I. Call to Order
Regent Raymond Sanchez called the meeting to order at 9.01 a.m. UNM President David Schmidly made opening remarks and welcomed the participants.

II. Approval of Summarized Minutes from the Previous Meeting
Staff Council President Loyola Chastain noted that there were various grammatical errors in the minutes. Regent Sanchez asked that the minutes be modified to reflect the corrections noted. Approval of the minutes for the June 9, 2008 will be deferred until the next meeting.

III. Reports/Comments

A. Provost’s Administrative Report
Suzanne Ortega, Provost & Executive Vice President for Academic Affairs
Provost & Executive Vice President for Academic Affairs Ortega informed the committee that the Accreditation Site Visit Team has been named. The team is Chaired by Dr. Sue Day-Perroots of the University of West Virginia and Vice-Chaired by Dr. Juan Franco of the University of Nebraska. The next steps involve a communication plan.

Provost & Executive Vice President for Academic Affairs Suzanne Ortega informed the committee that the Research and Economic Development office is planning on having a balanced budget by Fiscal Year 09. Furthermore the Research and Economic Development office is working toward greater investment and a quicker processing of money to researchers. Provost & Executive Vice President for Academic Affairs Ortega informed the committee that the Audit Committee may clear the Research Audit for distribution soon.

Provost & Executive Vice President for Academic Affairs Suzanne Ortega informed the committee that regarding the Branch Campuses the Gallup Branch has plans for a GO Bond Sale.

Provost & Executive Vice President for Academic Affairs Suzanne Ortega informed the committee that during the HACU conference, she encountered many HACU attendees who raved about the sophistication of UNM students.
Vice President for Equity & Inclusion Jozi De Leon informed the committee that the Division for Equity & Inclusion has;
- Established a website
- Set up university-wide training programs
- Hosted the Immigration Symposium
- Hosted the Civil Rights Symposium

Additionally the Division for Equity & Inclusion will be having comprehensive meetings with faculty in the near future. The full Division for Equity & Inclusion 2007-08 Annual Report is published in the Board of Regents’ Academic/Student Affairs & Research Committee October 21, 2008 Agenda book.

Regent Abeita asked if the reorganization of the Division for Equity & Inclusion will require a distribution of resources. Regent Abeita was concerned whether programs such as the Summer Bridge Program would need more support.

Vice President for Equity & Inclusion De Leon responded that she is working with a consultant who is assisting with plans for re-organizing and sharing of resources.

Regent Sanchez commented that it is important to report to the Regents any progress relative to diversity.

Vice President for Equity & Inclusion De Leon informed the committee that she is working on the Diversity Report Card.

Deans’ Representative Finnie Coleman thanked and publicly recognized two scholars, Belinda Wallace and Kelena Maxwell, who were able to stay at the University due to the hard work and perseverance of Provost Ortega and Vice President De Leon.

B. Advisors Report

**ASUNM**

*Ashley Fate, ASUNM President*

ASUNM President Fate thanked everyone who participated in the Town Hall meeting. ASUNM President Fate stated that the Town Hall meeting was a very productive experience.

ASUNM President Fate informed the committee that the ASUNM Senate passed a constitutional amendment requiring a GPA of 2.5 (raised from a GPA requirement of 2.0) in order to run for ASUNM President thereby setting a higher standard and precedent for academic success.

**GPSA**

*Christopher Ramirez, GPSA President*

GPSA President Ramirez thanked the Provost’s Staff for printing the Academic/Student Affairs and Research committee Agenda book on double-sided paper.

GPSA President Ramirez informed the committee that they have met with Vice President for Student Affairs Eliseo Torres regarding Childcare at the University. Due to this meeting, GPSA President Ramirez and Associate Vice President for Student Affairs Walter Miller, will begin working on assessing the needs of students who utilize UNM Childcare.
GPSA President Ramirez asked what role the University can play to enhance research funds for graduate students and expressed interest in creating a connection between the Research and Economic Development office and GPSA.

GPSA President Ramirez informed the committee that an Academic Advisement Town Hall is planned for the end of the Fall Semester.

GPSA President Ramirez informed the committee that he met with UNM Foundation President John Stropp regarding increasing scholarships for graduate and professional students.

GPSA President Ramirez informed the committee that he worked with UNM CAPS and their program now includes tutoring and workshops for graduate students. GPSA President Ramirez commended CAPS on their efforts. Regent Dorman remarked that class offerings need to be a big part of the discussion during the Academic Advisement Town Hall. GPSA President Ramirez responded that class offerings are definitely important and will play a prominent role at the Academic Advisement Town Hall discussions.

Parents Association

Maria Probasco, Parents Association President

Parents Association President Probasco informed the committee that the Parents Association has attended several events to demonstrate campus support such as;

• Parents Association President attended a welcome event for UNM's new Vice Presidents on Sept. 17.
• Parents Association President and association members attended a follow-up meeting with UNM police to discuss safety legislation. UNM Government Relations Director Marc Saavedra also attended the meeting.

Parents Association President Probasco informed the committee that the Parents Association has scheduled several community outreach events;

• UNM Family Weekend for current students and their families is slated for Saturday and Sunday, Nov. 1-2 on main campus. The theme is "Go Lobos! Go Green!" Focus areas include campus sustainability, "green collar" study paths at UNM and green careers, mentoring, Study Abroad, National Student Exchange and managing finances. Parent Relations, in conjunction with the Parent Association and an interdisciplinary campus committee, is planning the event. Major sponsors include ENLACE (Engaging Latino Communities for Education) and the Sustainability Studies Program.
• As a member of the New Mexico Family/Parent Involvement Advisory Council, the association will staff two tables in the state capitol rotunda during the State Legislature's "Parent Involvement Day," scheduled for Thursday ay, Feb. 12.
• Volunteers provided Parent Association information during UNM's High School Senior Day at the Student Union Sept 13.

Parents Association President Probasco informed the committee has attended several events to demonstrate campus support;

• A social event/fundraiser sponsored by local small businesses was held Friday,
Oct. 17. The reception served as an opportunity for community members to meet President and Mrs. Schmidly and members of the Parent Association board of directors while supporting the mission of the association through a donation to the Parent Fund for Excellence.

IV. Action Items

A. Approval of Posthumous MA degree for Scott Hudson

_Pamela Pyle, Associate President, Faculty Senate_

Faculty Senate Associate President Pyle informed the committee that the Faculty Senate approved the posthumous degree for Scott Hudson at their September 23, 2008. The request was initiated by the Department of History and was approved by the College of Fine Arts as required by the Faculty Handbook. As dictated by the Faculty Handbook, this approval was based on the fact that Mr. Hudson had completed the bulk of work required for the degree and the fact that his academic record is in good standing.

_Motion for approval was made by Regent Dorman, seconded by Regent Abeita_

_Motion passed unanimously_

B. Approval of Summer 2008 Degree Candidates

_Pamela Pyle, Associate President, Faculty Senate_

Faculty Senate Associate President Pyle informed the committee that the Faculty Senate approved the Summer 2008 Degree Candidates at the August, 28, 2008 Faculty Senate Meeting.

Regent Sanchez requested that the total amount of degrees awarded be made when this is presented for approval before the full Board of Regents.

_Motion for approval was made by Regent Dorman, seconded by Regent Sanchez_

_Motion passed unanimously_

C. Approval of Proposed AAS degree in Applied Technology, UNM Los Alamos

_Wynn Goering, Vice Provost, Academic Affairs_

Vice Provost Goering informed the committee that UNM Los Alamos is proposing an Associates of Applied Science (AAS) degree in Applied Technology. The AAS degree in Applied Technology has three concentrations available: Electro-mechanical Technology, Manufacturing Technology, and Nanotechnology. The AAS in Applied Technology is a specialized degree program designed to build a workforce that will meet the workforce development plans of regional and local employers in Northern New Mexico. Based on the assessment of labor market needs, this degree program will fulfill the demand for skilled technicians in three rapidly fields: nanotechnology, electromechanical technology, and manufacturing technology. The program will provide students with the basic academic and specialized hands-on skills to be qualified as entry-level technicians.

Vice Provost Goering informed the committee that UNM Los Alamos received considerable financial support from Los Alamos National Laboratory (LANL). UNM Los Alamos will also match a small percentage of the LANL funds and is striving to make the program self-sustaining to operate without outside funding sources after the initial 3 year period. Furthermore the funding received from LANL will help develop and implement
the program and cover all associated costs. These costs include salaries for the program coordinator and specialized equipment purchases.

Regent Abeita asked if LANL has committed to 3 years of funding the program or 7 years (as it shows UNM Los Alamos’ request).

Vice Provost Goering responded that the correct amount of time for the LANL commitment was 3 years.

Regent Abeita asked if there might be a potential funding issue after the initial 3 years. Vice Provost Goering responded that UNM Los Alamos expects the program to be self-sufficient after the initial 3 years.

Staff Council President Loyola Chastain asked what enrollment in the program will be. Vice Provost Goering responded that he did not have those numbers readily available.

Regent Abeita asked whether there will be a lobbying effort involved to secure funding for the program after the initial 3 year funding provided by LANL.

Vice Provost Goering responded that he did not have that information at this time.

UNM President David Schmidly stated that he believes that UNM Los Alamos has anticipated the demand and therefore demand for the program is not an issue.

GPSA President Ramirez asked whether LANL will be picking up the costs of the additional costs of the proposed program such as Library costs.

Vice Provost Goering responded that he did not have that information readily available.

V. Information Items

A. Faculty/Student Engagement Report

*Wynn Goering, Vice Provost, Academic Affairs*

Vice Provost Goering informed the committee that the 2009 edition of "The Princeton Review," UNM faculty are rated the "least accessible" of any in the 368 schools surveyed. The Princeton Review is a for-profit publication (not associated with Princeton University) marketed to high school students to help them compare colleges. They surveyed an average of 300 students per campus, but the University don't know how many UNM students responded or what the respondents were like.

According to Vice Provost Goering, some of their conclusions seem to be accurate ("everyone loves the Lobos!") and some do not ("almost everyone smokes"). It is also known that the Princeton Review surveys students at any individual campus, once every three years, which is why UNM faculty have been ranked low "two years in a row" - i.e., the Princeton Review uses the same data used in two successive editions. So it is anticipated that the low ranking will be in the review in 2010 as well.

Vice Provost Goering informed the committee that not much more is known about the data the University obtained from its participation in the National Survey of Student Engagement (NSSE). NSSE is the gold standard of student perception surveys, developed and administered by the National Center for Higher Education Management and the University of Indiana, with the help of a large grant from the Pew Charitable Trust. The University has participated in their surveys in 6 of the past 8 years, and so we have a great deal of confidence in the results. It is also known that 862 UNM students responded to the most recent NSSE survey (2007); their class rank is known, ethnicity, and other self-reported demographic data; and the exact breakout of all 862 responses to each of the survey's 87 questions is known. More significantly the University knows how its students'
responses compare to those of students at similar institutions, because NSSE provides the University with detailed analyses. According to Vice Provost Goering, this is vital in helping the University understand where it is relatively strong, compared to other large, metropolitan campuses; and, where we clearly need to improve. NSSE provides two peer comparisons: broadly speaking, one with schools with research missions like the University’s ("Flagship Peers") and one with schools with student bodies like ours ("Student Referent Peers").

GPSA President Ramirez asked whether the survey of accessibility is a survey for all students and whether that data can be broken down to examine graduate student responses.

Vice Provost Goering responded that we can break out UNM’s data from the survey but we would not be able to compare it without similar data from other institutions.

GPSA President Ramirez asked if there were another data set for graduate students.

Vice Provost Goering responded that he was not aware of one.

GPSA President Ramirez stated that a number (many) classes are not taught by professors but rather TA’s and GA’s and that may effect student satisfaction.

Vice Provost Goering responded that within the survey, student satisfaction at the University is measured against that of similar institutions.

GPSA President Ramirez asked if the University does not receive the $1.5 million in state funds will the University Administration re-prioritize and find other monies for advising.

Vice Provost Goering responded that $1.5 million would go a long way but the University is always looking for ways to improve advising.

Provost & Executive Vice President for Academic Affairs Ortega commented that academic advising is a huge priority and that the University needs to look at existing resources and new resources with which to fund advising.

GPSA President Ramirez stated that advising on the graduate level is also very important.

Faculty Senate Associate President Pyle stated that she believed the advisement numbers were not very high and perhaps the University can conduct an in-house survey.

Regent Abeita commented that advisement is very important to retention and recruitment. Furthermore, Regent Abeita commented, the University needs to help new students as well as current students, and senior level graduate students.

UNM President Schmidly stated that an internal survey college by college should help the University to stratify its advisement efforts.

Staff Council President Chastain asked if the University is looking for advisor to student ratio.

Vice Provost Goering responded that the University is looking at the advisor to student ratio.

Parents’ Association Probasco commented that the concern that the parents have is that the University be funding programs that lead directly to student success. Furthermore if the University is losing students at the junior and senior level, the University needs to examine the causes of the loss.

Deans’ Representative Coleman commented that the data shows that faculty engagement and advisement is a problem at the University. Furthermore the University needs to take a multi-pronged approach while considering the demographics of its enrollment. The University is a minority/majority serving institution and as such administrators need to create a comprehensive strategy to diversity our faculty.
B. Presentation of Official Enrollment Report
Carmen Brown, Vice President, Enrollment Management
Vice President for Enrollment Management Brown reported to the committee that the total student headcount for the University is 25,820 for the fall 2008 Semester. The headcount is up 0.28% from 25,749 students during the fall 2007 Semester. The total Student Credit Hours generated for the fall 2008 Semester is 297,956. Student Credit Hours increased 1.32% from the 294,078 Student Credit Hours generated in the fall 2007 Semester. The number of Returning Students for the Fall 2008 Semester was 18,542. This total is down by -0.64% from 18,662 Returning Students in the fall 2007 Semester. The number of Beginning Freshman rose by 10.82% from 2,910 in the fall 2007 Semester to 3,225 in the fall 2008 Semester. Enrollment for New Graduate students rose from 856 in the fall 2007 semester to 932 in the fall 2008 semester. This is an increase of 8.88% in New Graduate student enrollment. The full printed Enrollment Report is available through the Division of Enrollment Management.
GPSA President Ramirez asked for the headcount by ethnicity and race. Vice President Brown responded that enrollment for American Indians improved by 5%, and there was a slight increase in enrollment for African Americans, Hispanics and foreign students.

C. Discussion of New Admission Standards
Terry Babbit, Associate Vice President, Enrollment Management
Associate Vice President for Enrollment Management Babbit informed the committee that the foundation of the discussion is to create an admission pathway to UNM that de-emphasizes test scores and improves preparation through high school performance and curriculum. According to Vice President for Enrollment Management Babbit, a slight increase in GPA requirements improves persistence and an increase in the number of college preparatory units required improves completion rates. Enrollment Management has also introduced a weighted gap strategy that widens access and promotes the state dual credit program. The admission pathway has been expanded to include partnerships not only with CNM but UNM branches and state community colleges. The University continues to communicate with many on campus and off campus student, faculty, and community groups about the proposal. Additionally, Enrollment Management has identified, by county and school district, the schools with high diversity enrollments, particularly Native American, and Hispanic, that it will target. Associate Vice President for Enrollment Management Babbit stressed some key points such as:

- The University of New Mexico is committed to student success and on-time degree completion. To this end we seek approval to modify our existing admissions process.
- The new process will provide educational opportunities to all that apply to UNM and will ensure that all applicants have a greater chance for academic success.
- No first time freshman student will be denied admissions to UNM.
- Students will be admitted using a two-tier approach: (1) Those that meet the 2.5 GPA and required units will be admitted to the Albuquerque Campus. (2) Students below a 2.5 GPA will receive admission to UNM through branch campuses, CNM, or other state community colleges to take their first 24 hours. After satisfactory completion of the required hours students will transition to the UNM Albuquerque campus.
A weighted grade point formula, targeted recruitment, and holistic review of applications will also benefit access.

Regent Sanchez stated that the proposed admission changes are a work in progress. This presentation was designed to expose the university community as to what the administration is examining in terms of proposed changes to admission standards. Additionally, Regent Sanchez stated, Associate Vice President Babbit has been very sensitive to the fact that the University does not want to be precipitous in regards to possible changes to admission standards.

UNM President Schmidly stated that the administration is attempting to link factors together that provide students with incentives. Furthermore the University wants admission standards that are structured around student success. Many variables need to come together to enhance student success and the University is moving on a number of fronts towards that goal.

Deans’ Representative Coleman asked if the University is working with P-14 institutions as it regards to the possible changes to curriculum because of the change in admission standards. Furthermore, Deans’ Representative Coleman commented, curriculum is the most accurate predictor of student success and the University needs to be careful that students of color are not unintentionally affected.

UNM President Schmidly stated that the University signed a partnership agreement to work deeper and to talk to students about going to college and the need for them to make the right choices as it regards to what classes they take. Currently, many High School seniors take the minimum amount of credits and if the University works with the Public School system with regards to curriculum, there will be students graduating high school better prepared for college.

Deans’ Representative Coleman asked if there is more information regarding the agreement between the University and the Public Schools.

UNM President Schmidly responded that the MOU is in place. Furthermore, keep in mind that we need to put a student in a classroom where they can succeed. Test scores will not be the key determining factor. When the University receives these students, we want them to receive the right advising, the right tuition model the right assistance and we need to consistently monitor their progress.

Deans’ Representative Coleman stated that the University needs to be sure that students of color are not tracked out of programs due to curriculum changes.

Jeremy LaFaver of the Presidents’ Office stated that the grant from the Coalition of Urban Serving Institutions is intended to make the University an anchor institution in P-20 education partnerships to work with local school districts and community colleges. The University needs to take advantage of the unique angle that the University has as an urban institution and therefore work with APS in a coordinated effort to enable high school students to make a seamless transition into college.

Regent Abeita stated that working with APS is great but the University also needs to work with nearby school systems and some other outlying school districts where there is a need for coordination. Furthermore, Regent Abeita stated, that the University does need to raise the bar but that she is afraid that outlying school districts, whose students are overwhelmingly minority, might get adversely affected without coordination efforts by the University.

UNM President Schmidly stated that included in the HEA money (grant) are
appropriations to create partnerships between the University and rural schools. The major theme of the HEA is student success. The University needs to carefully plan how we reach out all over the state.

Regent Abeita stated that just asking these rural schools for their input would make a big difference. Furthermore, Regent Abeita stated, she would encourage the University extend a formal invitation for their input.

GPSA President Ramirez stated that for minority students, high school grade point average (GPA) is not a big predictor of student success. GPSA President Ramirez stated that he believed that any admission standard changes by the University would put the ownership upon the students. Furthermore, GPSA President Ramirez asked, that by changing our admission standards are we saying that we are the university we want to be or do does the University want to change as well. GPSA President Ramirez also stated that there are many issues to solve such as insuring that credits are transferable from institution to institution.

UNM President Schmidly stated that the credit transfer issue is being addressed state-wide.

Regent Sanchez stated something in writing needs to be prepared. Furthermore, Regent Sanchez indicated the timing for preparing something in writing depends upon how far along Associate Vice President for Enrollment Babb is in regards to this issue. Regent Sanchez stated that he believes that the University needs to communicate with all schools.

Associate Vice President for Enrollment Management Babbit stated that the rural school issue is a big concern. Meeting with the New Mexico Coalition of School Administrators is a start but will still not represent all schools. Furthermore efforts to reach out to rural schools are underway.

D. Discussion of Faculty Salary Study

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs

Provost & Executive Vice President Ortega informed the committee that at the request of the President, the Provost’s staff began the development of a comprehensive faculty salary compensation plan. This plan contains two main elements;

- Devise a budget and a timeline for bringing the University’s faculty salaries to at least a mid-point level as compared to its peers.
- Devise a budget and a timeline for increasing the University’s number of tenure track faculty members.

Provost & Executive Vice President Ortega informed the committee that 3 different sets of peers were used to develop salary guidelines. Provost & Executive Vice President Ortega also discussed the advantages of using the median rather than the mean for the sake of salary comparison and laid out the rationale for showing the growing the faculty at a rate that kept the current faculty to student ratio constant in light of the current enrollment growth projections.

Provost & Executive Vice President Ortega stated that no matter what referent group is used, year one will cost over 5 million dollars. Despite the slight variations projected, the budget to implement the plan will cost slightly over 30 million dollars.

UNM President Schmidly stated that when examining salaries by average you can get a
skewed impression of the entire situation. UNM President Schmidly stated that it is crucial that the University hire more tenure track faculty. Additionally, there might be some tough years but it is important that the University have a game plan in place for when resources are available.

Faculty Senate Associate President Pyle asked how the University arrived on new faculty needs.

Associate Provost Goering responded that the current student to faculty ratio is 19:1. The University used enrollment projections to assess faculty needs.

UNM President Schmidly commented that a 19:1 student to faculty ratio is good relative to our peers.

GPSA President Ramirez stated that the University also needs to focus on graduate student employment.

UNM President Schmidly stated that the University recently included an increase into the graduate stipend because the University was so far behind in regards to graduate student salaries.

Human Resources Vice President Helen Gonzales stated that the University is currently conducting a job classification to ensure that all employees are classified correctly.

E. **Update on Plans for Enrollment Management Division**

_Carmen Brown, Vice President, Enrollment Management_

Enrollment Management Vice President Brown informed the committee that it is her belief that good customer service drives business. With that in mind, the Enrollment Management Division has created two centers and one on-line shop. There will be a “One Stop Shop” located at the Lockheed Martin building, where there will be no walls separating services. The Enrollment Management Division has determined that the back-end operations need to be in one space to enhance communication. According to Enrollment Management Vice President Brown, one of the Division’s primary goals is to build communication with students through the use of emails, postcards and positioning resources in terms of location. Included among some of the strategic 2008 – 2009 goals for the Enrollment Management Division are:

- Continued improvements in service quality that will bring the convenience of 21st century technology to students, parents, staff and faculty.
- Speedier, more efficient, businesslike merging of back-office processing operations to speed enrollment decisions, registration, transfer of credits, financial aid and scholarships.
- Enhance our services by establishing "One-Stop" assistance with Admissions, Financial Aid, Scholarships and Registration.
- Online One Stop E-service to provide high performance services on a 24-7 basis.

GPSA President Ramirez asked if there was any possibility of having the Bursars office being a “One-Stop” shop.

UNM President Schmidly responded that this issue can be taken up with Executive Vice President for Administration, David Harris.

F. **Discussion of Alternate Tuition Models and Parent/Student Survey**

_Terry Babbit, Associate Vice President for Enrollment Management_
Andrew Cullen, Associate Vice President for Budget, Planning & Analysis

Associate Vice President for Enrollment Management Babbit informed the committee that the University commissioned a study from Maguire & Associates that examined several issues pertaining to alternate tuition models such as;

- Prospective student reaction to different pricing structures.
- Can a five-year tuition price guarantee with a ballooned upfront cost be viable in today’s market?
- How can the University increase its overall enrollment by at least 3%?
- What is the University’s potential for attracting more out-of-state students?
- How will this market react to pricing structures under consideration?

Responses by ethnicity were examined to see if there were any marked differences in responses by ethnic groups. Benchmark competitors were also identified by sampling student responses to questions that asked them to identify other preferred institutions. Students tended to identify schools within New Mexico with NMSU as the University top competitor.

UNM President Schmidly commented that Maguire & Associates provided a very comprehensive document. Furthermore, there is still a lot of discussion that needs to take place and will be taking place regarding the recommendations in the study.

Associate Vice President for Enrollment Management Babbit stated that Maguire & Associates solicited a random sample of UNM students.

Parents’ Association President Probasco commented that she was glad to hear that the discussion was going to include parents.

Associate Vice President for Budget, Planning & Analysis Cullen informed the committee that there are several models to consider and closely examine before moving forward. The Guaranteed Tuition Model guarantees that the same cost of tuition will be in place for four to five years. The Standardized Tuition Model calls for students to pay per credit hour. The Block Model calls for students to pay a flat rate up to 12 or 15 credits while being charged for each and every credit above that.

UNM President Schmidly commented that many universities that use the Block Model use the 15 credit standard. Furthermore, the cost to attend the university is not much different if you take 12 or 15 hours.

Associate Vice President for Budget, Planning & Analysis Cullen stated that the University is considering setting the block at 15 hours.

Staff Council President Chastain asked if there will be an increase in fees.

UNM President Schmidly responded that the University is discussing giving students and families some options.

Regent Abeita asked what would happen if students would take time off from school. President Schmidly responded that these situations would be taken on a case by case basis.

VI. Adjournment

The meeting was adjourned at 12:02 pm