Voting power at graduate faculty meetings, whether within departments or at Graduate School meetings, is vested only in the full members on matters of educational policy and graduate faculty credentials. Full and associate members of the graduate faculty may vote on recommendations for degree candidates.

3.2 Academic Freedom

The University of Louisiana System is committed to the principle of academic freedom. This principle acknowledges the right of a teacher to explore fully within the field of assignment and to give in the classroom and elsewhere such exposition of the subject as the teacher believes to represent the truth. This principle also includes the right of a member of the academic staff of the university system to exercise in speaking, writing, and action outside the University other ordinary rights of a citizen, but it does not decrease the responsibility that the member of the academic staff bears to the university system, the state, and the nation. A member of the academic staff not officially designated to represent the university system must indicate clearly that he or she is speaking as an individual citizen.

Among the many implicit responsibilities that must be assumed by those enjoying the privileges of academic freedom is that of refraining from insisting upon the adoption by students or others of any particular point of view as authoritative in controversial issues. Moreover, although all faculty are entitled to freedom of speech in public fora, they are expected to make clear in these instances that they speak as private citizens and not as official representatives of the university.

3.3 Faculty Authority

Authority to determine the educational policy of the University of New Orleans – its colleges, schools, and departments is delegated to the faculty by the Board of Supervisors. The faculty exercises this authority by deliberative action in all units and divisions of the University.

The faculty has the authority to establish curricula, fix standards of instruction, and determine requirements for degrees, and make recommendations for the granting of degrees through its respective colleges. It has legislative power over its own meetings and may delegate its own authority to the Faculty Senate and/or to other standing committees. The faculty's authority is limited to matters proper to the faculty, and the UNO President or the UL System President may suspend any faculty action that is deemed administrative in nature or which seriously affects the interests of another faculty of the university or of the system.

The University of New Orleans faculty generally exercises its authority over educational policy through the Faculty Senate and its committees and through departmental, college-level and campus-level committees on courses and curricula.

3.4 Appointment Procedures

Appointment to the University of New Orleans faculty is accomplished through procedures designed to ensure equal opportunity for employment to all qualified persons, regardless of race, sex, age, or ethnic origin, and to ensure that employment decisions on the part of the university
and the prospective faculty member are made with full knowledge of conditions and requirements on both sides. Available positions are advertised in media appropriate to the field of the potential applicants, and all nominations and applications are carefully screened. The record of appointment, from the department’s request to fill a vacancy through the actual appointment as reflected in the approved Personnel Action Form [Form 101], is maintained in the Office of Academic Affairs, with copies in college and departmental offices. Although approval of a new appointment must be obtained through the UL System level and is not complete until the UL Board of Supervisors has acted on the appointment, it is the academic department that screens applicants and makes the final selection. Search procedures may vary from department to department or from college to college, but generally the chair of a department, upon consultation with appropriate departmental faculty, makes his or her recommendation for appointment to the dean of the college. From the dean, the recommendation goes through channels until the final Board approval is granted. Since the UL System Board of Supervisors ordinarily acts on personnel matters only at regularly scheduled meetings, notification of Board approval occasionally reaches the university after the beginning of an appointment. In such instances, although the appointment is not final until it is ratified by the Board of Supervisors, the new faculty member may consider his or her copy of the fully approved Form 101 a contract for employment, subject only to the Board's action.

The selection and appointment of new faculty are effected within the objective of creating and sustaining the most highly qualified teaching and research staff possible. The only restriction on University of New Orleans employment decisions made within this objective consists of the general, statewide policy whereby persons related to each other in the first degree by blood or marriage may not be placed into a supervisor-employee relationship; however, advancement to a supervisory position, such as that of department chair or dean, is not hindered if the immediate family member of the person promoted has been in employee of that particular unit for one year before the promotion occurs.

3.5 Personnel Records of University Employees

Personnel files are maintained in the Office of Human Resource Management. The Assistant Vice President of Human Resource Management is the custodian for personnel records. Personnel records shall be maintained in accordance with the University Records Retention Policy, AP-OP-15.2, the Louisiana Public Records Act, and other applicable law. Faculty members may review/copy their personnel file upon request. The file will be provided within a reasonable length of time, not to exceed three days.

3.6 Academic Ranks

Faculty ranks are defined in Chapter III (Faculty and Staff) Section X (Faculty Rank) of the UL System Bylaws.

Levels of Rank. Levels of academic rank recognize progressive levels of achievement and stature within the profession.

Rank Distribution. Special care shall be exercised in assigning faculty ranks to new appointees and in making promotions in rank from year to year.