees may continue to operate according to policy.

Article 23. GENERAL LEAVES

23.1 Paid Leave. Members of the Bargaining Unit shall be entitled to the following paid leave:

a. Sick Leave/Personal Leave

- i. Bargaining unit faculty shall be credited with sixteen (16) days of sick leave (computed at 7 hours per day) at the beginning of the academic year, of which three (3) days shall be considered personal leave days. Faculty commencing employment after the beginning of the academic year will be granted pro-rated sick leave.
- ii. Sick leave may be taken for either personal illness or illness of dependents.
- iii. Sick leave shall be accumulated up to a maximum of 200 days (1400 hours).
- iv. Faculty members shall be responsible for immediately reporting an absence to the appropriate Chair, and if unavailable, the appropriate Dean.
- v. A faculty member shall be responsible for promptly completing and signing the faculty leave request and returning the request form to the appropriate Chair and if unavailable then to the appropriate Dean. A faculty member will be required to provide a physician's statement for absences of three consecutive days charged to sick leave. If a faculty member demonstrates a pattern of abuse of sick leave, the supervisor in consultation with the Human Resources Office, may require a physician's statement of absence from the faculty member for each absence.

“Family” in this article is defined as spouse, domestic partner, parent, stepparent, child, stepchild, brother, sister, father- or mother-in-law, brother- or sister-in-law, aunt, uncle, niece, nephew, grandparents, or any other person residing in the same household of the faculty member.

Sick leave may be used for the following:

- Hours not worked when an employee, who has been on sick leave, returns to work on a part-time basis while recovering from the illness or injury.
- Transporting an immediate family member for medical services.
- Caring for an immediate family member, defined as spouse, parent, child, brother, sister or any other person residing in the same household of the employee who becomes ill or injured and requires personal assistance from the employee.
- Doctor's appointments and other pre-scheduled health-related absences. An employee requesting sick leave for a pre-scheduled appointment must request the leave at least twenty-four (24) hours in advance unless an emergency situation exists.

- Any portion of the first year following the birth or adoption of a child.

Each employee shall be credited with three (3) paid personal leave days at the beginning of each academic year. Personal leave is subtracted from the faculty member's sick leave. Personal leave cannot be accumulated but remains in the sick leave balance if not utilized by the end of the fiscal year. The use of personal leave must be pre-approved by the supervisor. If classes must be cancelled for the use of personal leave, the faculty member will make alternative arrangements for the students. An employee shall not be required to state the reason for the personal leave.

- b. Family and Medical Leave Act (FMLA). The FMLA's purpose is to ensure that workers can meet their family obligations without fear of losing their jobs or being otherwise adversely affected by taking time off. FMLA affords workers the right to take up to 12 weeks off from work to care for themselves or family members during a covered medical event or for certain other family reasons. The faculty member can opt to use their sick leave to continue to receive pay during the leave. The faculty member must contact the Human Resources Department for eligibility requirements.
- c. Bereavement Leave. Upon notification to the Chair, a faculty member may be granted up to three (3) days of leave with pay for a death in the faculty member's family. For purposes of bereavement leave, "family" is defined as spouse, domestic partner, parent, stepparent, child, stepchild, brother, sister, father- or mother-in-law, brother- or sister-in-law, aunt, uncle, niece, nephew, grandparents, or any other person residing in the same household of the faculty member. Upon approval of the Chair/Dean, additional circumstances may be considered for bereavement leave, and additional days of leave may be granted and charged to sick leave.
- d. Military Leave Emergency military leave, temporary military leave, and indefinite military leave shall be granted to faculty members in accordance with state and federal law.
- e. Voting Leave. Unit employees, who are New Mexico registered voters, are granted, at their request, time off that does not require the cancellation of classes (2 hours maximum) from College duties to vote in government elections.
- f. Jury Duty and Required Court Attendance. A faculty member summoned for jury duty or for duty as a witness (other than as plaintiff or defendant) is granted time off with pay. A copy of the summons must be sent to the Human Resources Department. A faculty member is required to return to his or her work location while temporarily excused from attendance in court, unless it is not practical because of the short time between court sessions or between the time court is recessed and the end of the scheduled work day.
- g. Domestic Abuse Leave. The College provides domestic abuse leave to any employee who is a victim of domestic abuse in accordance with the New Mexico Promoting Financial independence for Victims of Domestic Abuse Act, NMSA 1978, § 50-4A-1 thru 4A-8. Domestic abuse leave means intermittent paid or unpaid leave time for up to fourteen (14)

days in any calendar year, taken for up to eight hours in one day. Leave time may be used to obtain an order of protection or other judicial relief from domestic abuse or to meet with law enforcement officials, to consult with attorneys or district attorney's victim advocates or to attend court proceedings related to the domestic abuse of the employee, a minor child of the employee, or a person for whom the employee is a legal guardian. When domestic abuse leave is taken in an emergency, the employee or the employee's designee must give notice to the employee's supervisor or the College's Human Resources Department within twenty-four hours of commencing the domestic abuse leave. An employee may use paid leave time or unpaid leave time, consistent with College policies.

- h. **Governmental Entity.** A full-time faculty member who has been duly appointed or elected as a member of a legally constituted State or Federal Board or County, Municipal or Public Utility Commission, shall be entitled to leave with pay when requested to be absent from his employment in order to attend meetings or transact business of said Board or Commission. Such leave does not apply to publicly balloted and elected offices (for example, City Council, County Commission, School District Board of Education, etc.). Any payment provided to the faculty member, other than food and travel expenses, shall either be refused or turned in to the College as reimbursement for the leave with pay. A faculty member shall not participate in a Board or Commission if such participation will create a conflict of interest for the faculty member or the College or otherwise violates applicable conflict of interest laws. Absence from duty must be approved by the College President or his/her designee and it must not hamper the performance of his/her duties with the College. Such leave shall normally not exceed (2) days per month unless previously approved by the Board.
- i. **Paid Parental Leave.** All bargaining unit members who have been employed at the College at least one semester are eligible for parental leave up to one (1) semester. Parental leave shall run concurrently with leave under the FMLA. If both parents are bargaining unit members, each is eligible for parental leave. If both bargaining unit members are in the same department, the bargaining unit members and the department Chair will discuss how best to meet the needs of the department and the family including whether each bargaining unit member shall take the leave concurrently or consecutively, with the bargaining unit members taking the leave consecutively being the preference. If only one bargaining unit member takes parental leave, that bargaining unit member will receive full pay during the leave. If both bargaining unit members wish to take parental leave concurrently, they will each be paid at half of their salary. The bargaining unit member should discuss the need for parental leave with the department Chair well in advance of the leave and reasonably in advance for any alternative teaching and other academic arrangements to be made. The bargaining unit member and the department Chair will work together to develop a plan for parental leave that meets the needs of the bargaining unit member and the needs of the College. They shall work to minimize the impact of leave on students and any other beneficiaries of the academic program.

23.2. **Leaves Without Pay.** Members of the Bargaining Unit may be entitled to the following unpaid leaves:

- a. Academic Leave. An extended leave of absence without pay may be granted to an employee for a period not to exceed one (1) year for the purpose of teaching at another educational institution. Upon request, this leave may be extended for a period of not to exceed one (1) additional year.
- b. Extended Personal Leave/Leave Without Pay. An employee may be granted an extended leave without pay for extended periods for illness or injury, personal reasons, school attendance, sickness in a family, or other purposes of a personal nature at the discretion of the Provost. A faculty member shall submit a written request for the leave without pay at least two (2) weeks in advance, if possible. Otherwise notice must be given as soon as reasonably practicable. Approval may be granted for a limited duration and based on operational needs. While a leave without pay is not recommended, or granted without expectation of reinstatement, reinstatement is not guaranteed. While on an approved leave without pay, the faculty member shall be responsible for the employee and employer cost of medical benefits. A leave without pay shall not exceed one (1) academic year. Time spent on leave without pay in excess of one semester shall not count toward eligibility for tenure or promotion.

Article 24. SICK LEAVE BANK

24.1 Purpose. To provide a process whereby participating full-time faculty members of Northern New Mexico College may request additional sick leave due to a catastrophic situation involving their own medical condition, as defined in this Article.

24.2 Eligibility. Only faculty who donate to the Sick Leave Bank are eligible to become members of the Sick Leave Bank, and only members may request leave from the Sick Leave Bank. Full-time faculty: must have a minimum of eighty (80) hours of accumulated sick leave and have been employed for one academic year.

24.3 Administrative Procedure. Northern New Mexico College has a standing committee to review applications for the use of sick leave from the Sick Leave Bank and to make a determination to either approve or disapprove a request. This standing committee is comprised of the Human Resources Office, the Provost, the College Dean where the faculty member who is requesting leave is employed, and a member of the Personnel Committee (if available). If the request for additional sick leave is approved, the Sick Leave Bank Committee shall notify the employee of the decision in writing. If the request for additional sick leave is disapproved, the Committee shall notify the employee in writing of the reason(s) for the disapproval. The decision of the Committee is final.

24.4 Procedure.

- a. Participation in the Sick Leave Bank is strictly voluntary.
- b. By default, all eligible full-time faculty members will donate hours to contribute to the Sick Leave Bank. If a faculty member does not want to participate and/or donate to the Sick Bank, they must sign a waiver at the same time that their annual contract is signed. A faculty member who decides not to join the Sick Leave Bank must wait until the next academic year cycle to join the Bank if they decide to participate.
- c. In order to become members of the Sick Leave Bank, during the first year of membership faculty members must donate four days (twenty-eight (28) hours) of their accumulated sick leave, based on a seven-hour day. In subsequent years, faculty will donate fourteen (14) hours based on a seven-hour day.
- d. The Sick Leave Bank Committee may request additional voluntary donations if the Sick Leave Bank is low or out of contributions.
- e. Donated sick leave will not be returned to the employee. If not utilized, the donated sick leave shall be retained in the Sick Leave Bank.

24.5 Application for Sick Leave from the Sick Leave Bank.

- a. Application for sick leave from the Sick Leave Bank shall not be approved until the Faculty member has exhausted all their accumulated sick leave.

- b. Employees who apply for sick leave from the Sick Leave Bank must complete the Request for Use of Faculty Sick Leave Bank Form. It must accompany the Medical Certification Form properly completed by the healthcare provider. The maximum sick leave that an employee may request from the Sick Leave Bank at any one time is forty (40) days (280 hours) based on a seven-hour day.
- c. Appropriate documentation and required forms will be forwarded to the Sick Leave Bank Committee for consideration.
- d. If approved, the Dean shall notify the employee in writing and indicate the total amount of sick leave hours which were approved.
- e. The Dean shall then notify the Payroll Manager in order that the employee's payroll records can be adjusted with the additional sick leave.
- f. If the application is not approved, the Dean will notify the faculty member in writing specifying the reason(s) for the non-approval. The decision of the committee is final.
- g. The Sick Leave Bank will operate on a first-come, first-served basis. If the Bank exhausts the donated hours, future requests for the academic year will be denied if there are no further donations.

Definition of Catastrophic Situation. A severe illness or injury requiring prolonged hospitalization or recovery and incapacitating the person from working, creating a financial hardship. Such injury or illness often makes exceptional demands on patients, caregivers, families, and healthcare resources. In general, an illness or injury that results in a medical condition that a health care provider has certified is likely to result in a loss of 30 or more workdays.

Article 25. SABBATICAL LEAVE

Sabbatical leave is a privilege which may be granted to encourage professional growth and increase competence among faculty members by promoting significant research, creative work, or some other educational program or training that is judged to be of significant value to NNMC. Sabbatical leave may be granted to tenured faculty members after six years of full-time continuous employment. The recipient is obliged to return to the College for one academic year of service.

24.1 Request for Sabbatical Leave. Written application for sabbatical leave shall be made by the faculty member to the appropriate Dean or Chair and the Personnel Committee Chair by October 1st of the academic year prior to the academic year when the Sabbatical will take place (this includes sabbaticals occurring in the Fall or Spring terms). The Dean or Chair will forward his or her recommendation to the Faculty Senate Personnel Committee no later than the October 31st following the date of application. The faculty member shall present, as part of the application, evidence to support the program of activities which is planned for the sabbatical period. The program of activities should give reasonable promise of accomplishing the major purpose of the leave as stated above. Sabbatical leave may be granted for further education.

24.2 Processing of Application. The Faculty Personnel Committee shall forward its recommendation to the Provost along with the Department Chairperson's or Dean's statement by December 1st as to how the teaching obligations for the department will be met in the event the proposal is approved. The Provost shall then evaluate the proposal both on its merits and on its effect on the operation of the College and shall send all recommendations and his/her own recommendation to the President no later than December 15th of the academic year prior to the academic year when the sabbatical will occur.

The President, upon review of documents submitted, shall approve or deny no later than February 28th of the academic year prior to the academic year when the sabbatical will occur.

The faculty member shall be notified of the approval or disapproval no later than March 10th of the academic year prior to the academic year when the sabbatical will occur.

24.3 Conditions. Sabbatical leave shall be approved by the President only with the clear understanding that the faculty member will, at the completion of the sabbatical, return to NNMC for not less than one full academic year following the expiration of such leave. If the faculty member does not return following a sabbatical, total restitution (salary, fringe benefits, and all other college incurred expenses) shall be required.

24.4 Compensation. A full-time faculty member who complies with all provisions of the policy and is granted sabbatical leave for two semesters consecutively shall receive one-half of his/her regular salary. The salary for one semester of sabbatical leave shall be at the full regular salary.

24.5 Benefits. A full-time faculty member who is granted sabbatical leave shall not accrue sick leave, personal leave, or other leave available to full-time faculty while he/she is on such leave. Sabbatical leave is counted toward retirement and longevity pay increases. While a faculty member

is on sabbatical leave, NNMC shall continue to pay its share towards retirement, all group insurances, and social security benefits.

24.6 Guidelines for Awarding Sabbatical Leaves. To avoid adverse effects on the educational objectives of the individual departments and NNMC, sabbatical leave shall be governed by:

- The relative merits for desiring leave.
- The direct benefit to the department and to NNMC.
- The reasonable distribution of potential recipients.
- The number of sabbatical requests that will be approved shall be determined by the Provost based on budget availability. The Provost will announce budget availability no later than August 31st of the academic year when the request will occur.
- The number of previous leaves granted to the applicant.
- Availability of funds to support sabbatical leave.

24.7 Sabbatical Contract. Any faculty member taking a sabbatical leave shall be issued a contract stating the compensation to be received by him/her while on sabbatical leave. In addition, this contract shall specify the faculty member's obligations to the College in regard to the sabbatical.

24.8 Report on Activities. Within thirty (30) days upon returning from sabbatical leave, the employee shall submit to the appropriate Dean or Chairperson, a comprehensive report on the results of the period of leave, an appraisal of the professional value of the experience gained while on leave, and the manner in which the experience or knowledge gained may be used for the benefit of students and NNMC.

24.9 Status. An employee on sabbatical leave shall be returned to the assignment held at the time the sabbatical leave was granted.

24.10 Accident or Illness. If a sabbatical program is interrupted because of serious illness or accident, the employee shall be allowed to take sick leave based in accordance with Articles 23 (GENERAL LEAVES) and 24 (SICK LEAVE BANK) addressing leaves. The employee on sabbatical leave shall notify the Provost as soon as practical if the need for sick leave arises.

Article 26. INTELLECTUAL PROPERTY

The College regards copyrightable material such as but not limited to a book, manual, musical or dramatic composition, architectural design, painting, sculpture, video, or other comparable work developed by an employee as the property of the employee (author). Development or redesign of a course pursuant to a grant awarded to the College shall be the property of the bargaining unit employee who developed or redesigned the course, however, the College will be granted educational use of the material for the duration of the grant.

Article 27. VACANCIES AND JOB PLACEMENT

27.1 All instruction division openings shall be posted and disseminated in a manner that will make them available to the faculty. The Federation and the College may agree upon additional appropriate methods of notification as deemed appropriate.

27.2 The parties acknowledge that the College has been and continues to be an Equal Opportunity Employer.

27.3 The College and the Federation are committed to maintain a highly qualified faculty devoted to student success and mission of the College. Pursuant to this goal, instruction division openings will be filled with the best-suited applicant who may be from within the bargaining unit.

27.4 When the College determines to make changes in existing job descriptions within the bargaining unit, the Federation may review those changes.

Article 28. SUMMER EMPLOYMENT

28.1 Full-time faculty members shall be given the first opportunity to sign up for a section during the summer session.

28.2 Full-time faculty members selected for summer employment will be paid in accordance with Article 36 (COMPENSATION).

Article 29. OUTSIDE EMPLOYMENT

29.1 The primary responsibility of faculty members is to render to the College, their most effective commitment to teaching, scholarship, and service. At the same time, consulting and other outside activities of a professional nature are encouraged by the college where such activities give the faculty member experience and knowledge valuable to professional growth and development. These activities may help the faculty member make worthy contributions to knowledge, or contribute to instructional programs, or otherwise make a positive contribution to the College, community, or profession (discipline).

29.2 No outside service or enterprise, professional or other, should be undertaken that interferes with the faculty member's primary responsibility to the College. While a faculty member is allowed to engage in outside professional activities, this must be clearly subordinate to their teaching, advising, scholarly activities, and College service responsibilities.

29.3 Parties agree that the following considerations should be made regarding outside activities. Such planning is in the best interest of the faculty member, the Academic Unit, and the College. The College and the Federation agree that a full-time faculty member's position with the College shall be his primary source of employment. The categories for the various degrees of involvement in outside activities are listed below:

- a. The faculty member does not have to inform their supervisor or dean nor obtain approval. This category would consist of activities such as attending professional meetings, writing books, giving occasional speeches and lectures, refereeing manuscripts, and outside activities that are personal.
- b. The faculty member would be required to inform their supervisor or dean in writing but would not be required to obtain approval. This category would consist of activities such as occasional outside consulting activities, holding office in scholarly or professional organizations, assuming editorial duties for a journal.
- c. The faculty member would be required to inform their dean in writing and shall obtain prior approval from the Provost if the activities would have potential to conflict with job assignments. This category would consist of activities such as consulting more than one day per month, teaching for another institution, working a second job, or operating a personal business. This approval will be documented with the Human Resources department.
- d. Pre-approved outside employment will be subordinate to changes when mandatory events are called, such as meetings, professional development needed, or others. Faculty who cannot attend the event must request personal leave (or unpaid leave when all personal leave has been used). Sick leave shall not be used under these circumstances.

29.4 Faculty members involved in outside employment activity must complete an outside employment disclosure form at the time of outside employment. If an activity presents a potential conflict of interest, it will be handled according to the Code of Conduct policy.

Article 30. FACILITIES, EQUIPMENT, AND SUPPORT

30.1 Subject to available funding, the College will provide classroom space, office space, library access, internet connection, access to the learning management system (LMS) when appropriate, equipment, and materials to aid in the faculty member's performance.

30.2 The distribution of Student Fees revenue shall be considered a proper subject for dialogue between the parties.

Article 31. TRANSFERS

The parties agree that the primary consideration for transfers of programs, personnel or facilities and equipment shall be what is in the best interests of the College as it relates to the provision of services to the community. The parties shall endeavor to establish positive dialogue as a means of reducing conflict over transfers. Prior to the time of involuntary transfers, the affected faculty members will be involved in such dialogue.

Article 32. SUSPENDED PROGRAMS

32.1 The College shall determine whether or not to continue, discontinue, or re-institute programs.

32.2 The Federation may make recommendations to the College on the continuance, discontinuance, or reinstitution of programs. The College will consider the Federation recommendations.

Article 33. HEALTH AND SAFETY

The College and Faculty will exercise their respective responsibilities under occupational safety and health standards, to create a safe and healthful environment in accordance with applicable state and federal law.

Whenever an employee observes a condition which they feel represents a violation of safety or health rules and regulations or which is an unreasonable hazard to persons or property, the employee shall report such observation to the appropriate administrator, which will be promptly investigated.

Whenever a faculty unit employee believes in good faith that they are being required to work under unhealthy or unsafe conditions, they shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions and shall immediately communicate with the employee, in writing, the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.

An employee may request in writing a temporary reassignment (e.g. change of office, or modifications to tasks) when they believe in good faith that their present assignment presents a clear danger to their health and safety. The appropriate administrator shall promptly respond to such a request in writing. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented.

All work-related injuries and illnesses shall be reported immediately to the appropriate administrator.

The College will organize and maintain a safety committee that advises on health and safety issues affecting employees covered by this Agreement and shall include as a member of that committee a designee of the bargaining unit. The committee will advise the College on policies and procedures, review health and safety concerns and suggestions, and provide recommendations regarding obtaining, purchasing, operating, or storing hazardous materials or equipment, and the procurement and use of appropriate personal protective equipment.

Article 34. SALARY PROCEDURE

34.1 Faculty Members shall be paid their annual salaries in twenty-six (26) installments occurring biweekly. If a payday falls on a weekend or a holiday, any employee who receives a paper check will be paid the following workday.

34.2 Faculty Members who do not teach during the summer may also choose to either be paid in a lump sum at the end of the contract year (May) or be paid bi-weekly during the summer break. Those requesting a lump sum must notify the payroll office in writing at least thirty (30) days prior to the expiration of the academic year.

34.3 Faculty Members who received per diem when an overnight stay is not required will be taxed on the per diem per IRS Regulations.

Article 35. FRINGE BENEFITS

The Federation recognizes that some fringe benefits and conditions on benefits are set and regulated by the State and/or Federal Government.

35.1 Shared Cost Benefits The College will provide employees coverage under the group plan from the New Mexico Public Schools Insurance Authority (NMPSIA). The College reserves the right to select benefits vendors through an appropriate procurement process, applying appropriate fiscal and quality of service analysis. Eligible employees and eligible family members are defined by NMPSIA and may participate in the following plans offered by NMPSIA. Each fiscal year, NMPSIA may offer an open/switch enrollment period. Payment for these benefits shall be based on rates established by NMPSIA for participating members. The Employer shall contribute the amount required for such payments. Eligibility, effective dates, and change of status rules are defined by NMPSIA. The following benefits are subject to change by NMPSIA.

- a. Group Insurance (Medical, Prescription Drugs and Vision). The costs are shared between College and eligible employees distributed as follows:

Annual Salary	NNMC Share	Employee Share
\$1.00 - \$49,999.99	80% of premium	20% of premium
\$50,000.00 - \$59,999.99	70% of premium	30% of premium
\$60,000 and over	60% of premium	40% of premium

- b. Educational Retirement/Alternative Retirement. The Educational Retirement Board (ERB) is the statutory entity responsible for administering the New Mexico Educational Retirement Act (ERA). NM Educational retirement is a shared rate set by New Mexico Statute. An Alternative Retirement Plan (ARP) is available to new faculty who meet eligibility requirements. Membership is a condition of employment, commencing with the first day of employment.
- c. New Mexico Retiree Health Care NM Retiree Health Care is a shared rate set by NM Statute.

35.2 Other benefits paid by NNMC

- a. Basic Term Life Insurance (employee coverage) \$50,000.
- b. Employee Assistance Program.
- c. State Unemployment Insurance.
- d. Worker's Compensation.
- e. Educational opportunities. Employee Tuition Waivers up to 9 credit hours per Fall/Spring semester and up to 4 credit hours per summer term (paid by NNMC/fees paid by employee).

- f. Dependent Tuition Waivers up to 18 credit hours per semester (tuition paid by NNMC/fees paid by employees dependent). This program applies to NNMC offered courses only. Eligible dependents including a legal spouse, domestic partner (affidavit of Domestic Partnership must be filed with Human Resources), and any naturally, legally adopted, or stepchildren who, as of the original application deadline, are unmarried and have not reached age of twenty-five (25). When an employee is no longer married or a domestic partnership is terminated, the ex-spouse or domestic partner is not eligible for tuition benefits under this program, effective with the academic semester following the date of the divorce or termination of the domestic partnership.

The amount of the tuition benefit will be reduced by the amount of tuition waived by any other tuition waiver or tuition scholarship. The amount of an individual's dependent education tuition benefit, plus the amount of any need-based financial aid grants, will not exceed the cost of attendance, as defined by the Financial Aid Office.

Under IRS regulation, the value of tuition benefits may be considered taxable income to the employee. The value of benefit, if applicable, will be included as compensation on the employee's W-2 form filed with the IRS and subject to withholding.

Employees may be granted up to four hours of time off with pay per week to attend one (1) course each semester at the discretion of the employee's supervisor. The employee participating shall forfeit breaks on class days. Supervisors are encouraged to grant permission for such time off, if possible based on workload or other legitimate business reasons. If time off is not feasible, supervisors are encouraged to arrange for an Alternative Work Schedule in order for an employee to attend a class during the day, if possible based on workload or other legitimate business reasons. Employees working less than 40 hours per week are not eligible for time off.

Course fees assessed for participation in instructional academic credit courses are not covered. The mandatory student fee portion of tuition and fees is not covered for eligible dependents. Non-resident tuition in excess of New Mexico resident tuition is not covered. Tuition or fees for Continuing Education courses are not covered.

35.3 Employee Paid Benefits

- a. Flexible Spending Accounts - allows the employee to pay for eligible medical and/or dependent care expenses on a pre-tax basis.
- b. Life Insurance -Additional Employee Term Life (Supplemental) Life, and Dependent Life (spouse, domestic partner, and children) coverage are provided. Contact the Human Resources Department for details.
- c. Supplemental Retirement Plans All members of the Bargaining Unit shall be eligible to participate in a supplemental retirement plan (403(b) and 457(b) accounts). Contribution limits are established each calendar year by the Internal Revenue Service.

- d. Other Supplemental Plans Voluntary Supplemental Accident, Cancer and other products offered by various carriers. For a complete list of other supplemental insurances and carriers, please contact the Human Resources Department

Article 36. COMPENSATION

36.1 Faculty salary increases will be negotiated by the College and the Federation consistent with an effort to reduce salary compression between the ranks, recognize differences in market conditions between disciplines, recognize years of service to the College, recognize years in rank, and address, as appropriate, any other conditions specific to individual circumstances. The shared goal of the College and the Federation is to reach and maintain parity in average salaries with our comparison institutions.

36.2 The parties agree on the Salary Matrix below. The table below provides the minimum salaries and are based on terminal degree holders and 9-month contracts. The matrix also reflects the different fields, rank, years of service in the specific rank. Any credentials below the terminal degree shall not be compensated at the terminal degree level. The Salary Matrix for faculty below the terminal degree shall be calculated by multiplying the corresponding cell in the matrix by a 0.85 factor.

Academic Field	Tenure-Track		Tenured			Full Professor
	0 to 5 years	> 5 years	0 to 5 years	> 5 years	> 10 years	
Biology	\$61,922	\$65,217	\$70,984	\$75,041	\$79,315	
Business Administration	\$79,059	\$85,177	\$94,489	\$99,891	\$105,580	
Chemistry	\$62,693	\$65,890	\$73,059	\$76,786	\$80,702	
Criminal Justice	\$61,044	\$64,095	\$71,420	\$74,991	\$78,740	
Education	\$66,048	\$69,418	\$76,970	\$80,896	\$85,022	
Electrical Engineering	\$95,712	\$97,675	\$103,398	\$109,308	\$115,534	
Environmental Science	\$65,387	\$69,498	\$76,231	\$80,589	\$85,179	
FDMA	\$64,692	\$66,361	\$70,575	\$74,610	\$78,859	
Information Technology	\$77,397	\$82,568	\$91,881	\$97,134	\$102,666	
Language & Letters	\$58,644	\$64,038	\$71,816	\$75,922	\$80,245	
Mathematics	\$65,105	\$68,158	\$73,799	\$78,018	\$82,460	
Mechanical Engineering	\$79,466	\$86,511	\$96,783	\$102,316	\$108,142	
Nuclear/Radiation	\$84,404	\$88,710	\$98,238	\$103,250	\$108,517	
Nursing	\$81,248	\$85,292	\$88,314	\$92,818	\$97,553	
Office Administration	\$57,094	\$60,857	\$75,578	\$79,433	\$83,483	
Physics	\$62,831	\$67,732	\$75,171	\$79,468	\$83,994	
Psychology	\$63,314	\$66,761	\$72,732	\$76,890	\$81,270	
Sociology	\$66,767	\$68,473	\$72,806	\$76,968	\$81,352	

For Fiscal Year 2026, bargaining unit employees will receive a 4% increase to the base rate of pay and the matrix above reflects this change.

There is presently no additional remuneration when moving from Associate Professor to Full Professor. A salary study will be completed by the Office of the Provost by February 01, 2026, specific to setting the development of a salary scale for Full Professor rank. The study will consider peer institutions of similar size, disciplines, Carnegie classification, enrollment and budget, and shall consider the market cost of living. Data gathered in this study will be shared with NFEET and presented to the Faculty Senate for consideration. Any future salary increases associated with a promotion to Full Professor shall be contingent on sufficient appropriations or other revenues to fund these positions. Full Professor compensation will also be considered in conjunction with the College's other financial priorities such as staff and adjunct faculty compensation. Adjustments to Full Professor compensation will be reflected in revisions to the Full Professor column of the Salary Matrix.

Nursing faculty will be provided an additional stipend pending continued funding from the State of New Mexico Nursing RPSP as follows:

- a) If a full-time nursing faculty member employed as of the first week of the academic year, remains employed until the end of the fall semester they will be provided a \$3500 stipend on the second paycheck in January.
- b) If a full-time nursing faculty member employed as of the first week of the academic year, remains employed until the end of the spring semester, they will be provided with a \$3500 stipend on the first paycheck in June.

36.3 Compensation for faculty teaching overload and summer session will be based on the following matrix showing rates per credit hour. Any credentials in between the master's degree and the doctorate degree will not be compensated at the doctorate level. A Special Program is defined as a discipline where the market value demands higher compensation. This includes courses in the following programs: Electrical Engineering, Information Technology, Mechanical Engineering, Business Administration, Nursing, and Nuclear Radiation.

	Bachelor	Master	PhD
Theory	\$813	\$871	\$929
Non-special (Studio/Lab)	\$1182	\$1269	\$1353
Special (Studio/Lab)	\$2184	\$2340	\$2498

36.4 Under normal circumstances, faculty overloads will be limited to eight (8) credit hours per academic year, not including summer session teaching.

36.5 For online overload courses (OL, BOL only) with greater than twenty (20) students, the compensation will be increased by multiplying the base pay by a weighting factor (WF). The weighting factor is calculated by taking the enrolled number of students divided by twenty

(20). For example, an overload course with 22 students would use a weighting factor of $22/20 = 1.1$.

The number of enrolled students that will be used for the calculation is the one on the second Monday of classes. For eight-week courses or summer terms, the number of enrolled students that will be used for the calculation is the one on the first Thursday of classes. Faculty shall only teach these modalities if they have completed the online credentialing process approved by the Office of Distance Education.

36.6 Overload online courses will be eligible for an additional stipend:

- a. For fully online asynchronous courses, faculty shall only teach these modalities if they have completed the learning management system training or online teaching experience is demonstrated and approved by the Chair/Dean and the Provost. The stipend rate shall be paid at \$150 per credit hour.
- b. For blended courses (BOL and BTR), faculty shall only teach this modality if they have completed the learning management system training or online teaching experience is demonstrated and approved by the Chair/Dean and the Provost. The stipend rate shall be paid at \$75 per credit hour.

36.7 Courses taught outside of a Faculty's home department will be paid at the adjunct rate.

36.8 Faculty members on a 9-month contract who receive contracts for additional months of service related to their primary duties will be paid pro-rated (1/9) of their base salary, for each additional month of service (no more than 3 additional months).

36.9 Faculty non-teaching overloads will be compensated based on the contract requirements approved by the Chair, Dean, and Provost.

36.10 Salaries funded by Federal Grants and Federal Contracts are regulated by the Code of Federal Regulations.

36.11 Faculty who secure and serve as the PI for a grant that awards indirect costs will be provided a retention bonus of 5% of the indirect cost of the grant amount for the duration of the grant unless prohibited by the granting agency or other federal and state regulations. This bonus will accumulate as indirect costs are billed through the academic year, and it will be paid at the end of the academic year. If multiple Faculty secure and serve as PIs on the same grant, those Faculty will be eligible to share a retention bonus of 7%, presumed to be shared equally unless otherwise agreed upon by those faculty members.

In the event that a Faculty member serves as PI on a grant that they did not secure, the Chair of their department, with the Provost's approval, may award the retention bonus to that Faculty member for their service as PI on the grant.

36.12 In future salary negotiations, the College and members from the collective bargaining unit commit to exploring equitable distributions of salary increases which may remedy inequitable distributions and/or salary structures implemented in previous years.

Article 37. NO STRIKE OR LOCKOUTS

In Accordance with New Mexico Public Employee Labor Relations Board Statute 10-7E-21, the Federation and its members shall not engage in a strike and the College shall not engage in a lockout. The Federation and its members shall not cause, instigate, encourage or support a public employee strike. The Federation and its members shall not cause, instigate or engage in a public employee lockout.

Article 38. NEGOTIATING PROCEDURES

38.1 Negotiations for a successor agreement may be initiated when either party submits a notice to the opposite party requesting the commencement of negotiations. The party receiving the request for bargaining shall meet with the party initiating the request to determine a mutually agreed upon time and place to begin negotiations within ten (10) work days of receiving notice. The notice of request to commence negotiations shall be sent no earlier than November 1st of the academic year of the entire Agreement's termination date. In the event that the State of New Mexico authorizes a salary increase, then Article 35 (FRINGE BENEFITS), and Article 18 (WORKLOAD) shall be renegotiated. However, with the written agreement of both the Administration and Federation, any article can be re-opened at any time during the academic year.

38.2 If the parties have not reached agreement on a successor agreement before this Agreement terminates, the agreement shall remain in full force and effect until a successor agreement is negotiated and ratified.

38.3 Negotiations shall be conducted in closed session as specified in the New Mexico Public Employee Bargaining Act (PEBA).

38.4 Additional negotiations ground rules may be negotiated by the parties.

38.5 During negotiations, the parties shall meet at mutually acceptable times and places for negotiations.

38.6 Recesses, caucuses or study sessions may be called by either team at any time.

38.7 All proposals shall be submitted both in writing and electronically in an editable document. All proposals shall include original contract language and in-line edited language from the current proposal and counter proposals.

38.8 In the event the parties fail to reach agreement prior to the expiration date of this Agreement, they may seek mediation assistance from the Federal Mediation and Conciliation Service (FMCS).

38.9 Budget information shall be shared by the College.

Article 39. AGREEMENT COPIES

39.1 The parties shall print their own copies of this Agreement.

39.2 This agreement shall be posted on the College's website.

Article 40. COMPLETE AGREEMENT

The parties agree that this is the complete and only agreement between the parties. Each party has negotiated on all issues identified for negotiations and such negotiations have lead to this Agreement and no additional negotiations will be conducted on any item, whether contained herein or not, except by mutual agreement and this agreement replaces any and all previous agreements between the parties.

Article 41. SEVERABILITY

If any provision of this Agreement is determined by final order of an administrative agency or court with jurisdiction over the parties to be contrary to law, the affected provisions shall be rendered null and void. All other provisions not affected by the illegal provision shall remain in full force and effect. The provision determined to be contrary to law shall be renegotiated by the parties provided either party submits a request to reopen negotiations no later than thirty (30) days after the parties knew or reasonably should have known that the provision was contrary to law.

Article 42. AGREEMENT DURATION

42.1 Except for Article 36 (COMPENSATION), all articles in this Agreement shall become effective upon signature of the authorized representatives of the parties, after ratification by the Federation membership and subsequent approval by the College Board of Regents, and shall remain in effect through June 30, 2027, subject to applicable state laws.

42.2 Every three years the entire Agreement shall be open for renegotiation. Every year Article 36 (COMPENSATION) may be opened for negotiations by either party. In the event that the State of New Mexico authorizes a salary increase, then Article 35 (FRINGE BENEFITS) and Article 18 (WORKLOAD) shall be negotiated.

42.3 Article 36 (COMPENSATION) shall be in effect until June 30, 2026.

42.4 Negotiations for Article 36 (COMPENSATION), for the Academic Years 2025-2026 and 2026-2027 shall follow the procedures in Article 38 (NEGOTIATION PROCEDURES).

Article 43. SIGNATURES

This Agreement was ratified by the Federation on May 6, 2024, and approved by the College Board of Regents on May 23, 2024.

Amendments to Article 36 (COMPENSATION) were ratified by the Federation on August 28, 2025, and approved by the College Board of Regents on August 29, 2025.

In witness thereof, the parties hereto affix signatures of their respective Officers and Representatives.

Northern Federation of Educational Employees

Northern New Mexico College

NFEE President

Date

Board Chair

Date

Appendix A

EQUAL EMPLOYMENT AND NON-DISCRIMINATION POLICY

1. EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION POLICY

Northern New Mexico College is committed to providing a working and learning environment that provides equal opportunity to all current and prospective employees. Current and prospective employees will be considered for employment, promotions, assignment of duties, training, compensation and benefits, discipline and discharge, and other job opportunities on the basis of merit, and as otherwise required by law. In accordance with federal and state law, it is the policy of the College to prohibit unlawful discrimination and harassment against employees or applicants for employment on the basis of race, color, religion, national origin or ancestry, sex, age, physical or mental disability or handicap, serious medical condition, spousal affiliation, sexual orientation, gender identity, veteran status, or any other basis prohibited by applicable law, including Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e and the New Mexico Human Rights Act, 1978 NMSA §§ 28-1-1 through 28-1-15. Any applicant or employee who feels that he or she has been discriminated against or harassed should report the incident to Human Resources, a supervisor, or security.

1.1 AMERICANS WITH DISABILITIES ACT (ADA) AND REASONABLE ACCOMMODATIONS

To ensure equal employment opportunities to qualified individuals with a disability, the College will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the business would result. Employees who may require a reasonable accommodation should contact Human Resources. It is the policy of the College to prohibit unlawful discrimination and to provide reasonable accommodations in accordance with the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12010, et seq.

1.2 RELIGIOUS AND TRIBAL FEAST DAY REASONABLE ACCOMMODATIONS

Excused absences for observance of religious holidays, including recognized New Mexico Tribal or Pueblo feast days, are permitted for employees. Requests to be away from work to participate in such observances should be submitted at least two weeks prior to the proposed absence. Planned absences for such requests may be taken as either paid vacation leave, if applicable, leave without pay, or with equivalent time worked at a time and manner agreed upon by the employee and the responsible Supervisor, Director, or Vice President. Responsible Supervisors, Directors, or Vice Presidents may make reasonable accommodations for an employee's time away from work for this purpose to the extent practical in the consideration of education, operational, and critical needs of the College.

No employee shall discriminate against any employee or other individual because of individual's religious belief or practice or any absence thereof. A refusal to accommodate is justified only when undue hardship to the College would result from each alternative of reasonable accommodation.

1.3 PREGNANCY DISCRIMINATION ACT

Pregnant employees are protected from discrimination based on current pregnancy, past pregnancy, and potential pregnancy. Northern New Mexico College provides women affected by pregnancy, childbirth, or related medical conditions with the same benefits of employment (such as light duty, alternative assignments, disability leave, unpaid leave, and medical clearance procedures) as other applicants or employees who are similar in their ability or inability to work. The American Disabilities Act (ADA) also covers pregnant employees who are regarded as having disabilities.

1.4 NURSING MOTHERS

Northern New Mexico College recognizes the health, family, and societal benefits of breastfeeding children. It supports all students and employees who choose to continue breastfeeding their children after they return to school or work, whether they be birth mothers, non-birth mothers, or transgender parents. The decision to continue to breastfeed when returning to school or work often depends upon the availability of a suitable place to pump or nurse and the time to do it. For these reasons, and in order to comply with federal and state law (FLSA), 29 USC § 207(r)(1)-(4) and (NMSA 1978, § 28- 20-2), the College provides lactation rooms and reasonable break periods for breastfeeding. For employees, these break periods are considered paid time. The Second New Mexico Statute, NMSA 1978, § 28-20-1 (“Right to breastfeed”), provides that “A mother may breastfeed her child in any location, public or private, where the mother is otherwise authorized to be present.”

1.5 HARASSMENT AND COMPLAINT PROCEDURE

Sexual and other unlawful harassment is a violation of Title VII and Title IX of the Civil Rights Act of 1964, as well as many state laws. Harassment based on a characteristic protected by law, such as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law, is prohibited.

It is the College’s policy to provide a work environment free of sexual and other harassment. To that end, harassment of Northern New Mexico College employees by management, supervisors, coworkers, or nonemployees who are in the workplace is prohibited. The College will take all steps necessary to prevent and eliminate unlawful harassment.

“Unlawful harassment” is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class. Unlawful harassment includes, but is not limited to, slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law.

“Sexual harassment” is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any individual’s employment or as a basis for employment decisions; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment. While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its persistence and pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not;
- Sexual, jokes, written or oral references to sexual conduct, gossip regarding one’s sex life, comments about an individual’s body, comments about an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures, or cartoons;
- Unwelcome physical contact, leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments;
- Inquiries into one's sexual experiences; and
- Discussion of one's sexual activities.

Quid pro quo sexual harassment occurs when a job benefit is directly tied to an employee submitting to unwelcome sexual advances. For example, a supervisor promises an employee a raise if she will go out on a date with him, or tells an employee she will be fired if she doesn't sleep with him.

Only individuals with supervisory authority over a worker can engage in quid pro quo harassment, since it requires the harasser to have the authority to grant or withhold job benefits.

The Title IX Coordinator has been designated responsibility for coordinating Northern New Mexico College's efforts to comply with and carry out its responsibilities under applicable laws prohibiting discrimination and harassment, including of Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. The Director of Human Resources has been designated responsibility for coordinating Northern New Mexico College's efforts to comply with and carry out its responsibilities under applicable laws prohibiting discrimination and harassment associated with Title VII of the Civil Rights Act of 1964.

A Title VII complaint shall be filed in with the Human Resources Office and will follow the procedures and timelines of either the New Mexico Human Rights Commission or the federal Equal Employment Opportunities Commission, as applicable.

A Title IX complaint shall be filed in accordance with Title IX Grievance Policy 1320 which can be obtained from the Northern New Mexico College website or directly from its Title IX Coordinator.

1.6 REPORTING MISCONDUCT COVERED BY THIS POLICY

Northern New Mexico College employees and individuals associated with the College, acting in good faith, should report any observed misconduct, whether suspected or apparent. Misconduct is any activity performed by a Northern New Mexico College employee that violates state and/or federal laws or regulations, local ordinances, or College policies. Employees are to maintain the highest standards of personal and professional ethics as they conduct business on behalf of the College.

Northern New Mexico College is committed to conducting an initial review and continuing with a thorough investigation into allegations of misconduct where warranted, while protecting the rights of all involved. Misconduct should be reported as soon as reasonably possible, preferably within thirty (30) days from the time the employee becomes aware of the observed, suspected, or apparent misconduct. Report the conduct to your supervisor. If, however, there is reason to believe the supervisor may be involved in the misconduct, report the conduct to the department responsible for dealing with the conduct in question. Such offices could include the Office of Human Resources, the Office of Title IX Coordinator, etc.

1.7 RETALIATION NOT TOLERATED

Retaliation is not tolerated by Northern New Mexico College and will be promptly investigated. Retaliation is any adverse action taken against an employee because that employee reported suspected misconduct. Any employee who interferes with, tries to interfere with, or retaliates against the rights of another employee for reporting suspected misconduct or cooperating in an investigation is subject to disciplinary action up to and including termination of employment. Northern New Mexico College is committed to protecting employees who report suspected misconduct in accordance with the Whistleblower Protection Act (Whistleblower Protection Act - § 10-16C-1. - N.M. Stat. Ann. § 10- 16C-1 et seq. (2012)). Where possible, confidentiality will be maintained, however, identity may have to be disclosed to conduct a thorough investigation, to comply with the law, and to provide accused individuals their legal rights of defense.

It is important to protect individuals from false, unsubstantiated, or inaccurate accusations. An employee who knowingly provides false information or knowingly makes a false report of suspected misconduct or a subsequent false report of retaliation, or who knowingly provides false answers or information in response to an ongoing investigation will be subject to disciplinary action, up to and including termination of employment.