III. Faculty Rights and Responsibilities

C. Requirements and Expectations of Faculty

Regardless of appointment type, faculty members are expected to:

1. **Be collegial.** According to the UNM Faculty Handbook, collegiality is an essential component of “Personal Characteristics” as follows: *This category relates to the personal traits that influence an individual’s effectiveness as a teacher, a scholar, researcher, or creative artist, and a leader in a professional area. Of primary concern are intellectual breadth, emotional stability or maturity, and a sufficient vitality and forcefulness to constitute effectiveness. There must also be demonstrated collegiality and interactional skills so that an individual can work harmoniously with others while maintaining independence of thought and action. Attention shall also be given to an individual’s moral stature and ethical behavior, for they are fundamental to a faculty member’s impact on the University. Information used in the objective appraisal of personal traits may be acquired from peer evaluations (e.g., letters of recommendation for new appointees, or written evaluations prepared by colleagues for promotions or for other departmental reviews) and must be handled with great prudence. By necessity, the category of Personal Characteristics requires flexibility in its appraisal.”*

8. **Be respectful to others.** In accordance with **Section C09: Respectful Campus** of the Faculty Handbook of UNM-Albuquerque, UNM-Valencia is also committed to providing a respectful campus, free of bullying in all of its forms as described in the same section. All faculty members are expected to foster an environment that reflects courtesy, civility, and respectful communication for all members of the UNM-Valencia community. Implemented university-wide on February 4, 2014, Section C09 defines destructive actions to a respectful campus as: bullying, sexual harassment, retaliation, unethical conduct, and “conducts that can affect adversely the University’s educational function…or interfere with the right of others to the pursuit of their education or to conduct their University duties and responsibilities.” Section C09 also describes the procedures for reporting and investigating complaints of such destructive actions. The detail of such policy is posted online at: [http://handbook.unm.edu/section-c/c09.html](http://handbook.unm.edu/section-c/c09.html)

Additionally, all faculty members are expected to demonstrate “personal traits that influence an individual’s effectiveness as a teacher, a scholar, researcher, or creative artist, and a leader in a professional area. Of primary concern are intellectual breadth, emotional stability or maturity, and a sufficient vitality and forcefulness to constitute effectiveness. There must also be demonstrated collegiality and interactional skills so that an individual can work harmoniously with others while maintaining independence of thought and action. Attention shall also be given to an individual’s moral stature and ethical behavior, for they are fundamental to a faculty member’s impact on the University. Information used in
the objective appraisal of personal traits may be acquired from peer evaluations (e.g., letters of recommendation for new appointees, or written evaluations prepared by colleagues for promotions or for other departmental reviews) and must be handled with great prudence. By necessity, the category of Personal Characteristics requires flexibility in its appraisal” (1.2.4 of Section B1: Professional Activities of Faculty and Criteria for Evaluation at http://handbook.unm.edu/section-b/b1.html).