

THE UNIVERSITY OF NEW MEXICO
BOARD OF REGENTS
Academic/Student Affairs & Research Committee
September 23, 2009

SUMMARY OF MEETING

Full audio recording available upon request

Committee members present: Regent Carolyn Abeita, Regent Jack Fortner (via conference phone), Regent Emily “Cate” Wisdom; Faculty Senate President Doug Fields; Staff Council President Elisha Allen; Deans’ Representative Finnie Coleman

Regents’ Advisors present: 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, Vice President for Research and Development Julia Fulghum

I. Call to Order – Approval of Agenda

Regent Abeita called the meeting to order at 9.02 a.m.

Motion for approval of Agenda was made by Regent Wisdom, seconded by Deans’ Representative Coleman. Motion passed unanimously

II Faculty Presentation

Julie Coonrod, Associate Professor, Civil Engineering

Associate Professor Coonrod delivered a presentation on Water Resource Management in the Rio Grande River basin.

Full slide-presentation available upon request

Regent Abeita thanked Professor Coonrod on her presentation. Regent Abeita stated that energy research is timely due to the resource and financial constraints the state is facing today.

II. Approval of Summarized Minutes from the previous meeting

(April 21, 2009)

Staff Council President Elisha Allen noted that there were a few typographical errors in the minutes. Regent Abeita asked that the minutes be amended to reflect the corrections.

Motion for approval was made by Regent Wisdom, seconded by Deans’ Representative Coleman. 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 overall there was a 6% increase in enrollment which was due to the contributions of staff in Enrollment Management and dedicated faculty who are also working toward retaining students. Additionally, National Merit Scholar enrollment has doubled. There was a 30% increase in transfer students as well.

Provost Ortega informed the committee that at the beginning of the semester a letter was sent to the faculty, which outlined the proposed process for crafting the vision of academic excellence for the University of New Mexico (UNM). Provost Ortega informed

the committee that she and President Schmidly are committed to shared governance. There were open and candid first step discussions between Deans, Department Chairs, and senior budget administrators about the processes and strategies that will be used to protect the quality of education while facing greater budget constrictions.

Provost Ortega informed the committee that the process has begun in the search for three new Deans (Engineering, Architecture & Planning, University College).

Provost Ortega informed the committee that UNM main campus faculty and staff have submitted 124 proposals for stimulus funding and have received over \$13M in stimulus funding to date. The funding is starting to be spread across campus and includes lab renovations, undergraduate research, long-term ecological studies critical for understanding the impact of climate change, the development of new diagnostic methods for disease detection, substance abuse prevention and a childcare/workforce study. Additionally, proposal submissions, new research awards and research expenditures all increased relative to FY08. Provost Ortega informed the committee that Dr. Jane Slaughter, Professor of History, has been appointed as the first Director of Arts and Humanities Research Initiatives. Professor Slaughter is currently visiting program directors at the National Endowment for the Arts and National Endowment for the Humanities in Washington D.C. to learn about stimulus funding opportunities for Arts and Humanities faculty. Additionally, Dr. Susan Atlas, Research Professor in Physics, has been appointed the Director of the Center for Advanced Research Computing. Professor Atlas will be restructuring the Center, previously known as the High Performance Computing Center, in order to develop the resources required for a wide range of faculty computing needs. Faculty research needs will define the scope of the center, and faculty have reacted positively to the change in focus.

Provost Ortega informed the committee that the Lobo Reading Experience program has kicked off successfully. The first two of three lectures have taken place. Former President of Mexico Vicente Fox was on campus as a lecturer as well as Sam Quinones, author of *Antonio's Gun* and *Delfino's Dream*, which was the book selected for the program.

Provost Ortega informed the committee that new resources to support advising have been created. It is the university's goal to create a seamless advising system. A task force worked over the summer that assisted in identifying areas where these resources can best be allocated.

Faculty Senate President Fields asked what percentage increase of funds will be available in the Provost's office in relation to the increase in student enrollment.

Provost Ortega responded that increased enrollment creates increased pressure on instructional capacity as well as advising and staff support. There is close to \$400,000 in enrollment contingency funds that support additional part-time instruction. Since retention rates are improving the university needs to be prepared at the sophomore level as well. There was a commitment for additional funding for new faculty and the Provost

office is in the process of working with the Deans to figure out where to allocate the funding.

Faculty Senate President Fields asked how many new faculty lines will be available. Provost Ortega responded that about \$600,000 is available for new faculty lines and it works out to roughly 6 or 7 new lines depending on salary variation.

Regent Abeita asked Provost Ortega to provide follow-up information regarding advising.

Staff Council President Allen stated that when advising is discussed there are many opportunities for exploring collaborative efforts in shared governance. All constituency groups on campus will agree that student success is important and advising is a key component of student success. A discussion of advising presents an opportunity to explore issues of shared governance concretely.

Regent Abeita stated that there is a commitment by all constituent groups on campus to ensure student success and the issue of advising is a top priority.

Parent Association President Probasco stated that the feedback that the Parent Association has received has concerned advising and what the university can do to improve in this area.

Provost Ortega stated that the university is attempting to model best practices in terms of representation. The university is working toward bringing all the key constituencies to the table to discuss this issue and formulate a plan where goals and measurable progress can be identified.

B. Advisors Report

Parent Association

Maria Probasco, Parent Association President

Parent Association President Probasco informed the committee that The UNM-Parent Association Board of Directors meeting was held on August 13, 2009. Items covered were:

- Approval of Strategic Planning Initiatives.
- Announcement of Scholarship Recipients. The recipients are:
 - a. Joy Jennifer Marquez (\$1,000)
 - b. Mariela Victoria Leyba (\$1,000)
 - c. Sasha Rose Pellerin (\$500)
 - d. An additional \$1,000 scholarship went to a graduate student who wishes to remain anonymous.

Parent Association President Probasco informed the committee that Kathy Meadows has been approved to Chair the Recruitment and Membership Committee.

Parent Association President Probasco informed the committee that the Parent Association has a tremendous opportunity to influence student success and enhance UNM's positive image. However, the Parent Association's President's report, addressed

concerns brought forward by members of the Board, committee members and Parent Club Chairs on the issue of UNM Administrative support to the association which could keep the Association from meeting its full potential. The need to improve in this area is critical to the organization in order to ensure success.

Parent Association President Probasco informed the committee that subsequent to the Board meeting, in order to address the UNM Administrative support issues to the Parent Association, the Office of Student Affairs structured the “Parent Relations Office and Parent Association Restructuring Proposal.”

Parent Association President Probasco informed the committee that the Parent Association was very happy to have Provost Suzanne Ortega attend the meeting and speak to the Board.

Parent Association President Probasco informed the committee that the Parent Association was also pleased to have parent Karla Jaramillo, Santa Fe Parent Club Chair, attend the meeting and speak of opportunities for the University, parents and students in Santa Fe and the surrounding communities.

Parent Association President Probasco informed the committee that as directed by the Association’s Board of Directors, the By-Laws Committee is working with Melanie Baise, Associate University Counsel, on aligning the Parent Association By-Laws with the Strategic Planning Initiatives.

Parent Association President Probasco informed the committee that the Parent Association participated with Move-In week, August 18 through August 21, 2009. Parent volunteers staffed the Parent Association table from 8:00am to 6:00pm and welcomed students and parents to UNM.

Parent Association President Probasco informed the committee that parents also participated in the round-table discussions with Patrick Call, Director of Residence Life and Housing. This was a positive and inviting way to seek feedback from parents regarding Move-in Week, housing, or any other issue they wanted to discuss.

Parent Association President Probasco informed the committee that the Parent Association would like to thank Patrick Call, Director of Residence Life and Housing and all those involved in making this year’s Move-In week a good experience. A special thank you goes to Residence Life, Housing, Parking and Transportation, and the Physical Plant Department for all their support and hard work during the move.

Parent Association President Probasco informed the committee that parents volunteered during the Freshman Family Day, August 23, 2009. Although the weather was not

favorable, parents enjoyed welcoming and visiting other parents during the activities in the SUB before the Convocation and for a short time at the Parent Association tent.

Parent Association President Probasco informed the committee that on September 1, 2009, the Board of Directors voted the following parents to fill positions on the Board. They are : Michele Mals, Board Secretary; Christina Kitsos, Board Assistant Treasurer; Anthony Gallegos, Chairman of Communications and Marketing Committee.

Parent Association President Probasco informed the committee that the UNM Parent Talk sponsored by the Parent Association, Dean of Students Office, Parent Relations Office and Extended University was presented by Ryan Lindquist, with the Student Activities Center and a panel of students on September 2, 2009. The panel focused on the numerous student organizations available, and how to get students involved and connected.

Parent Association President Probasco informed the committee that the Parent Association is participating and contributing to the Family Weekend scheduled for October 23 and 24, 2009. This year's events coincide with Homecoming Week and include a 5k walk and treasure hunt, Growers' Market, educational workshops, Ethnic Center Open House, tailgate and football game. Parent Association President Probasco encourages everyone to check out the Family Weekend website and sign-up for all the festivities.

Regent Abeita stated that she sees the importance of the Parent Association and their efforts toward improving the student experience and the university in general. Regent Abeita asked Parent Association President Probasco how the 32 hours of monthly administrative support are being allocated.

Parent Association President Probasco answered that the Parent Association does receive some support but it is very limited and not in the manner that they had expected. The Parent Association was hoping for assistance at the level and of the type that the Alumni Association receives due to the fact that they are similar organization.

Regent Abeita stated that the committee needs to stay vigilant and make sure that the Parent Association receives as much support as it needs to fulfill its mission.

Provost Ortega stated that the Provost's office will be working with Student Affairs toward helping the Parent Association with its administrative needs. Furthermore, the committee will be updated on the progress made toward assisting the Parent Association.

IV. Action Items

A. Approval of Summer 2009 Degree Candidates

Doug Fields, President, Faculty Senate

Motion for approval was made by Faculty Senate President Fields, seconded by Regent Wisdom. Motion passed unanimously

B. Approval of Los Alamos Operating Agreement

Cedric Page, Executive Director, UNM Los Alamos

Executive Director Page informed the committee that due to the resignation of Mark Nigliazzo, the Branch Executive Directors report directly to the University President in all non-academic matters. Therefore regarding the Los Alamos Operating Agreement, items 1, 6, 7, 11, pertain directly to the change in reporting structure. Item 15 was a change that clarifies the relationship between UNM Los Alamos and the town of Bernalillo. Item 20 is a change that deals with items that do not need Board of Regents' approval by statute, those items shall be delegated to the University President.

Staff Council President Allen asked whether all branches operate with similar agreements that are perhaps coming before the committee sometime in the future.

Provost Ortega stated that she believes that the other branches do operate similarly but is not sure what the cycle is for approving such agreements.

Staff Council President Allen stated that the question is if the university has a uniform approach in the way that the university interacts with the branches and would the agreements be aligned in similar ways or is it a one-off approval process.

Deputy Provost Richard Holder stated that all four branches have similar agreements and that the other agreements are being revisited and will be coming to the committee shortly.

Motion for approval was made by Faculty President Fields, seconded by Staff Council President Allen. Motion passed unanimously.

V. Information Items

A. Discussion of New Admissions Standards

Terry Babbit, Associate Vice President, Enrollment Management

Associate Vice President Babbit informed the committee that he will be providing an update that he has been working on with Vice President Brown and Provost Ortega. The document he has passed out is in draft form and it is the culmination of work that has taken place over a 2-year period. Over the last 2 years Associate Vice President Babbit has met with different community groups, schools in the state, tribal groups and university constituent groups, including the Faculty Senate, which voted to approve in general the proposal. Provost Ortega, Vice President Brown and Associated Vice President Babbit visited with tribal groups across the state and have received input that in some cases have been included in this report.

Faculty President Fields stated that it was the Faculty Senate Operations Committee that approved this proposal and that he would work with Associate Vice President Babbit to schedule a date when he can present the proposal in front of the full Faculty Senate.

Associate Vice President Babbit informed the committee that the high school GPA increase is the preferred choice for improving preparation as opposed to utilizing a minimum score on a standardized college entrance exam such as ACT or SAT.

Not only is the high school GPA considered more predictive of college success but the de-emphasis of test scores in favor of curriculum and GPA assists the University in

maintaining a strong commitment to access and diversity since this approach has less of an impact on under-represented populations.

Associate Vice President Babbit informed the committee that the New Mexico legislature embraced a mechanism to assist students in their preparation for college by passing Senate Bill 943 in the 2007 session. This legislation allowed students in New Mexico public schools to enroll in a dual credit high school/college course at virtually no cost to them. UNM wishes to encourage students to take advantage of this opportunity by rewarding them for registering and performing well in these and other advanced standing programs including Advanced Placement (AP), International Baccalaureate (IB), Advanced International Certificate of Education (AICE) courses, and Honors courses. The ideal method to do this is through a weighted GPA based on a scale created and applied by UNM Admissions as opposed to accepting a weighted GPA as determined by the high school. This method rewards students in scholarship and other pursuits but does not carry the inequity of different weighting systems as determined by individual high schools.

Associate Vice President Babbit informed the committee that curriculum does count and plays a role in determining student success in college. The New Mexico legislature embraced a mechanism to assist students in their preparation for college by passing Senate Bill 943 in the 2007 session. This legislation allowed students in New Mexico public schools to enroll in a dual credit high school/college course at virtually no cost to them.

Associate Vice President Babbit informed the committee that in regards to competitive positioning, the university does not want to position itself out of the running for qualified students. Eventually when you raise your standards, students look at the university in a different more positive light. The university needs to navigate that fine line. The university also needs to carefully look at the impact on students.

Associate Vice President Babbit informed the committee that gradual implementation was not considered prior to the visits conducted by Vice President Brown and Provost Ortega. Much of the discussion with the community has revolved around concerns about students not being ready for the changes when they go into effect. Two critical components of the plan related to these concerns are the communication plan to introduce students, families, and the community to the changes, and a gradual implementation schedule that allows the changes to be activated slowly and incrementally over a three-year period. The schedule would include increasing the GPA from a 2.25 to a 2.3 the first year and increasing the curricular requirements by one unit from 13 to 14 (which would affect roughly 21 students); the next year to a 2.4 GPA and 15 units; and the final phase a year later would be a 2.5 GPA and 16 units. The earliest semester this proposal could be active would be Fall 2011.

Regent Abeita stated that due to the importance of the proposed changes the university

needs to get as much input and comments from the public as possible. Putting this proposal on a website will allow for greater access for the community. Additionally, when discussing this proposal, the timing and fairness to the families and schools that this change will effect needs to be greatly considered especially in a time of severe financial constraint. Regent Abeita asked if when looking at the incoming class, whether the 21 students that would be affected by this proposal according to Associate Vice President Babbit, are students that don't have a grade point average (GPA) of 2.3.

Associate Vice President Babbit stated that Regent Abeita is correct. Associate Vice President stated that there were 21 students that would have been between a GPA of 2.5 and 2.29. That number is a worst case scenario because that would only be the case if the university enacted this proposal after the fact.

Regent Abeita asked Associate Vice President Babbit to discuss the various options that are in place in order that no student is denied access to higher education.

Associate Vice President Babbit stated that the Gateway program has been expanding from 18 students to 60 students after some improvements made by Vice President Brown. The first ideal is for these proposed changes not to have impact on diversity and access. The university's goal is for students to be prepared, do well enough to qualify for the Lottery Scholarship, to be retained and to graduate on time and the Gateway program is key to that.

Faculty Senate President Fields stated that one of the big issues he faces in teaching a large lecture section in Physics is that many students are not prepared for the academic challenges and rigors that these courses call for. The advantage of this proposal is that students are being informed that college is not the same as high school. This proposal would help students understand that college is hard. Something that the university can do is to offer courses through dual-enrollment in the high schools that do not have the resources to teach these courses regularly.

Parent Association President Probasco stated that she likes the proposed changes to the admission requirements. Although the State Department of Education has certain standards for high school graduation, many parents and students are not aware of many programs that can prepare students for college. Parent Association President Probasco stated that the proposed changes will help parents understand what the requirements are for college. It can be an excellent tool to help parents and students understand what they need in order for their children to get to college well prepared.

Deans' Representative Coleman stated that the research that he has seen does not show that GPA is the best indicator. In the example of a student who has a 3.0 in a curriculum that ends with calculus and pre-calculus compared to a student who has 3.1 who ended with Algebra skills, curriculum will say more about a student than GPA. Additionally, curriculum has always been a key indicator for success in college, especially in the case of minority students. Grades alone cannot be the main indicator due to the diversity that exists in the education system itself. The university has an opportunity here to address other issues especially where it impacts students of color. Minority families will look at these changes and look at the numbers where they will find a reduction of minority students that will be admitted. Deans' Representative Coleman asked what the university plans to do to capture the top minority students that are leaving the state for college.

Associate Vice President stated that recruiting efforts for this population definitely need to be redoubled in regards to a communication and recruitment plan. The African American student population has increased for the last two years. A massive effort of communication and education needs to be enacted in order to explain to the community that the university will have a holistic review of students who might not meet the GPA criteria. The community and the public will give the university feedback that it will consider.

Regent Abeita stated that the university needs to have as much input, comments and suggestions from the community as possible. The university has to look at creative ways to help high school and mid-school students, especially from rural areas, to encourage these students to prepare properly for college. The university needs to help in disseminating information regarding the courses that those students should be taking in high school. By the time these students get to the university's doorstep there is a lot of lost time and frustration associated with academic aspects of college that they are not expecting. The university will put this information up on their website and continue this discussion due to its far reaching impacts.

Associate Vice President Babbit stated that it's appropriate that the university put together a comprehensive communication plan. The technology exists to conduct massive communication which will allow the university to reach out to families and students in a broader more structured manner. The communication strategy will allow the university to outline and detail how it would go about a communication effort of the magnitude that is necessary.

Regent Abeita stated that the university needs to have the branch campuses play a vital role in assessing the possibility for success in their respective areas. The branch campuses and community colleges are often the first places that students can attend and therefore they play a crucial role in a program of this kind. This conversation is not just about the university but also about improving education throughout the state.

Staff Council President Allen thanked Regent Abeita for her comments regarding advising. Furthermore the issue of advising is not just important at the college and university level but throughout a student's academic career. There needs to be a continuum of information that a student receives at all levels of his education regarding what he needs to do to in order to succeed in college. Staff Council President Allen stated that the university should keep in mind that it is not producing widgets rather it is contributing to the formulation of a balanced and complete human being. Therefore it is very important that the university focus on curriculum requirements and college preparatory requirements at the high school level in a way that allows motivated students to reach out into the arts and humanities to balance themselves in ways that are important for an educated citizen.

Associate Vice President Babbit stated that the university has had record enrollment in several categories and not nearly record enrollment.

B. Master Plan

Mary Kenney, University Planning Officer, Facilities Planning

University Planning Officer Kenney informed the committee that various individuals have been working on the master plan for over two years. The master plan group hopes that this document expresses the strategic direction that the university would like to take with regards to; academics, research, healthy communities, public engagement and the university's impact on the state of New Mexico. *Full Master Plan slide-presentation available upon request.*

Faculty President Fields stated that he is happy to hear about the emphasis on in-fill and densification but he has a concern about the urban sprawl planned for south campus. Faculty President Fields asked how the planned connectivity across to south campus will impact densification. There are some lands west of University Blvd., owned by the university and the Sandia Foundation that may be suitable for densification of student housing that should be considered. Faculty President Fields informed that committee that at the last Faculty Senate meeting, there was a resolution that the university's Master Plan not be voted on until December. The development of south campus brings up a lot of concerns about how the services that make the university separate from the rest of the city, be extended to south campus without incurring a significant cost. Furthermore Faculty President Fields stated that he would prefer if the university would focus on densification near main campus.

Regent Abeita stated that she encourages everyone to read the plan and submit their comments.

Regent Abeita informed the committee that Regent Fortner has signed off due to a scheduling conflict.

C. Analysis of Trends for Tenure Track Faculty

Howard Snell, Past President, Faculty Senate

Faculty Senate Past President Snell informed the committee that about a year ago the Faculty Senate charged him to provide an analysis of trends in the distribution of faculty lines in the university. With the help of Mark Chisholm, Director of Institutional Research, Faculty Senate Past President Snell has come up with preliminary analysis and data concerning said trends. Handouts were not prepared due to the fact that the data and numbers have not been vetted. Furthermore, Faculty Senate Past President Snell believes that after the vetting process, some of the numbers might change but the trends will say the same. *A full version of the slide-presentation is available by request.*

Regent Abeita stated that this is interesting preliminary data. Regent Abeita asked Faculty Senate Past President Snell to return and update the committee after he has conducted more analysis and the data has been vetted.

D. Early Retirement Plan for Faculty

Richard Holder, Deputy Provost, Academic Affairs

Deputy Provost Holder informed the committee that in April or March of this year, President Schmidly asked that the Provost's Office begin to consider the possibility of an implementation of an incentive program for early retirement of faculty members. The university had a plan in 1991 through 1994 which was discontinued. With the assistance of John Trotter and others Deputy Provost Holder began looking at various possibilities. The preliminary plan has been shared with the Faculty Senate and has been discussed with University Counsel. The new plan will be different than the plan from the 1990's due to some issues with FICA and income tax regarding purchase of annuities. In the 1990's most of the faculty were part of the Education Retirement Board and today that is not the case so therefore it is more expensive to purchase a year of service. A policy for this plan is not written yet. It is Deputy Provost Holder's hope that a definite decision whether to seek Regent approval by the next time the Regents meet would be made.

Provost Ortega asked Deputy Provost Holder to speak to the question regarding why the retirement plan is directed at just faculty and not a more comprehensive university-wide program.

Deputy Provost Holder responded that due to the anti-donation clause, the institution has to purchase something of real value, which in this case is the faculty member's tenure. That limits this plan to tenured faculty only. Some clinician educator faculty in north campus might qualify because they are on rolling three-year contracts and therefore they might also have something to sell.

Staff Council President Allen stated that his understanding is that the university might have to tread lightly regarding hiring and firing decisions because an employee's position at a public institution being covered by their constitutional right to own property. How does that right of ownership of property as a job factor in to that decision as to whether or not you are actually buying something.

Vice President for Human Resources Helen Gonzalez stated that the issue raised by Staff Council President Allen is an issue that has not been looked at. Furthermore, the legal analysis of the selling of tenure is definitely correct and it is probably time for the university to revisit Staff Council President Allen's question. This model seems to work better for faculty because when you replace a senior faculty member you can do so with a lower level faculty member where savings might be realized.

Faculty Past President Snell asked what assurances or plans are being made to be sure that the university will be re-investing the savings into growing faculty lines.

Provost Ortega stated that in conversations she has had with President Schmidly it is clear that the rationale for entertaining this possibility is precisely to have another tool in re-growing the faculty.

E. Preliminary Report on Faculty Instructional Load

Suzanne Ortega, Provost & Executive Vice President for Academic Affairs

Provost Ortega informed the committee that this is a preliminary report that gives a first look at faculty workload. The reporting policy is based on the concept of a unit load where teaching is not just measured by course load but also includes mentoring of graduate students, supervision of dissertations and other variables. There is an

expectation of 9 unit loads of teaching and a total of 12 units. There are reports on 690 faculty from 8 colleges and schools. Virtually every faculty member on campus report at least 12 load units for fall semester. The exceptions fall into a few categories

- new faculty who have negotiated a reduced load
- faculty that are undertaking a research semester
- exceptional service reduction
- course buy-outs

Provost Ortega will be going back to the Deans for further data to fine tune the numbers. Provost Ortega stated that the university has a hard working group of faculty members. Faculty Senate Past President Snell stated that when he referred to student credit hours that faculty taught, his numbers were dependent on the number of students in a particular class.

VI. Public Comment

There was no public comment

VI. Adjournment

Motion was made to adjourn the meeting by Deans' Representative Coleman, seconded by Regent Wisdom. The motion was unanimous.

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