

THE UNIVERSITY OF NEW MEXICO
BOARD OF REGENTS
Academic/Student Affairs and Research Committee
April 21, 2009

SUMMARY OF MEETING

Committee members present: Regent Carolyn Abeita (Chair, filling in for Regent Sanchez), Regent Dahlia Dorman; Faculty Senate President Howard Snell; Staff Council President Loyola Chastain; Deans' Representative Finnie Coleman

Regents' Advisors present: GPSA President Christopher Ramirez; ASUNM President Ashley Fate, UNM Parents' Association President Maria Probasco

Other Participants: Provost and Executive Vice President for Academic Affairs Suzanne Ortega, Vice President for Student Affairs Eliseo "Cheo" Torres, Interim Vice President for Research and Development Julia Fulghum

I. Call to Order

Regent Abeita called the meeting to order at 9.05 a.m.

II. Approval of Summarized Minutes from the previous meeting

(January 29, 2009)

Motion for approval was made by Regent Dorman, seconded by Faculty Senate President Snell. Motion passed unanimously

III. Reports/Comments

A. Provost's Administrative Report

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs

Provost Ortega informed the committee that she is pleased to welcome three Deans to their new positions; Richard Howell, College of Education; Doug Brown, Anderson School of Management and Kevin Washburn, Law School.

The Higher Learning Commission (HLC) site team visit was scheduled and completed. Provost Ortega thanked Nancy Middlebrook and Vice Provost Wynn Goering and everyone else that participated with this successful effort. Provost Ortega also extended congratulations to the School of Law, and undergraduate researchers, who were noted by the accreditation team. The accreditation team raised a few issues that the University needs to respond to; advisement improvement in terms of advisor to student ratios; communication with faculty and clarifying process and mechanism of shared governance.

Provost Ortega informed the committee that the Provost's office has taken steps toward greater communication with the campus community. Some examples include:

- Pizza with the Provost – many students participated
- Monthly Lunch with Faculty – many issues and great ideas that will be forwarded to Deans' Council and Executive Cabinet
- Communications Meeting – met with Department Chairs and Deans to identify the communication problems and start to develop a strategy to address those issues. A follow up meeting is scheduled where implementation teams will be formed.

Provost Ortega informed the committee that the Research Office, with Vice President Julia Fulghum's leadership and strong support from Connie Beimer, put into place a series of systems and process that would allow for the University to capitalize on stimulus funding. Senator Bingaman's staff visited with the leadership team to discuss strategies for the University to position itself for federal money. This money will be used for both research and capital projects. There is a team working with the NIH for shovel ready capital projects. On the research side, a website has been posted that will help faculty find where new opportunities may be. An additional staff member has been added to assist graduate students in finding available research money both from within and outside of the federal stimulus money. Provost Ortega commended the University's students on receiving various awards. Provost Ortega informed the committee that the Undergraduate Research Symposium was a huge success. Provost Ortega noted the contributions of the University's faculty in respects to their contributions to the community. Notable among these is Jamie Reed who participated at the annual Lindau Nobel Laureate meeting.

Provost Ortega thanked Mark Chisholm for his work on completing the Data Ledgers. The University posted the Data Ledgers on the web and fulfilled its obligations when it agreed to participate in a National Voluntary System of Accountability.

Regent Dorman asked if the HLC Accreditation team uses any specific criteria that they will be evaluating the University on. Provost Ortega responded that all the details aren't known but a preliminary survey will be conducted. The University will probably contract out to have the survey conducted to ensure that it is objective and that questions are framed appropriately. More information will be distributed as soon as the University is informed of specific criteria.

Regent Abeita thanked the University's Accreditation team on all their hard work and excellent preparation. Regent Abeita also thanked everyone for their open and candid discussion of the issues that were put forward.

B. Advisors Report

ASUNM

Ashley Fate, ASUNM President

ASUNM President Fate informed the committee that the Recreation Center Planning committee made a presentation in front of the Executive Cabinet. The committee is planning on an aggressive marketing plan to raise awareness about the recreation center and what is planned for the project. This will allow students to understand what they would be receiving if plans went forward to build a new facility. Additionally a survey of over 3200 students responded with a majority indicating that they would accept an increase student fees to pay for the recreation center. A website was launched, focus groups were formed and another survey will be conducted which will be a blind survey.

ASUNM President Fate informed the committee that a committee was formed to examine

the creation of an official ring for UNM and a design has been decided upon.

ASUNM President Fate informed the committee that the ASUNM elections were held and a new President, Monica Roberts, was chosen. ASUNM also has a new Vice President and ten new full-term Senators and three new half-term Senators were chosen as well.

ASUNM President Fate informed the committee that ASUNM conducted the annual Spring Storm which is the biggest community service event hosted by ASUNM. At Spring Storm, students come out to give service to the community in various projects. Fiesta's, which is the biggest concert hosted by ASUNM, will follow the Spring Storm.

Regent Abeita thanked ASUNM Fate for all her hard work and efforts on behalf of the undergraduate student body at UNM.

GPSA

Christopher Ramirez, GPSA President

GPSA President Ramirez recognized the American Indian Student Services (AISS) Recruitment Office effort. AISS is hosting American Indian student junior day. It is a really important community event that connects with the community.

GPSA President Ramirez thanked everyone who helped GPSA with the budget process. AVP Andrew Cullen was assigned to help GPSA and it was really helpful to have a contact in the Budget Office. GPSA is concerned about the lack of scholarships for graduate and professional students and was happy to see additional funds allocated to try to increase the number of assistance-ships available on campus. GPSA President Ramirez informed the committee that they appreciate the Regents' diligent efforts at keeping tuition affordable.

GPSA President Ramirez thanked Nancy Middlebrook and the rest of the University's accreditation team. GPSA and Students of Color met with the HLC Site Team and had very helpful discussions.

GPSA President Ramirez informed the committee that the current week was the GPSA student appreciation week. GPSA President Ramirez thanked Regent Abeita for participating in the Grants Reception where several students that received GPSA grants were recognized.

GPSA President Ramirez informed the committee that they held their elections and Lissa Knudsen was chose as the new GPSA President. GPSA also approved all of its constitutional revisions as well as ballot motions that all passed.

GPSA President Ramirez expressed his concerned regarding funding for the ethnic centers in regards to a decrease of their budget for next year. GPSA President Ramirez

informed the committee that he will follow-up with the University leadership to insure that their commitment of no decreases for the ethnic centers is kept.

GPSA President Ramirez informed the committee that a new Graduate and Professional Student orientation working group of 25 people with representatives from all over the University was formed and has been meeting.

Faculty Senate President Snell thanked GPSA President Ramirez for his efforts on behalf of graduate and professional Students.

Regent Abeita thanked GPSA President Ramirez for his work and commitment to graduate and professional students.

Regent Abeita also informed GPSA President Ramirez that there is a working commitment from administration to cover any deficits in the budgets of the ethnic centers. Additionally the University is still working diligently so that the ethnic centers are not considered as special projects/programs but part of on-going administrative programs and projects.

Parent Association

Maria Probasco, Parent Association President

Parent Association President Probasco informed the committee that the Parent Association's Strategic Planning Session held February 7th and 14th, was very successful with an average attendance of 18 members of the Board of Directors and committee members. Many ideas and initiatives were discussed and agreed upon as the Parent Association is entering its second year. The final session is scheduled for Saturday, May 9th, 2009.

Parent Association President Probasco thanked Provost Ortega, Melissa Vargas, and VP President Torres and Brown for making it possible for the Parent Association to have its own office with conference room availability.

Parent Association President Probasco informed the committee that members of the association participated in Family and Parent Involvement Day at the State Legislature. President Maria Probasco was an invited speaker along with Lt. Gov. Diane Denish and Secretary of Education Veronica Garcia. Each of the women spoke about the need for parental involvement from pre-K through the college years to increase retention and promote student success. Parent Association President Probasco was also introduced on the Senate Floor and had the opportunity to meet with several legislators to rally support for family involvement initiatives and educational funding that directly affects quality of education and student success in New Mexico.

Parent Association Probasco informed the committee that she participated in American Indian Night at the Pit February 7 as an invited guest of American Indian Student Services.

Parent Association President Probasco informed the committee that the Parent Association's Recruitment and Membership Committee, in collaboration with the Dean of Students, presented an evening workshop for parents on student-health related topics and featured experts from Student Health and Counseling Center and the Agora Crisis Center. On March 4th the evening workshop was on Managing Study Time presented by CAPS.

Parent Association President Probasco informed the committee that the Parent Association's Fundraising Committee held its first "Parent Day at the Pit" event February 21 with support from UNM Athletics and food services provider Sodexo. Participants included new head football coach Mike Locksley and Athletics Director Paul Krebs. Parent and family members included Ann McDonald, parent of freshman guard Philip McDonald of Cyprus, TX. The event was designed to promote parental support of campus life and also raised \$1,000 for the Parent Association student scholarship fund.

Parent Association President Probasco thanked the Board of Regents and the administration for seeking input from the Parent Association during the budget process.

IV. Action Items

A. Approval of Bachelor of Arts in International Studies

Sherman Wilcox, Associate Dean, Arts and Sciences

Melissa Bokovoy, Associate Professor, History

Christine Sauer, Director, International Studies Institute

Christine Sauer provided the committee with the history and current events of the International Studies Institute which will be administering the BA in International Studies. Christine Sauer informed the committee that these interdisciplinary programs have been hugely successful in the past and were and are a part of the historic effort of American institutions of higher education to provide the public and private sector with "area studies" experts. Beginning in the mid-1990s, American universities and colleges have expanded their curriculum dealing with globalization and international issues by introducing undergraduate degrees in International studies that have both an area studies concentration and a thematic/topical concentration.

Melissa Bokovoy informed the committee that the International Studies Institute in the College of Arts and Sciences would like to create an International Studies major and minor in order to:

- Provide UNM undergraduates with a broad and coherent international curriculum that many other of our peer institutions already offer.
- Prepare students for today's highly competitive global markets in which flexibility is essential, professional staff are expected to undertake a variety of different tasks, and may be stationed at a variety of different locations around the globe.

The international studies major provides students with a set of core competencies and experiences that make them, as graduates, highly attractive to global corporations, non-governmental organizations, and the public sector.

- Make UNM more competitive for federal and private monies set aside for International Studies in the post 9/11 era. More and more monies are becoming available for internationalization efforts on college campuses and this program will highlight UNM's expertise in 18 languages, 25 countries and regions, and over 30 overseas study opportunities of various durations.
- Provide UNM and the College of Arts and Sciences with a focal point for internationalization efforts, including study abroad programs and recruitment and retention of faculty in critical and strategic areas of interest to the Federal government and the private sector, and highlighting faculty and research international expertise.

Faculty Senate President Snell asked whether there is a language component to the BA in International Studies.

Melissa Bokovoy informed Faculty Senate President Snell that nine language credits would be in addition to the University core requirement of three credits.

Faculty Senate President Snell commented that he believes the program is great and that Faculty Senate approval for the program was unanimous.

Deans' Representative Coleman asked what the relationship between the International Institute and the programs would be.

Christine Sauer replied that the ISI would provide the administrative and advisement structure. The set-up of the institute as far as structure is already in place.

Deans' Representative Coleman asked if Africa will be included in the program.

Melissa Bokovoy responded that the program is all for African inclusion. The institute is advocating for inter-disciplinary hires with Arts and Sciences Chairs.

Staff Council President Chastain asked how much demand exists for this program.

Melissa Bokovoy responded that there are typically 5 or 6 emails a semester inquiring about an International Program.

Christine Sauer responded that there is a demand that could be met by stealing students from other programs but the program can also be a complement to other programs.

Staff Council Chastain informed the committee that the Anderson School has an International Business Studies Minor.

GPSA President Ramirez asked what the long-term plans for graduate programs in International Studies.

Melissa Bocuby stated that some programs are well funded and some are not. It might not be a viable graduate program outside of Latin American Studies.

GPSA President Ramirez asked what kind of funding can be attracted for increase opportunities for international travel.

Melissa Bokovoy replied that the lottery scholarship requires that physically, first year study must be carried out at the University.

Parent Association President Probasco informed the committee that she is excited about the potential for this program. Additionally there are a lot of international contacts that

might be tapped to broaden the international travel aspect of the program. Christine Sauer responded that they have partnered with. Furthermore the Regent grants for international studies have been greatly beneficial. Regent Dorman commented that at the Law School they encourage international study and perhaps graduate student participation can be looked at the program level. Regent Abeita asked Enrollment Management Vice President Brown to follow-up on the issues raised regarding the Lottery Scholarship.

Motion for approval was made by Staff Council President Chastain, seconded by Regent Dorman. Motion passed unanimously.

B. Approval of Masters of Engineering (M.Eng)

Arup Maji, Chair, Civil Engineering

Dr. Maji informed the committee that the department of Civil Engineering wishes to implement a Master of Engineering (M.Eng.) degree to meet the needs of students and practitioners who seek an engineering practice-oriented degree distinct from the MS degree which requires a thesis. There is increasing recognition within the engineering profession of the need for additional academic training beyond that provided at the B.S. level. Local and national organizations and companies who hire civil engineers have recognized the limitations of the current B.S. degree in Civil Engineering. In particular, the profession is requesting that students be provided more exposure to engineering design and practice. This would specifically include additional training in the traditional studies of engineering science and design, along with expanded emphasis on communication skills (both written and oral) and engineering management. The profession believes that these skills can be learned more effectively through a combination of advanced practice-oriented courses rather than by working on a research project (thesis) as part of a traditional M.S. degree program. The department believes that the proposed M.Eng degree would attract more part-time students to our department for their continuing professional education needs.

Regent Abeita asked how many credit hours are required for the M.Eng.

Dr. Maji replied that 33 hours are required (same as the M.S.) and two hours of seminar. Faculty Senate President Snell commented that not having different classes might leave a hole in the curriculum.

Dr. Maji replied that this program will allow for programs from the different sub-divisions of engineering to create a more of a design oriented curriculum for themselves. GPSA President Ramirez commented that he appreciated the effort that this professional program will endeavor in as it regards local population recruiting.

Dr. Maji replied that in the current M.S. program there is more of a national and international recruiting effort and the M.Eng, will focus recruitment on local professionals.

Regent Dorman asked whether Dr. Maji envisions most of the students in the M.Eng program being part-time students and full-time employees.

Dr. Maji responded to the affirmative.

Regent Dorman asked if summer classes will be available for these students.

Dr. Maji replied that since these are all full-time employees who will be setting their own pace and planning things accordingly. There are many issues that might impede summer classes and therefore none are being planned as of yet.

Deans' Representative Coleman asked how the M.Eng program would impact on the credit hour production.

Dr. Maji replied that he does not have any concrete estimates but the demand is coming from the professional community.

Deans' Representative Coleman commented that the increased capacity would be managed by more students in existing sections.

Dr. Maji replied that most of the engineering Masters classes consist of about ten students. Therefore the ability to increase students exists without needing to add resources.

GPSA President Ramirez asked what type of advising might be in order for these types of students.

Dr. Maji replied that the current advisor has a Masters degree in advising and has received great reviews.

Regent Abeita stated that the M.Eng degree will fill a need in the community and the benefits of practical oriented courses are obvious.

Motion for approval was made by Regent Dorman, seconded by Faculty Senate President Snell. Motion passed unanimously.

C. Approval of Certificate Program in Computed Tomography

Sheldwin Yazzi, Program Director, Radiological Sciences

Program Director Yazzi informed the committee that currently, the Radiologic Sciences Program at UNM, offers a Bachelor of Science degree in Radiologic Sciences (BSRS) with concentrations in Nuclear Medicine or Radiography. Currently, this program offers a one-year Certificate in Nuclear Medicine Imaging. Proposed to begin also in the fall of 2009 are certificate completions in Computed Tomography, Magnetic Resonance Imaging or Positron Emission Tomography. The program hopes in the near future to also offer these through distance education.

Program Director Yazzi informed the committee that program recently placed a moratorium on the entry-level Radiography Associate's degree to focus on a degree completion program (2 + 2) with CNM (24 students per year graduate), PIMA Medical Institute (25 students every 8 months graduate), Northern College (7-16 per year graduate), Clovis Community College (8-18 students per year) and Dona Anna Community College of New Mexico State (18-22 students per year graduate). The BSRS program and advance imaging certificates at UNM are the only offered in the state of New Mexico. The BSRS currently provides emphases in management, computed tomography (CT), or magnetic resonance imaging (MRI) face to face. Again the plan is to include the addition of Positron Emission Tomography- Computed Tomography (PET-CT) as well as a certificate path in each of the other specialty modalities currently

offered. This additional education and training will be offered to returning students who wish not to do the additional course work necessary for completing a degree as well as to the new graduates from across the state listed above. All these new additions to this program we hope to offer in the future through distance education throughout the state of New Mexico. This field is growing in the advance imaging areas faster than schools have been created to train. The advance imaging job market is in great need for these specialty trained technologists and report shortages across the country while the entry level programs within this state and others are more than providing enough technologists to meet the needs.

Staff Council President Chastain asked at what level students would be coming into these programs.

Program Director Yazzi replied that some of the students entering the certificate programs might have their Bachelors degrees. They may already be a certified worker and just want to receive more training to take the licensing exam.

Faculty Senate President Snell asked if the previous presentation was intended for all three proposed new programs in the Radiological Sciences department.

Program Director Yazzi replied in the affirmative

Regent Abeita commented that these programs provide practical opportunities for people in the community to receive more training or come back and earn their degrees.

Program Director Yazzi agreed with Regent Abeita.

Regent Abeita asked whether the increase in students might require more resources.

Program Director Yazzi replied that the program is very small in terms of students but that faculty is cross-trained and has the ability to meet the increased demands.

Regent Abeita informed the committee that there are three particular certificates that the committee is being asked to approve and they will be taken one by one.

Motion for approval was made by Staff Council President Chastain, seconded by Faculty Senate President Snell. Motion passed unanimously.

D. Approval of Certificate Program in Magnetic Resonance Imaging

Sheldwin Yazzi, Program Director, Radiological Sciences

(Please see discussion above).

Motion for approval was made by Regent Dorman, seconded by Faculty President Snell. Motion passed unanimously.

E. Approval of Certificate Program in Position Emission Tomography Computed Tomography

Sheldwin Yazzi, Program Director, Radiological Sciences

(Please see discussion above).

Motion for approval was made by Faculty Senate President Snell, seconded by Regent Dorman. Motion passed unanimously

V. Information Items

A. Spring 2009 Degree Candidates

Howard Snell, President, Faculty Senate

Faculty Senate President Snell presented the Spring 2009 Degree Candidates. *A complete list is available in the April 21, 2009 Board of Regents' Academic/Student Affairs and Research Committee Agenda book.*

Faculty Senate President Snell informed the committee that the reason this item is being brought forward as an information item is because the Faculty Senate will not be convening until next week and the Degree Candidates need to be approved by the Faculty Senate before it is approved by the Board of Regents.

Regent Abeita commented that this item will be an action item on the next full Board of Regents meeting.

B. Enrollment Update

Carmen Brown, Vice President, Enrollment Management

Enrollment Management Vice President Brown informed the committee that the University will likely break the enrollment band. *The complete Enrollment Report for Spring 2009 is available through the Registrars Office.* Enrollment Management Vice President Brown informed the committee that her main focus is in the processing of applicants.

Enrollment Management Vice President Brown informed the committee that the Admissions Packet is different from the one that was distributed last year. A congratulations and a message from the Parent Association is displayed on the front page of the packet. There was a concern that the University did not reach out to outstanding students early enough. Enrollment Management is now writing to every student that takes the PSAT in the state. If a student receives a qualifying grade they will be receiving a congratulatory letter from the University and therefore beginning the recruitment process.

ASUNM President Fate informed the committee that she appreciates the efforts the University is making toward recruiting top students in the state.

Enrollment Management Vice President Brown replied that the University is one of the few universities in the state that is making recruiting efforts at such a high level.

Enrollment Management Vice President Brown informed the committee that she is very proud of the Gateway Program. This program gives students the opportunity to get into the Gateway program through the University's different partnership.

GPSA President Ramirez stated that African American Student Services acknowledges all of the local African American high school students that achieve a certain grade point average.

Enrollment Management President Brown informed the committee that the University

sent letters to participants in the Albuquerque Journal spelling bee which began the process of creating a relationship between those students and the University.

Regent Abeita asked if for the Gateway program if the minimum that students are admitted is with a C or better.

Enrollment Management President Brown informed the committee that yes a 2.0 GPA is required.

Faculty Senate President Snell asked whether graduation rate is calculated without factoring in transfer students.

Institutional Research Director Mark Chisholm responded that there is a difference between graduation rates between students enrolled as freshman and transfer students.

The number that the University uses for comparison is the full-time, first-time freshman.

Parent Association President Probasco thanked Vice President Brown for all of her recruitment efforts. Furthermore there are many opportunities that exist to promote the University in regards to programs that might not be that well known outside of their specific departments.

Deans' Representative Coleman commended the exceptional work that Vice President Brown and Enrollment Management as a whole. Deans Representative Coleman asked what the increase in applications means in terms of actual increase in students.

Enrollment Management Vice President Brown replied that the University should expect about 400 more incoming freshman.

Deans' Representative Coleman asked what additional needs are going to be needed in terms of I.S.

Enrollment Management Vice President Brown replied that the institutional needs will most likely be the same as last year.

Associate Vice President Terry Babbit stated that there will be a 6% increase in freshman and that the institutional needs will be the same as last year relative to the stated increase.

Deans' Representative Coleman inquired as to what is going on with the Compass Exam.

Associate Vice President Terry Babbit replied that the Compass scores are not changing too much and therefore the compass experience is not changing too much.

ASUNM President Fate asked in regards to the PSAT letter, is there a scoring criteria.

Enrollment Management Vice President Brown replied that the University is targeting National Merit qualifiers.

C. Main Campus Enrollment Management One-Stop and Student Support & Services Center Update

Carmen Brown, Vice President, Enrollment Management

Janice Ruggiero, Associate Director, Athletics

Enrollment Management Vice President Brown informed the committee that the Enrollment Management Division has moved into the Student Support & Services Center. Vice President Brown thanked Melissa Vargas and Sue Brawley for their outstanding efforts in this regard. Additionally the staff loves the new facilities because people have the opportunity to work together as team. Furthermore Vice President Brown believes that students are being serviced quicker and at a higher level.

Enrollment Management Vice President Brown informed the committee that on main-campus the One-Stop has been received very well by students. After student input some at the One-Stop greeters were introduced to lessen the confusion. Staff has been cross-trained and mobile computers are also being introduced in attempt to avoid students having to wait on lines. Enrollment Management is now monitoring all of the communications coming into the One-Stops in order to handle all the calls so that caller needs are met. Random sample of surveys have been set out with the results being above the benchmark in terms of satisfactory rate.

Regent Abeita commented that many of the staff have received great comments from users. Regent Abeita asked if there is still an issue with people having to travel down to South Campus for services.

Enrollment Management Vice President Brown replied that it was never the intention of Enrollment Management to have students on main campus, travel to South Campus. The intention is to be sure that the high level of service is maintained. Associate Vice President Babbit and Enrollment Management Vice President Brown are located on South Campus and are visible and available to help. Eventually the South Campus locale will have extended hours to accommodate non-traditional and other students.

Associate Athletics Director Ruggiero informed the committee that at the Student Support & Services Center, they have a full contingent of professionals to meet all the varied needs of the University's student athletes. The move to SSSC have enabled the Athletics Department to increase their hours both in the evening and in the morning. There is shared space which has allowed the department work with the CAPS tutoring program. Being centrally located has allowed the Athletics Department to save money. Parking is easy to find and convenient and many students use the shuttle. Study hall rooms are also available in the evening.

Regent Abeita commented that she is pleased that there are expanded hours available to students which is crucial for students with varied schedules to develop good study skills. Associate Athletics Director Ruggiero stated that there will be an expansion of increased hours during finals week. Director Ruggiero also thanked Melissa Vargas and Marvin Martinez for all their efforts.

D. Performance Metrics Update

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs

Provost Ortega informed the committee that she would report on Performance Metrics and Strategies for Growth in Faculty together. These reports are updates from previews introduced during last falls Academic/Student Affairs & Research committee meeting regarding the approach planned toward developing core indicators that will help improve the quality of the education, the impact of the Research being conducted and service that the University provides. There are various committees working at their very best. One of these committees is an academic administrator group that has been working on empirical strategies for measuring impact and quantity of education. Another group that included

Students, Staff, Faculty and department Chairs and Deans worked on developing a process and a set of principles that would inform the University on how goals would be used.

Provost Ortega informed the committee that there are four principles that inform the way metrics should be used.

- All measurement strategies ought to be designed to meet the core and essential elements of the University's mission.
- The use of these metrics to allow decision making at the local level. These will be part of the fabric of the administration and not imposed from top-down.
- The most useful strategies will measure progress within a particular unit over time. Alternative strategies of comparing units to self-identified peers might be employed under some circumstances.
- Due to its complicated, nuanced and flawed nature, measurements will be used only as grounding towards negotiating budgets.

Provost Ortega informed the committee that a lot of progress has been made on instructional capacity measures. A limited number of core indicators of instructional capacity that were designed to have three approaches and timeframes for measuring progress. These will differentially apply to different units while pointing us to important measures of progress. *The full report can be found in the Board of Regents' Academic/Student Affairs & Research Committee April 21, 2009 Agenda Book.* The three approaches are:

- Directly measuring student success.
- Research, scholarship, and creative endeavors.
- Community Engagement and Diversity

Provost Ortega informed the committee that the work done on performance metrics will help make progress toward the goals identified as being important. A budget strategy has been set aside by the Regents that will help grow faculty. There is not a set of allocation strategies for using those resources to make faculty hires. The plan will be created at a coming Deans' Retreat and work over the summer to develop a set of rules on how faculty lines will be allocated

Regent Abeita commented that performance metrics and faculty growth strategies are extremely important discussions. Regent Abeita stated that she appreciates the fact that strategies will be geared upon each particular unit and will engage people in the trenches. It is important to be able to show performance metrics which can be used as a recruitment tool or to show justification amongst other things. Regent Abeita also commented that in the guiding principles document, particular attention was paid to graduate students and staff which are very important components of guiding principles. Regent Abeita stated that the University needed to remain mindful and committed to faculty growth.

Faculty Senate President Snell informed the committee that at the Regents meeting where the budget was approved there was a discussion regarding the differences between North

Campus Faculty and Main Campus models of faculty compensation. There was the impression that at North Campus the faculty model of compensation involved raises on merit. There was the proposal that North Campus faculty salaries were held at risk. This was presented as a difference among faculty. Main campus does have the same system. 33% of Main Campus faculty salary is held at risk. The faculty on Main Campus is on nine month contracts where working for the summer semester will pay faculty more. There is also a system of raises based on merit in teaching, service and research, it is just not a centralized system. On Main Campus department Chairs with their salary committees make those decisions and therefore there is a de-centralized system. Faculty Senate President Snell informed the committee that he is appreciative of Provost Ortega's efforts at creating a system that would not unfairly compare faculty in different disciplines.

Regent Abeita stated that in times of limited resources it is helpful to have information that is relative to how people are compensated and rewarded. It is tough to put your arms around performance metrics and how faculty should be compensated.

E. Strategies for Growth in Faculty

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs
(See above discussion)

F. Lobo Reading Experience

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs
Provost Ortega informed the committee that the Lobo Reading Experience project is being launched by Vice Provost Wynn Goering with the help of his committee. This project invites incoming freshman into an early, shared intellectual experience. It provides a template for continuing conversations throughout the semester. It is intended to provide a sense of academic community. A public announcement will be out soon. Antonio's Gun and Delfino's dream is the book that has been chosen by the committee. It was written by a Los Angeles reporter and has received great reviews. There will be programming around the book involving lectures and faculty have been invited to think about how they might imbed the themes touched upon by the book.

Regent Abeita asked whether the books chosen will be those published by UNM Press. Provost Ortega responded that it will not be limited to books from an academic press. Faculty Senate President Snell commented that he thinks it is wonderful program and a great book was chosen.

VI. Public Comment

There was no public comment

VI. Adjournment

Regent Abeita adjourned the meeting at 11: 22 a.m.