

**Proposition: 08-13/14**

**Date Submitted: November 14, 2013**

**Sponsor:** Tom Smith (A & S), Laurie Abbott (ACES)

**Proposed Committee Assignment:** Faculty Affairs

**Assigned Committee:** Faculty Affairs

**Title:** A proposition to change section 5.90.4.5 of the NMSU Policy Manual, Leadership

**Proposal:**

Change section 5.90.4.5 of the NMSU Policy Manual, Leadership, to read:

5.90.4.5

Leadership

In demonstrating leadership, candidates must show that they are having **a considerable and well-documented impact in the applicable areas of: teaching and advising (or its equivalent); scholarship and creative activity; service; and/or extension and outreach**, ~~an impact as evidenced by the candidate's scholarship and creative activity,~~ and **contributing to** the advancement of the university. ~~which may include administrative roles in which considerable and well-documented contributions to the university have been made.~~

**Rationale:** The current policy pertaining to leadership mentions only one area—scholarship and creative activity— yet leadership may be demonstrated in any of the four areas listed as criteria for promotion and tenure. Furthermore, while exemplary execution of administrative roles is largely considered leadership in the area of service, the original phrasing conflates leadership with administration. Many of NMSU's peer institutions recognize leadership, but do not consider execution of administrative duties as criteria for promotion and tenure. Striking the phrase specific to administrative roles eliminates the perception that administrative roles, in and of themselves, could be considered criteria for promotion or tenure, and strengthens the alignment of NMSU policy with standards exemplified by peer institutions.