

Integrated Planning Strategy

Proposed Revision to Operating Procedures of New Mexico Tech Faculty Senate (August 2014) - Rev B1.

Background

- It is widely acknowledged that Tech would benefit from organized planning and rule-making in nearly all areas of Institute business.
- The Faculty Senate has a formal committee structure to accomplish much of this planning.
- Faculty and administrators have, recently, been addressing similar problems in parallel and duplicating effort.
- Faculty have valuable analytical skills and a tendency to make decisions based on data, while administrators have responsibility and need for (sometimes) rapid action on issues.

Proposal

- Establish an integrated planning process which makes better use of Faculty Senate committees by charging them with making recommendations that are almost always implemented by administrators.
- Integration comes by “hybridization”.
 - o Existing faculty senate committees will continue, but may elect to meet only as hybrid committees.
 - o Hybrid committees will not be Faculty Senate, but will contain as members faculty from relevant FS committee.
 - o Hybrids will also contain administrators/staff
 - o Advantage of hybrid committees
 - The problem solved is the problem that needed solving
 - Administrators are aware of the faculty thought process
 - Faculty are aware of administrators thoughts and needs

Proposed Implementation

- Faculty on Senate committees will continue to be nominated by the nominating committee.
- A “leadership team” will be created.
 - o Consists of Senior Administrators
 - o Leadership team will be available weekly as needed.
 - o Committees will report results and get assistance when agreed solutions encounter barriers.
- Hybrid committees will report to faculty senate and bring forth proposals for votes or pre-voting discussion.
- Committee chairs have the discretion regarding at what level a proposal needs to come to the full senate and what matters may be discharged purely in committee.

- Committee chair is responsible to reach out to all stake-holders.
- In case of a deadlock between faculty/administration/staff, the faculty senate part of hybrid committee retains its independent voice at all levels and can advocate unfiltered faculty views when it is necessary.