



# ACADEMIC FREEDOM & TENURE

DATE: May 3, 2024

TO: Barbara Rodriguez, Senior Vice Provost for Academic Affairs  
Akshay Sood, Interim Director for Faculty Affairs, Health Sciences

FROM: Sever Bordeianu, Chair, Academic Freedom and Tenure Committee *Sever Bordeianu*

RE: Academic Freedom and Tenure Committee's Interpretation of Faculty Handbook Interim Policy B3.1 "Clinician-Educator and Practitioner-Educator Faculty Titles"

It has recently come to the Academic Freedom and Tenure (AF&T) Committee's attention that there is some confusion with the newly implemented [Faculty Handbook Interim Policy B3.1 "Clinician-Educator and Practitioner-Educator Faculty Titles"](#) regarding one of the criteria under the practitioner-educator section. Specifically, the concern is with regards to the 3<sup>rd</sup> item in B3.1.2 that states that these professionals . . .

*“ . . . are primarily engaged in patient care or community/industry practice at UNM or the behest of UNM and who are teaching and may have related scholarly responsibilities.”*

The concern is that, as worded, it may imply that the patient care or community/industry practice is the primary responsibility. However, when drafting the policy, that was not the intended application. It is recognized that the primary responsibility also includes teaching. Furthermore, this language was not intended to weigh time spent between patient care and teaching, but rather to indicate that they should be engaged in both.

AF&T, along with the Section B Taskforce, is currently working on major revisions to the Section B Handbook and will make sure that this is clarified as part of those revisions. Until those changes are approved, this memo serves as documentation for AF&T's clarification and interpretation of the interim policy to indicate that an individual with the practitioner-educator title engages in both teaching responsibilities and patient care or community/industry practice.

cc: Nancy Middlebrook, University Secretary