



Meeting Minutes  
October 31, 2023  
3:00-5:00 P.M.  
Ortega Hall 335

1. Approval of the Agenda  
The agenda was approved.
  
2. Approval of the September 26, 2023, Meeting Minutes  
The September 26, 2023, Meeting Minutes were approved.
  
3. University President's Report  
President Stokes was unable to attend.
  
4. Provost's Report  
Provost James Holloway reported and then presented the following.
  - The Board of Regents (BOR) is working on the President's annual objectives.
  - The BOR is reviewing the design standards for buildings across campus. There are several buildings going up around the campus and hospital towers, Psychiatric Center, the Center for Collaborative Arts, and the new welcome center. The BOR is concerned that UNM should have a sense of place that is unique to New Mexico. It starts with the John Gaw Meem style that sets somewhat of a standard. The BOR feel that the University has drifted away from that. The regents have formed a Regent Design Committee. The UNM Foundation is building a new location at Yale and Lomas and the Design Committee is concerned about what it will look like. There is not a clear design standard.



## **Provost Report**

**October 31, 2023**

Presented By:  
Mike Wazowski, Provost and EVP for Academic Affairs  
Monsters University

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## Capital Projects update


- Welcome Center
    - Opening in spring
  - Education Building Demolition
    - Commenced this month
  - Academic building security and ADA enhancements
    - Ongoing
  - Center for Collaborative Arts Technology
    - Final program determined
  - Humanities and Social Sciences Complex
    - Endorsed by HED and progressing thru legislative process
  - New Scare Center
    - Not funded
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## AA Allocation of new funding for FY24

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### New I&G Allocation: \$3.2M

- Unbudgeted A&S faculty salaries: \$1200k
  - Unbudgeted SOE faculty salaries: \$322k
  - Substance use faculty line (CASSA): \$152k
  - NIH FIRST faculty lines: \$369k
  - SOE faculty lines: \$655k
  - Film & Digital faculty lines: \$166k
  - Quantum cluster faculty: \$276k
  - Education - TEELP faculty support: \$108k
  - A&S dean support: \$200k
  - Administrative commitments: \$480k
  - Advising: \$70k
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- \$3.2 M for  
faculty  
support
- \$750k other  
commitments

**Total: \$3.95M**

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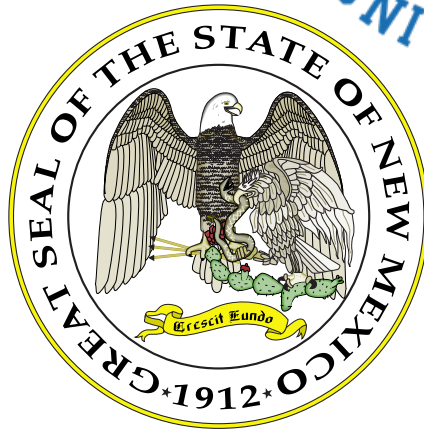
## AA Allocation of new funding for FY24

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**State faculty support funds: \$1.86M**

- Faculty promotions (merit): \$690k
- CFA faculty equity: \$406k
- COEHS faculty equity: \$406k
- Honors faculty equity: \$15k
- A&S faculty equity: \$250k
- Equity funds held: \$94k

**Total: \$1.86M**



Note: this was not the original plan, which was based on an assumption of a tuition rate increase less than CPI. We will continue to invest in faculty equity during the year.

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**AA Allocation of new funding for FY24**

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**State student support funds: \$776k**

- Restructure SA for student basic needs and success: \$386k
- Student basic needs case worker: \$86k
- Strategic advising in support of student success plan: \$136k
- UC Instructional needs: \$168k

**Total: \$776k**



## Faculty Compensation Salary Spend Delta

	AY 2022 - 2023		AY 2023 - 2024	
Category	# Faculty	Salary Delta	# Faculty	Salary Delta
T/TT	724	\$12,005k	719	\$11,499k
Lecturers	137	\$259k	152	\$172k
Librarians	26	\$20k	26	-\$84k
All	887	\$12,284k	897	\$11,587k

Salary spend delta improved by about \$700k

Note: both our spend and the R1 average spend increased.

**Progress, but still progress to be made.  
This will change during the fiscal year**

Reminder: this is AA focused.  
Another area in need of significant improvement is Medicine faculty

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## Other items of note

- Active dean searches:
  - Anderson
  - Honors
- Other dean searches
  - Preparing for internal searches for University College & Graduate Studies
  - Reviewing interim dean of COEHS for possible appointment
- Faculty hiring
  - Not as diverse this year as last year
    - Main – 10% Hispanic, 2.9% NA, 1.5% Black, 45% Female
    - HSC – 5% Hispanic, 5% Black, 37% Female
    - Branches – 28% Hispanic, 14% NA, 71% Female
  - Initiated discussions with deans regarding diversity of pools

Last year: ~50% POC ~50% Female
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## Implemented Tuition Simplification Changes

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### **Undergraduates:**

- Aligned non-resident undergraduate block to 15+ credit hours per semester for all programs including Health Science programs and Accelerated Online Programs (AOPs)

### **Graduates:**

- Implemented a 12+ credit hour block for Main Campus graduate programs (Health Science graduate programs vary in different blocks by program)
  - Implemented a 12+ credit hour block for AOP graduate programs including Health Science programs
  - Aligned all graduate program differential tuition to be charged based on program instead of by course (with exception of Population Health)
  - Aligned all Anderson School of Management graduate tuition rates to one single rate per credit hour (with exception of EMBA cohort-based program)
  - Charged medical students the Athletics Student Fee to be in alignment with other graduate students
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## Recommendation: Simplify Tuition Schedules

- **Undergraduate**- Combine the base tuition rate and differential tuition rate, and display as one rate per credit hour and fulltime rate for 15+ credit hours

	Resident		Non-Resident	
	Tuition Per Credit Hour (1-14 credit hours)	Tuition Per Semester (15+ credit hours)	Tuition Per Credit Hour (1-14 credit hours)	Tuition Per Semester (15+ credit hours)
<b>Undergraduate Tuition</b>				
<b>Main</b>				
School of Architecture & Planning	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
School of Engineering	\$ 299.26	\$ 4,488.90	\$ 1,063.24	\$ 15,948.60
Anderson Schools of Management	\$ 293.98	\$ 4,409.70	\$ 1,057.96	\$ 15,869.40
College of Fine Arts	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
College of Arts & Sciences	\$ 293.98	\$ 4,409.70	\$ 1,057.96	\$ 15,869.40
University College	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
College of Education and Human Sciences	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
University Libraries and Learning Sciences	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
Honors College	\$ 283.46	\$ 4,251.90	\$ 1,047.44	\$ 15,711.60
<b>Health Sciences</b>				
Nursing	\$ 467.04	\$ 7,005.60	\$ 1,193.08	\$ 17,896.20
Population Health <sup>^</sup>	\$ 377.96		\$ 1,104.00	
RN to BSN <sup>^^</sup>	\$ 362.16	\$ -	\$ 362.16	\$ -
Emergency Medical Services	\$ 325.52	\$ 4,882.80	\$ 1,015.66	\$ 15,234.90
Health Professionals and Research Programs	\$ 264.20	\$ 3,963.00	\$ 954.34	\$ 14,315.10

<sup>^</sup>Population Health differential tuition charged by course

<sup>^^</sup>RN to BSN charges per credit hour

New category 3 centers



**Accelerating Resilience Innovations in Drylands**

ARID maximizes the resilience of drylands to climate change: foster transdisciplinary research; co -create innovations with community and industry partners; equitably train next generation to improve economic, human, and ecosystem health in New Mexico & beyond.



*Growing the pie!  
Increase federal funding  
Leverage state support*

**Quantum New Mexico Institute**


A joint research entity with Sandia to accomplish transformative breakthroughs in Quantum Information Science and establish the quantum economy and ecosystem of NM.

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## AA Allocation of new funding for FY24

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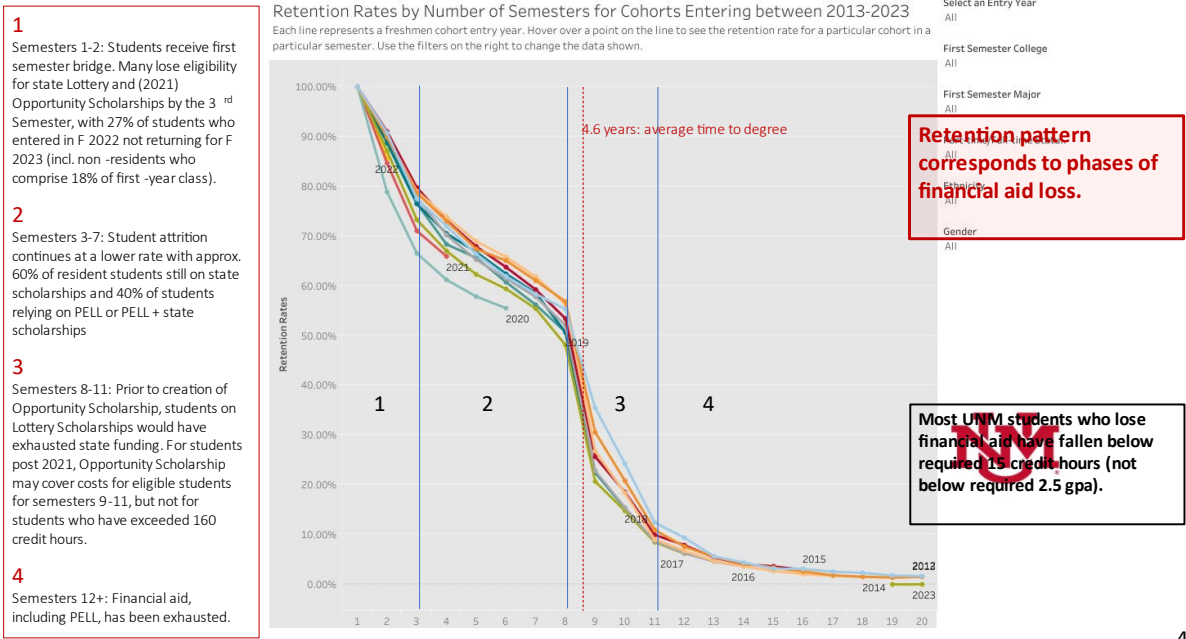
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5. Associate Provost for Student Success’s Report  
 Associate Provost for Student Success presented the following.

### RETENTION & FINANCIAL AID



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### Cross-College Adoption of Academic Recovery Best Practices

UNM	FALL 2023	FALL 2024	FALL 2025	FALL 2026
<b>ACADEMIC RECOVERY COURSES</b> <small>Why: ROI in persistence and self-efficacy</small>	Parachute courses, credit recovery courses, probation courses available in some areas	Addition of co-requisite course pilot in math and greater coordination of academic recovery strategies	Scaling of academic recovery across colleges/schools; clear communications to students about how to reenter the university	Sufficiency in academic recovery and in lower-division co-requisites and probation courses

- Expand number of late starting courses that are specifically adapted to needs of students who are struggling to maintain financial aid eligibility and create placement protocol
- Create one credit -hour co-requisite courses (knowledge supplementation courses alongside challenging courses) that enable students to shore up skills development, especially math; expand use of parachute courses (knowledge supplementation courses that students may ‘parachute’ into when they are not likely to pass a course). Expand adoption of successful techniques for reducing DFWs, like those used in PSYC 1110.
- Create face -to-face and online probation (academic recovery) courses in all undergraduate colleges.

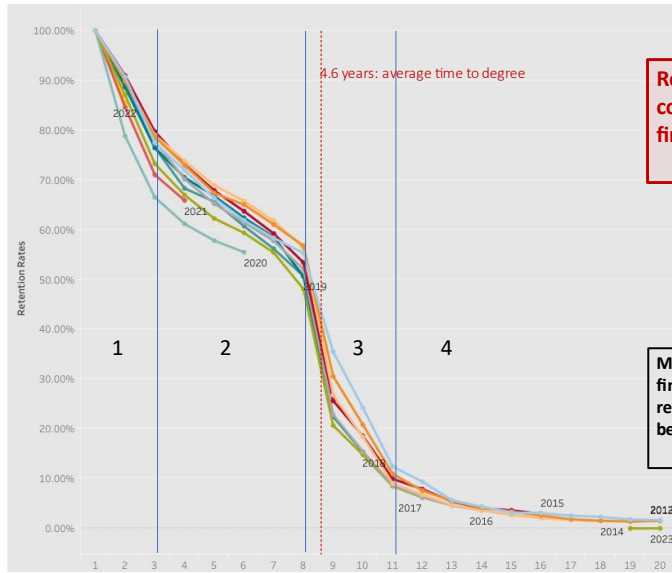
*Progress to date: creation of some adapted late starting courses, existing probation course in A&S, use of parachute courses and adaptive learning platforms (ALECS) in math and chemistry, HHMI funding secured for lower-division math redesign, application to NSF for math co-requisites.*

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## RETENTION & FINANCIAL AID

- 1**  
Semesters 1-2: Students receive first semester bridge. Many lose eligibility for state Lottery and (2021) Opportunity Scholarships by the 3<sup>rd</sup> Semester, with 27% of students who entered in F 2022 not returning for F 2023 (incl. non-residents who comprise 18% of first-year class).
- 2**  
Semesters 3-7: Student attrition continues at a lower rate with approx. 60% of resident students still on state scholarships and 40% of students relying on PELL or PELL + state scholarships
- 3**  
Semesters 8-11: Prior to creation of Opportunity Scholarship, students on Lottery Scholarships would have exhausted state funding. For students post 2021, Opportunity Scholarship may cover costs for eligible students for semesters 9-11, but not for students who have exceeded 160 credit hours.
- 4**  
Semesters 12+: Financial aid, including PELL, has been exhausted.

Retention Rates by Number of Semesters for Cohorts Entering between 2013-2023  
Each line represents a freshmen cohort entry year. Hover over a point on the line to see the retention rate for a particular cohort in a particular semester. Use the filters on the right to change the data shown.



Retention pattern corresponds to phases of financial aid loss.

Most UNM students who lose financial aid have fallen below required 15 credit hours (not below required 2.5 gpa).

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## Use of One University Relationship Student Platform:

CHILE: Coordinated Help in Lobo Experience (?)

UNM	FALL 2023	FALL 2024	FALL 2025	FALL 2026
<b>TEAM-BASED STUDENT SUPPORT INFRASTRUCTURE &amp; PROACTIVE INTERVENTIONS</b>  Why: ROI in proactive interventions for academic success, mental health, basic needs, financial aid, recruitment, engagement	Improved integration and communication between restructured academic advisement, resource center staff, enrollment management, and wellness, mental health, basic needs, financial capability teams in restructured Student Affairs; design of CRM "Student Experience Program" implementation	Implementation of "student Experience Program" Cloud-based CRM platform for student support and communication; development of student team support plan; initiate early alerts and proactive intervention protocols	System-wide use of platform for referrals, proactive interventions, engagement, pathways, and opportunity guidance	Integrated reliance on Student Experience Platform for team support, referrals, communication plan, continuous onboarding, engagement, and creation of pathways across student life cycle

- Connect students to support and opportunities through pro-active referrals and early alerts leading to preventative interventions
- Provide clear and timely information and nudges to students about financial aid, degree pathways, opportunities, supports and resources, pathways for graduation and post-graduate plans
- Facilitate system-level analysis of barriers to success
- Strengthen advisor training to build team-based approach to student support
- Field access to co-curricular opportunities and measurement of impact

*Progress to date: redesign of advisor career ladder, initial redesign of advisor training, evaluation of equity in advising compensation and advisor ratios, initial implementation of intervention protocols that will be embedded in platform, identification of sole source vendor; identification of funding; one university support; governance team.*

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## 6. Faculty Senate President's Report

- Please vote and encourage your constituents to vote on the revised Faculty Handbook (FHB) Policy C200 Sabbatical Leave. This policy is being revised to bring it more in line with the collective bargaining agreement. The changes are in support of faculty. Voting faculty received a unique link to access the ballot. Voting is open until November 2.
- The first collective bargaining agreement ends in 2024 and will be renegotiated. Work has begun on writing the second contract.
- Please complete the faculty needs survey to help prioritize moving forward. The deadline is Thursday at 11:00 p.m.
- Reminder that the FS Governmental Relations Committee's capital outlay competition is underway. President Elder will email the criteria to the senate. Faculty can identify issues around campus and put together a proposal. The proposals are due December 1, 2023.

## 7. CONSENT AGENDA

Curricula requests from the Curricula Committee

Committee appointments

The consent agenda was approved.

## 8. FHB Policy E30 Research Data Management

Policy Committee Chair Karen Patterson; Professor & Director of Research Data and Information Technology Services Karl Benedict, College of University Libraries and Learning Sciences; and Manager Research IT Services Grace Faustino, Office of the Vice President for Research presented FHB Policy E30 Research Data Management for approval.

- Karl Benedict chaired the IT Research Technologies Advisory Committee working group and chaired the Data Management Group, out of which came Policy E30.
- Work began in 2020 on this policy.
- FS Policy Chair Karen Patterson added that Grace and Karl did all the footwork on the development of the policy. The policy has been reviewed by the Research Policy, and Information Technologies committees. It has also been presented to the Health Sciences Center



(HSC) Vice President for Research, the HSC FS Council, the HSC IT executive council, and the Health Sciences Library Informatics Center.

- The goal is to try and provide further information and guidance to faculty dealing with data in our contemporary environment.
- The Faculty Senate Policy Committee has reviewed it, sent it out for a campus comment period, and incorporated changes based on the comment period.

FHB Policy E30 Research Data Management was approved.

#### 9. Public Comment

There was no public comment.

#### 10. Continued Discussion of 2023-2024 Faculty Senate Priorities in closed session.

The Faculty Senate only discussed goals and priorities for 2023-2024. No action was taken.

#### 11. Adjournment

The meeting adjourned at 4:53.