

# FACULTY SENATE SUMMARIZED MINUTES

## 2012-2013 FACULTY SENATE November 26, 2013

The Faculty Senate meeting for November 26 was called to order at 3:00 p.m. in the Roberts Room of Scholes Hall. Faculty Senate President Richard Holder presided.

### ATTENDANCE

**Guests Present:** Joyce M. Szabo-Art and Art History, Stephen Burd-Anderson School of Management, Amy Neel-Speech and Hearing Sciences, Lora Stone-UNM Gallup, Monica Kowal-English, Mike Richards-HSC, Elaine Phelps-Human Resources

#### 1. APPROVAL OF THE AGENDA

The agenda was approved as written.

#### 2. APPROVAL OF SUMMARIZED MINUTES FOR October 22, 2013 MEETING

The minutes were approved as written with one abstention.

#### 3. Faculty Senate President's Report

The formation of new colleges is one of the duties that the Board of Regents has assigned to the faculty for review and action. The policy that governs this review and action is A88 Policy and Procedures for New Units and Interdisciplinary Reorganization of Academic and Research Units at the University of New Mexico. The policy states that the Operations Committee will negotiate with the proposers on what is required by the Faculty Senate to approve or to not approve regarding a new college. In the formation of the College of Public Health it will have three steps: to create the college, to have a curriculum and to have new degrees. The creation of a curriculum and new degrees will occur in the usual way. What will be considered is if the College of Public Health be created or not. The Operations Committee has created a Request for Proposal (RFP) regarding what is expected in the proposal for the creation of this new college. The RFP has been presented to Provost Abdallah, Chancellor Roth and President Frank. The Faculty Senate should be reviewing the proposal for the College of Public Health within the next semester.

There is a group of faculty who want to create a College of Social Transformation; this will have to go through the same process as the College of Public Health.

The Committee on Governance is formulating a proposal that will require vote of the entire faculty regarding reapportionment of the Faculty Senate. There has been quite a growth in voting faculty since the last time there was a census. If the Faculty Handbook formula is used, the size of the Faculty Senate would be doubled. This will require an amendment to the constitution which is in section A of the Faculty Handbook. The Committee on Governance has met with the Operations Committee and presented a proposal for every unit being represented. This should be completed by Spring 2014.

The Institute of Social Research was working on an evaluation of the Faculty Senate Council structure. The cost to do this evaluation is over budget so the Institute of Social Research will not be continuing their evaluation. How to carry out this evaluation of the Council Structure ourselves will be discussed with the Committee on Governance.

Faculty Senate President Richard Holder is a member on the following committee's: Naming Committee, the Development and Alumni Strategy Council and the Strategic Budget Committee. He requests input from Faculty Senators on issues relevant to those committees.

#### **4. Provost's Report**

The Dean search for Anderson School of Management and Dean of University Libraries is ongoing. The Dean search for the College of Education has applicants in the pool but a request for another search will be submitted to get additional applicants. The Vice President for Research search is being delayed for a year since Interim Vice President for Research Michael Dougher is doing such a great job. Multiple people have given positive feedback to Provost Abdallah. The Administration and the Committee on Governance approved for this search to be delayed.

The University of New Mexico (UNM) receives around \$38 million for the New Mexico Lottery Scholarship. In the fall semester, the New Mexico Lottery funded a onetime money of \$10 million, the university is hoping to receive another \$10 million for spring 2014. There is a chance of the university not receiving this one time money. The administration in Santa Fe will submit a request on the first day of the legislation for one time money in the spring semester. In order to make the New Mexico Lottery sustainable they will need to make changes; Associated Students of the University of New Mexico's (ASUNM) President Isaac Romero has proposals that could help going forward. One of the ideas is to cut the support from eight semesters to seven semesters. Some are suggesting cutting from the end of the semester instead of the beginning. Some feel that it is best to cut from the beginning of the semester since that is the time when some students decide to drop their courses.

The Results Oriented Management Committee can measure graduation rates, number of degrees by colleges but one thing that is challenging is putting quality metrics to show what the student's outcome is from their learning. Currently the university is at a holding pattern with the HED proposal formula; this formula went to the Legislative Finance Committee and to the Department of Finance Administration. The formula puts money at risk, but presumably the idea is to receive money for example with the number of graduates there is, graduating students at risk etc.

#### **5. Honorary Degree Nominations**

Honorary Degree Committee member Joyce Szabo (Art & Art History) presented the 2014 Honorary Degree Candidates. The 2014 Honorary Candidates have been previously considered and approved by the Honorary Degree Committee and the Faculty Senate Graduate Committee, ballots with the candidate's biography was distributed to senators.

An open discussion of the candidates required a closed session. Confidentiality is maintained until the process is complete. The Faculty Senate voted unanimously to move into closed Executive Session to discuss the limited personnel matter related to the Honorary Degree candidates. All non-senators were asked to leave the room for the discussion. The senate discussed the candidate and asked questions of Professor Szabo. After the discussion concluded, the Faculty Senators turned in their ballots. The Faculty Senate unanimously voted to re-open the meeting.

After re-opening the meeting and allowing for non-senators to be reseated, the Faculty Senate unanimously voted to certify that the matter discussed in Executive Session was limited to the Honorary Degree Candidate.

#### **6. Changes to Presbyterian Insurance Plans**

Executive Physician-in-Chief Michael Richards and Director of University Benefits Elaine Phelps reported on the changes to Presbyterian Insurance Plans. There are two healthcare changes occurring in the market. The Lovelace Plan has been sold to Blue Cross Blue Shield, this shouldn't involve any significant changes in coverage and won't involve changes with the UNM Hospital. The medical plan of Lovelace was sold and until the Department of Justice and the Department of Insurance approves the sell there will be very limited information for the public.

Presbyterian as part of their negotiations with the UNM Health system has made some announcements and changes to the contract on the UNM Health system which involves a narrowing of their network. For those covered lives, the Presbyterian announcement is that the primary care services for individuals carrying the commercial or any of the Presbyterian Insurance products UNM Health systems will not be in the primary care network. An UNM Health system is still in the overall network and will continue to see referrals. What is confusing is UNM Health systems have a number of faculty and employees that have Presbyterian Health Plan Insurance cards; those changes that have been negotiated as part of the contract of UNM Health systems do not affect employees or retirees in any way. Elaine Phelps stated that the specific contract

does not affect UNM's Medical Plan for UNM's Post-Retirement medical plan. If a staff or faculty has a Presbyterian insurance card as a result of being a UNM employee there are no changes or access to the system. This is a fairly complicated transition for Presbyterian to manage; there are individuals who have received some incorrect information.

## 7. CONSENT AGENDA TOPICS

### 2013-2014 Faculty Senate Committee Appointments

The 2013-2014 Faculty Senate Committees appointments were approved by unanimous voice vote of the Faculty Senate.

**Faculty Senate Committee Appointments Needing Senate Approval**

First	Last	Title	Department	Committee	Date added
Scott	Hughes	Professor	School of Law	Budget Committee	10/22/2013
Charles	Cunningham	Associate Professor	College of Arts & Sciences	Policy Committee	10/31/2013
Kimberly	Jayne	Visiting Assistant Professor	College of Education	Research Policy Committee	11/22/2013
Tim	Ross	Professor and Regents' Lecturer	School of Engineering	Research and Creative Works Council	11/4/2013

### Fall 2013 Degree Candidates

The Fall 2013 Degree Candidates were approved by unanimous voice vote of the Faculty Senate.

### Form C from the Curricula Committee

The following Form C were approved by voice vote of the Faculty Senate:

C1247 BAEEd English  
 C1246 B.S. Ed Earth and Planetary Sciences  
 C1238 Educational Leadership Programs  
 C1236 Teacher Education Department  
 C1239 Educational Leadership Department  
 C1229 Associate of Science in Computer Science  
 C1226 BA Speech and Hearing Sciences  
 C1223 Native American Studies Minor  
 C1224 BA Native American Studies-Indigenous Knowledge Systems Concentration  
 C1222 BA Native American Studies-Indigenous Arts & Media Concentration  
 C1182 PhD & EdD Multicultural Teacher & Childhood Education  
 C1137 MS Health Education - School Health Education Concentration  
 C1132 MA Spec Ed-Mental Retardation & Severe Disabil Concentration  
 C1118 Dual Degree BS Athletic Training & BS-ED Physical Education  
 C1096 MS in Physical Education, concentration Curriculum & Instruction  
 C969 NEW Bookkeeping Certificate (GA)

## AGENDA TOPICS

### 8. Form D – Graduate Certificate – Anderson School of Management – MS in Information Systems and Assurance Program Proposal

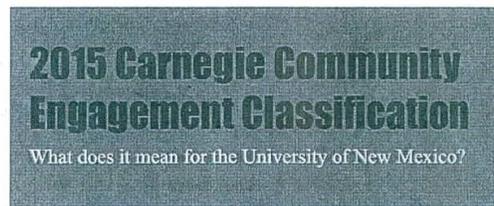
Associate Professor Stephen Burd presented on Form D, Graduate Certificate, Anderson School of Management, MS in Information Systems and Assurance Program Proposal. This is a replacement for part of an existing program. The Master of Business Administration in Anderson School of Management has several options associated with it, students can take it without a concentration or they can take it with a concentration. There are 10-11 concentrations available to students, one of them being Management Information Systems and Information Assurance. The intent is to provide a different pathway for students in the past that would have pursued an M.B.A. with either of those concentrations to instead go through a dedicated Master of Science program. This program will attract students who have an undergraduate background in Business Administration typically a B.B.A degree with an emphasis in Information Systems and students from Engineering primarily from Electrical Engineering or computer science.

Form D, Graduate Certificate, Anderson School of Management, MS in Information Systems and Assurance Program Proposal was approved by unanimous voice vote of the Faculty Senate.

**9. Carnegie Foundations 2015 Community Engagement Classification**

English Visiting Lecturer II Monica Kowal reported on the Carnegie Foundations 2015 Community Engagement Classification. This is a self-reporting tool for programs, not ranking or rating. This is to start measuring the impact that our service, outreach and engagement have on the community and beyond.

11/26/13



UNM Community Engagement Steering Committee

*Executive Leadership:* Virginia Scharff  
Associate Provost for Faculty Development

*Operational Leadership:* Monica Kowal  
English Language & Literature

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**Overview**

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- Elective classification
- Involves data collection and documentation of important aspects of institutional mission, identity and commitments
- Requires substantial effort invested by participating institutions
- Process of self-assessment and quality improvement resulting in evidence-based documentation of institutional practice
- Carnegie reviews this documentation to determine whether the institution qualifies for recognition as a community engaged institution

## **What is the Community Engagement Classification?**

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- 2005: Pilot of Documentation Framework (14 campuses)
- 2006, 2008: Classification for Curricular Engagement, Outreach and Partnerships, or both
- 2010: Classification only for both areas
- 2015: Shifts to five-year cycle; both Classification and Re-Classification

## **Classification History**

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Currently 311 institutions classified (389 have applied since 2006)

- 173 public/138 private institutions
  - 111 research universities
  - 103 master's colleges/universities
  - 59 baccalaureate colleges
  - 20 community colleges
  - Eight specialized (arts, medicine, technology)

Nine are UNM peer institutions: ASU, FIU, Oklahoma State, Texas Tech, University of Houston, University of Kansas, University of Missouri-Columbia, UTEP, and University of Utah

## **Classified Campuses**

“*Community Engagement* describes the collaboration between higher education institutions and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.”



## **Community Engagement Defined**

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The purpose of community engagement is to connect college and university knowledge and resources with those of the public and private sectors to:

- enrich scholarship, research, and creative activity;
- enhance curriculum, teaching and learning;
- prepare educated, engaged citizens;
- strengthen democratic values and civic responsibility;
- address critical societal issues; and
- contribute to the public good.

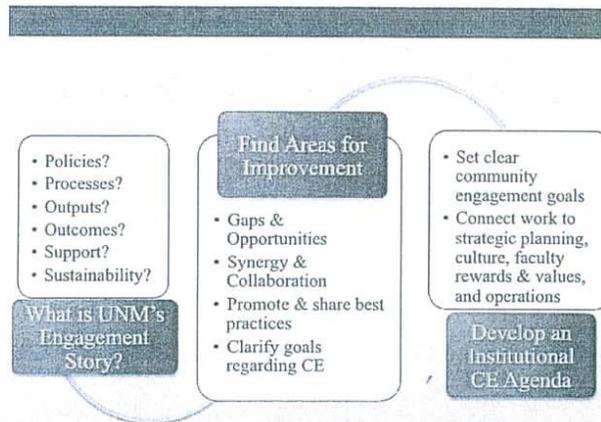
## **An Engaged Institution**

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## **Rationale**

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## Why do it?

- Acknowledge and celebrate exemplary programs, departments, schools and colleges;
- Affirm and document diversity of approaches to community engagement;
- Encourage further development of critical data sets and ongoing record keeping;
- Facilitate decision making and planning for development and institutionalization of engagement;
- Connect to accreditation by North Central Higher Learning Commission; and
- Promote institutional identity and market niche.

## Why do it?



## **Data Collection**

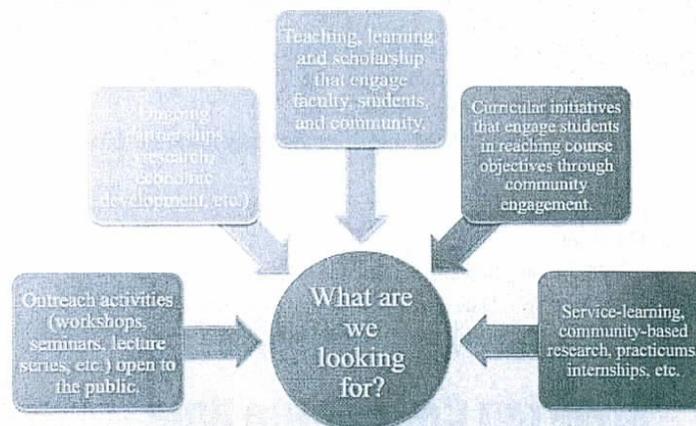
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- Mainly descriptive
  - Self-reported data/information
  - Institutions evaluate various aspects of their processes in relationship to standards of best practice and provide supportive evidence
  - Not a ranking tool – no hierarchy or levels of classification

**Classification: Benchmarking Tool**

- *Foundational Indicators:* Institutional Identity & Culture and Institutional Commitment to CE;
- *Curricular Engagement:* Service-learning and other forms of student-centered, classroom-based/community-based academic learning;
- *Outreach:* Application and provision of institutional resources for community use; and
- *Partnerships:* Collaborative interactions with community and related scholarship for the mutually beneficial exchange, exploration, and application of knowledge, information, and resources (research, capacity building, economic development, etc.).

## Documentation Framework



### Option 1

- Departments or programs may provide a copy of their annual report or strategic plan that lists and describes community engagement initiatives.

### Option 2

- Individual faculty or program directors may use the UNM Community Engagement Portal to submit their courses, projects, or research.

### Option 3

- You or a representative of department or program may fill out the Carnegie questionnaire on your own.

## Options for Reporting CE

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- Work with school, college, or program representatives to complete the questionnaire or clarify any questions about the nature of the data we are seeking.
- Follow-up with a brief meetings to clarify or refine data submitted.

### Timeline

- Phase One: Schools & Colleges respond (Nov. & Dec.)
- Phase Two: Data analysis & compilation (Jan. & Feb.)
- Phase Three: Application drafted (March & April)

## Steering Committee Role

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*Steering Committee Leadership*

Virginia Scharff  
Associate Provost for Faculty Development  
[vscharff@unm.edu](mailto:vscharff@unm.edu)

Monica Kowal  
English Language & Literature  
[mkowal@unm.edu](mailto:mkowal@unm.edu)

Marjori Krebs  
College of Education, President's Office  
[mkrebs@unm.edu](mailto:mkrebs@unm.edu)

*Steering Committee Members*

Mark Childs, Professor  
*School of Architecture & Planning*  
Claudia Isaac, Associate Professor  
*Community & Regional Planning*  
Kate Krause, Dean  
*University & Honors Colleges*  
Kiran Katira, Director  
*Community Engagement Center*  
Jamal Martin, Clinical Asst. Professor,  
*HSC Family & Community Medicine,*  
*Lecturer, Africana Studies*  
Barbara Reyes, Associate Professor,  
*History, Director, Women's Studies*  
*Program*  
Dan Young, Director  
*Research Service-Learning Program*

## Questions?

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### 10. Faculty Senate Budget Committee

Faculty Senate Budget Committee Chair Douglas Thomas reported on the Faculty Senate Budget Committee. A concern that the Faculty Senate Budget Committee has is the professional schools not being well represented on the budget calendar with differential tuition being an issue. These issues will be discussed at the next Strategic Budget Leadership Team meeting. The State of New Mexico is moving from measuring credit hour and enrollment to completion. How it works and what the specific formula is still pending. On December 10, 2013 the Legislative Finance Committee (LFC) will get the details of the proposal from the Chair of Higher of Education. The State of New Mexico is taking 10% of all I&G money and pulling back. For the university it will total around \$18 million, depending on the metrics how they measure the success the university should get money back. The Results Oriented Management is a way to fund less successful units with more successful units. It is not a strategy that strengthens weaker units. An open forum discussion was proposed for faculty to be informed. Faculty Senate President Richard Holder suggested speaking with the Committee on Governance regarding a general faculty meeting.

**Strategic Budget Leadership Team 2014-15**

NAME	TITLE
<b>Chairs: (3)</b>	
Chaouki Abdallah	Provost
David Harris	EVP for Administration
Paul Roth	Chancellor for HSC
<b>Academic Affairs: (7)</b>	
Terry Babbitt	AVP for Enrollment Management
Robert Berrens	Director: Water Resources
Nicole Dopson	Financial Officer: Provost Office
Mike Dougher	VP for Research
Wynn Goering	Special Assistant for Branch Affairs
Curt Porter	AVP for Academic Administration
Rich Wood	Special Advisor to the Provost
<b>Administration: (6)</b>	
Dianne Anderson	Director of Communication
Andrew Cullen	AVP for Planning, Budget, and Analysis
Ava Lovell	Senior Exec Officer for Finance and Admin: HSC
Duffy Rodriguez	Chief of Staff: Office of the President
Billy Sparks	Executive Director of Communications & Marketing: HSC
Kevin Stevenson	Director of Strategic Projects: Office of the President
<b>Deans: (4)</b>	
Julie Coonrod	Dean of Graduate Studies
Kate Krause	Dean of Honors College and University College
Mark Peceny	Dean of College of Arts and Sciences
Amy Wohlert	Director of School of Public Administrations
<b>Constituency Groups: (5)</b>	
Gene Henley	Staff Council President
Richard Holder	Faculty Senate President
Priscila Poliana	GPSA President
Isaac Romero	ASUNM President
Doug Thomas	Faculty Senate Budget Committee Chair

UNM DEPARTMENT  
BUDGET DEVELOPMENT CALENDAR FY 14/15  
**DRAFT**

UNM - MAIN CAMPUS AND HSC BUDGET DEVELOPMENT SCHEDULE:		
	ITEM:	DUE DATES: COMMENTS:
<b>January</b>		
HSC	HSC Campus Budget Planner Projections System Overview	January 6, 2014
Main	Budget Planner Projections System Opens	January 8, 2014
Main	Main Campus ROM Academic Forecasting Tool Opens	January 13, 2014
Main	Main Campus Budget Planner Projections System Overview & Working Sessions	January 2014
HSC	HSC Campus Budget Planner Projections System Working Sessions	January 2014
Main	New Mexico Legislative Session Begins	January 21, 2014
Main	Main Campus ROM Training Sessions	Jan & Feb 2014
<b>February</b>		
HSC	HSC - Mid-Year Budget Reviews - FY14	Feb. & Mar. 2014
Main	Main Campus Mid-Year Budget Reviews - FY14	February 2014
Main	New Mexico Legislative Session Ends	February 20, 2014
Main	Main Campus ROM Academic Forecasting Tool - VP areas Lock Org Level 3	February 21, 2014
Main	Main Campus ROM Academic Forecasting Tool - OPBA locks all orgs	February 28, 2014
<b>March</b>		
HSC	HSC Budget Planner Training Begins	March 2014
Main	OPBA and Provost's Office review Academic Forecasts	March 1-7, 2014
HR	Staff Performance Review Deadline	March 1, 2014
BC	Branch Campuses - Proposed FY15 Tuition & Fee Rates presented to Strategic Budget Leadership Team	March 11, 2014
Main	Governor Veto Deadline	March 12, 2014
Main	Create Budget Planner Phase, Scenarios and Extracts	March 12, 2014
Main	Budget Development and Salary Planner Refresh Process starts	March 13, 2014
HSC	HSC Budget Planner Overview	March 14, 2014
HR	Salary Planner opens to the Campus	March 17, 2014
Main	UNM - FY15 Department Budget Planner Process Begins - Budget Planner Opens	March 17, 2014
Main	Main Campus - Banner Budget Planner Overview	March 18, 2014
BC	Branch Campuses - Final Proposed FY15 Tuition & Fee Rates to OPBA	March 18, 2014
BC	Branch Campuses - Preliminary HED Format BAR and State Format Document w/Revised FY14 Budget	March 18, 2014
HSC	Full Board of Regents Meeting - UNM Budget Summit - FY15 Budget Development Hearings/Adopt Tuition and Fee Rates and Salary Guidelines	March 25, 2014
HSC	HSC Guidelines Allocations released	March 26, 2014
Main	Final - UNM Budget guidelines issued and MSU guidelines issued	March 26, 2014
Main	Final - Main Campus Allocations to VP units released	March 26, 2014
Main	Main Campus Departments - BDT Transfer and BD4 JV Entry Deadline	March 26, 2014
Main	New index and account code requests (unrestricted and restricted) due to FSM for Budget Development and Mass Salary Update	March 28, 2014
HSC	HSC Units BDT and BD4 Budget Adjustment Deadline	March 28, 2014
<b>April</b>		
Main	Main Campus - Budget Planner Working Sessions	April 2014
HSC	HSC - HSC Administration and PPD - Lock Org Level 3	April 2, 2014
BC	Branch Campuses - Final HED Format BAR and State Format Document w/Revised FY14 Budget	April 8, 2014
HSC	HSC - HSC CON/UNMMG/HSLIC/COP - Lock Org Level 3	April 9, 2014
BC	Branch Campuses - Preliminary FY15 HED documents submitted electronically to OPBA for review	April 11, 2014
Main	Main Campus - Last Day for Colleges/Schools to Lock Org Level 4 in Salary Planner	April 11, 2014
Main	Main Campus - Last Day for Colleges/Schools to Lock Org Level 4 in Budget Development	April 11, 2014
HR	Salary Planner Refresh Process Ends	April 15, 2014
Main	Moratorium on Chart of Account Terminations	April 15, to April 28, 2014
BC	Branch Campuses - HED Budgets Due - FINAL	April 15, 2014
BC	Branch Campuses - HR Locks Org Level 3 in Salary Planner	April 15, 2014
BC	Branch Campuses - OPBA Locks Org Level 3 in Budget Development	April 15, 2014
HSC	HSC - SOM - Lock Org Level 3	April 18, 2014
HSC	HSC - Banner Budget Lock	April 18, 2014
Main	Main Campus - Last Day for VP areas to Lock Org Level 2 Student Affairs in Budget Planner	April 18, 2014
Main	Main Campus - Last Day for VP areas to Lock Org Level 3 in Budget Planner	April 18, 2014
HSC	HSC - Budget analysis & review, develop HED budget document, prepare for printing	April 21-24, 2014
HSC	HSC - 1a Transfer Schedule (FY 14 and FY15) - FINAL	April 22, 2014
HSC	HSC/UNMH - FY 15 Original Plant Fund Budgets to OPBA	April 22, 2014
HSC	HSC/UNMH - BAR (HED & Regents format) Due - FINAL	April 22, 2014
HSC	HSC/UNMH - HED Budgets Due - FINAL	April 25, 2014
Main	Main Campus - All Budgets Completed in Budget Planner - OPBA Locks All Budgets	April 25, 2014
Main	Budget Development Refresh Process Ends	April 27, 2014
Main	Main Campus - OPBA Finish Tieouts in Budget Planner	April 27, 2014
Main	OPBA - Generate MC/Branch snapshots of Budget Development and Salary Planner working reports	April 28, 2014
Main	FSM - Open FY15 period 01	April 28, 2014
Main	FSM - Update ODS for FY15 new year budgets	April 28, 2014
Main	UNM - FY15 original budgets loaded to Banner operating ledger	April 28, 2014
HSC	HSC Units Deadline for SOM to Approve and Post all FY 14 Offsetting Contingency Entries	April 30, 2014
HSC	HSC/UNMH - HED Approval Forms, Regents Book schedules, pie charts, and narrative.	April 30, 2014
HSC	HSC/UNMH - BAR narrative	April 30, 2014
Main	Main Campus - FY14 Budget Adjustment Requests and FY15 Operating Budget Reports Complete	April 30, 2014
Main	Prepare Regents Summary Book	April 30 to May 5, 2014
HR	UNM - Final date for all out of guideline requests to HR consultants	April 18, 2014
HR	EPAF Moratorium on Job Change Reasons	April 30 to July 15, 2014

**FY 15 Budget Development Timeline**

Date	Description
January 8, 2014	Budget Planner Projections System Opens
January 13, 2014	ROM Forecasting System Opens
January 21, 2014	NM Legislative Session Begins
February 2014	Main Campus Mid-Year Reviews
February 20, 2014	NM Legislative Session Ends
March 12, 2014	Governor Veto Deadline
March 17, 2014	Budget Planner System Opens
March 25, 2014	UNM Budget Summit
March 26, 2014	Budget Guidelines and Allocations Released
April 11, 2014	Departments Locked in Budget Planner
April 18, 2014	Colleges/Divisions Locked in Budget Planner
April 25, 2014	Final Lock of Budget Planner
May 1, 2014	Budgets Due to NMHED
May 13, 2014	Regents Approve Budgets



UNM Main Campus	Proposed	% Increase
President's Budget Recommendation	Tuition (Resident/Non-Resident) <sup>3</sup>	3.75%
Fiscal Year 2012-2013	Student Fees (Undergraduate)	5.67%
Summary	Student Fees (Graduate)	5.51%
	Resident Undergraduate-Tuition and Fee Increase	4.1%
<b>Sources of Funds:</b>		
<b>HB 2 State I&amp;G General Fund:</b>		
State Appropriation FY 13 Base <sup>1</sup>		160,264,500
I&G Formula Workload/Outcomes		8,825,892
Judicial Selection reduction		(22,000)
ERB 1.75 Swap Reversal		3,269,300
<b>Subtotal HB2 State I&amp;G General Fund-FY 13 Budget</b>		<b>172,337,692</b>
<b>Tuition:</b>		
Net Tuition Revenues-FY 13 Starting Base <sup>2</sup>		101,947,375
Net Tuition Increase-Resident and Non-Resident	3.75%	3,579,375
Unbudgeted FY 12 Net Tuition-Permanent		500,000
<b>Subtotal Tuition</b>		<b>106,026,750</b>
<b>One-Time Funding:</b>		
One-Time Use of Reserve-Undesignated I&G Reserve		3,000,000
<b>Subtotal One-Time Funding FY 13</b>		<b>3,000,000</b>
<b>Total Revenues</b>		<b>281,364,442</b>
<b>Transfers Out:</b>		
Health Sciences Center FY 13 Base		(14,955,700)
Health Sciences Center FY 13 Formula Workload/Outcomes		(1,879,392)
Health Sciences Center Scholarship Funds (year to year)		587,700
Health Sciences Center to fund 50% of Alumni Relations Request		25,000
<b>Subtotal Transfers to Health Sciences Center from I&amp;G Base</b>		<b>(16,222,392)</b>
Net Other Transfers FY 13 Base		(11,569,014)
Transfer to Student Aid-FY 13 3% Scholarships		(537,766)
Transfer to Student Aid-20 % Need-Based Aid		(715,875)
<b>Subtotal Other Transfers Out</b>		<b>(12,822,655)</b>
<b>Total Sources of Funds:</b>		<b>282,319,395</b>
<b>Uses of Funds:</b>		
<b>Allocations and Requests:</b>		
FY 13 Expenditure Base		245,044,765
EVP Provost-Academic Plan and Initiatives (Details next page)		4,273,330
African American Student Services		40,000
El Centro De La Raza		40,000
American Indian Student Services		40,000
Alumni Relations Initiatives		50,000
Faculty Senate Reorganization		100,000
Property Insurance-Fine Arts		180,000
Group Health Insurance Premium Increase		1,000,000
Group Health Insurance Plan Design Change Increase		427,000
Retiree Benefits Increase		350,000
GA/TA Health Insurance Premium-Subject to Regent Contract approval (1/2 Estimate)		205,000
ERB 1.75 Swap Reversal-Fringe Benefits Cost Increase		3,269,300
<b>Subtotal Allocations and Requests</b>		<b>255,019,395</b>
<b>Cost Containment:</b>		
Fringe Benefits-Administration		(2,200,000)
Academic Affairs Cost Savings		(500,000)
<b>Subtotal Cost Containment</b>		<b>(2,700,000)</b>
<b>Total Uses of Funds</b>		<b>252,319,395</b>
<b>Balance</b>		<b>-</b>



UNM Main Campus  
President's Budget Recommendation  
Fiscal Year 2012-2013  
Summary

Proposed	% Increase
Tuition (Resident/Non-Resident) <sup>3</sup>	3.75%
Student Fees (Undergraduate)	5.67%
Student Fees (Graduate)	5.61%
Resident Undergraduate-Tuition and Fee Increase	4.1%

Notes:

EVP Provost-Academic Plan and Initiatives (Year 1)

New Faculty (20)	\$ 1,500,000
Distinguished Professors-Main Campus	130,000
Promotions (Annual)	155,000
Salary Compaction Adjustments	450,000
Support Staff (4)-related to faculty hires	134,000
Advisors (4)	150,000
GA/TA Positions	250,000
International Initiatives	150,000
Research Service Learning Program	34,600
Community Learning and Public Service	15,400
Faculty Retention	100,000
Fringe (Faculty and Staff)	916,830
Tuition Waivers (1% Increase)-Tied to a tuition increase	127,600
Center for Academic Program Support (CAPS)	60,000
Student Affairs Initiatives	100,000
<b>Total</b>	<b>\$ 4,273,330</b>

	1% Number
Net Tuition Increase (ESTIMATE) <sup>4</sup>	\$ 954,500
Mandatory Student Fees Increase (ESTIMATE)	\$ 229,600
Compensation Increase (Salaries and Fringe) (ESTIMATE)-Detail Below	\$ 1,854,790

Faculty	891,921
GA/TA	129,877
Staff	794,337
Students	38,655
<b>Total 1% Increase-Compensation-Based on One-Time Compensation Package</b>	<b>1,854,790</b>

<sup>1</sup> Excludes \$541,900 Extended University and \$127,200 Gallup Nursing State Appropriations

<sup>2</sup> Amount includes reduction for Main Campus Differential Tuition and FY 13 Tuition Growth Shift to Extended University

<sup>3</sup> Applies to both Undergraduate and Graduate Tuition Rates

<sup>4</sup> Resident \$887,685 and Non-Resident \$86,815

UNM Main Campus  
Budget Recommendation  
Fiscal Year 2013-2014  
Summary

Sources of Funds:	
<b>HB 2 State I&amp;G General Fund:</b>	
State Appropriation FY 14 Base	172,464,892
I&G Formula Workload/Outcomes	2,416,071
ERB 1.5 Swap Reversal	2,802,288
ERB .75 Increase (Funded at approx. 62.43%)	866,449
Compensation 1% Increase (Funded at approx. 59.85%)	1,312,900
<b>Subtotal HB2 State I&amp;G General Fund-FY 14 Budget</b>	<b>179,862,600</b>
<b>Tuition:</b>	
Net Tuition Revenues FY 14 Starting Base (Pooled and EU)	125,360,617
Tuition Revenue - Resident Undergraduate Block Credit Hours 15-18	6,500,253
Tuition Revenue - Resident Graduate Unblock all credit hours	1,530,716
<b>Subtotal Tuition</b>	<b>133,391,586</b>
<b>Other Revenue:</b>	
Other Revenue Adjustments	922,600
<b>Subtotal Other Revenue:</b>	<b>922,600</b>
<b>Total Revenues</b>	<b>314,176,186</b>
<b>Health Sciences Center Transfers:</b>	
Health Sciences Center FY 14 Base	(17,573,412)
Health Sciences Center FY 14 Formula Workload/Outcomes	1,716,036
<b>Subtotal Transfers to Health Sciences Center from I&amp;G Base</b>	<b>(15,857,376)</b>
<b>Total Sources of Funds:</b>	<b>298,318,810</b>
<b>Uses of Funds:</b>	
<b>Allocations and Requests:</b>	
FY 14 Expenditure Base	284,601,718
FY 14 Funding Requests (Details next page)	16,717,092
<b>Subtotal Allocations and Requests</b>	<b>301,318,810</b>
<b>Total Uses of Funds</b>	<b>301,318,810</b>
<b>Balance</b>	<b>(8,000,000)</b>

(1)  
(2)

(3)

- (1) Tuition Revenue as a result of changing blocked tuition for Undergraduate Resident from 12-18 hours to 15-18 hours. Increase the part-time rate (the per credit hour rate for hours 1-14) by 17%, but decrease hours 15 and above by 17%.
- (2) Tuition Revenue as a result of unblocking Graduate Resident tuition and increasing the per credit hour rate 10%.
- (3) Does NOT include replacement of \$3M one-time funds with permanent funds.

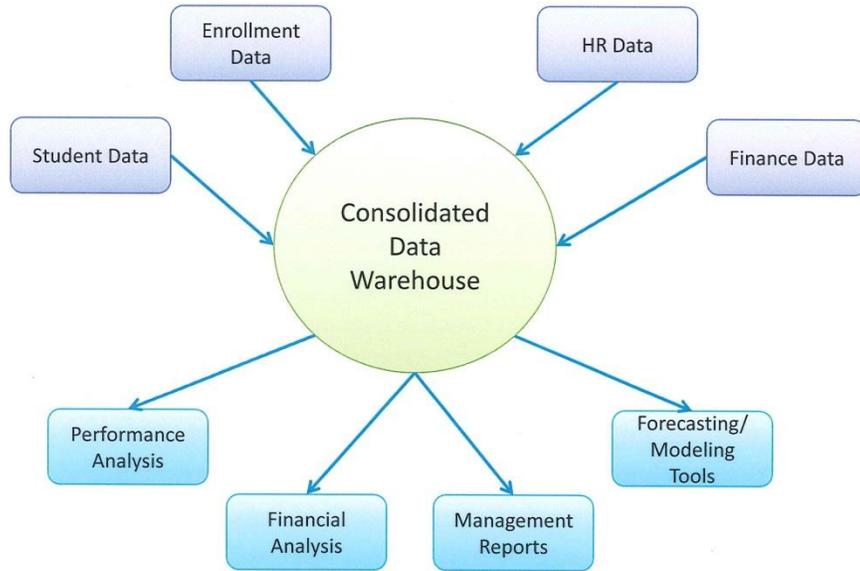
**General Notes:**  
Undergraduate enrollment decreases are calculated at 4% reduction on credit hours 1-14 and 1% fewer students at hours 15-18. Graduate enrollment decreases are calculated at a 2% credit hour reduction.

Current Estimates	1% Number
Tuition Waivers for GA/TAs	\$ 34,000
Net Tuition Increase	\$ 990,165
Mandatory Student Fees Increase	\$ 250,548
Compensation Increase (Salaries and Fringe) - Detail Below	\$ 2,374,129
Faculty	1,160,235
GA/TA	170,994
Staff	980,580
Students	62,320
<b>Total 1% Increase - Compensation</b>	<b>2,374,129</b>

[

FY 2013/14 FUNDING REQUESTS		
	I&G	Other
<b>PRESIDENT'S OFFICE INITIATIVES</b>		
President's Office Operations	130,000	-
Communications and Marketing	93,500	-
Science & Technology Corporation - Operations	-	200,000
Science & Technology Corporation - Economic Development	282,000	-
Compensation Increase 3% - Faculty	3,299,063	-
Compensation Increase 1% - Staff/GA/TA	1,145,623	-
One-Time \$1,000 Supplement Payment for Staff	-	1,500,000
<b>ACADEMIC AFFAIRS</b>		
New Faculty	1,069,109	-
Fringe (Faculty and Staff)	367,804	-
Faculty Performance Adjustments	608,632	-
Honors College Dean	160,000	-
Distinguished Professors	40,000	-
Support Staff	39,179	-
Global Education Office (GEO)	950,000	-
GA/TA Positions	106,407	-
Student Affairs - Dean of Students	100,000	-
Library	466,193	-
Tuition Waivers - (Graduate Resident)	340,000	-
<b>ADMINISTRATIVE - FIXED COSTS</b>		
Human Resources - Student Health Insurance Administration	-	125,500
Center for Occupational and Environmental Health Promotion	-	82,000
Group Health Insurance Premium Increase - Faculty/Staff (estimated 4% increase)	440,000	875,000
Police Department - Security	197,200	-
Parking and Transportation Services	-	220,400
Retiree Benefits Increase	-	200,000
Education Benefits - Miscellaneous FB (estimated 5% increase)	-	100,000
GA/TA Health Insurance Premium (estimated 7.5% increase)	240,000	-
ERB 1.5% Swap Reversal - Fringe Benefits Cost Increase	2,802,288	-
ERB 0.75% Increase - Fringe Benefits Cost Increase	1,387,872	-
Voluntary Employee Benefits Association (VEBA) Contribution .5%	600,000	-
<b>STUDENT AID</b>		
Transfer to Student Aid - FY 14 3% Scholarships	246,028	-
Transfer to Student Aid - 20% of Tuition Increase to Need-Based Aid (Undergraduate Resident)	1,300,051	-
Transfer to Student Aid - 20% of Tuition Increase to Need-Based Aid (Graduate Resident)	306,143	-
<b>Total Funding Requests</b>	<b>16,717,092</b>	<b>3,302,600</b>

# ROM Technical Project



# Expenditure Target Details

Senior Leadership determines overall expenditure target

EVPs determine targets for Level 3 units (Deans/VPs)

Deans/VPs determine targets for Level 5 units (departments)

Expenditure targets are implemented through an initial reduction to the base I&G budget allocation

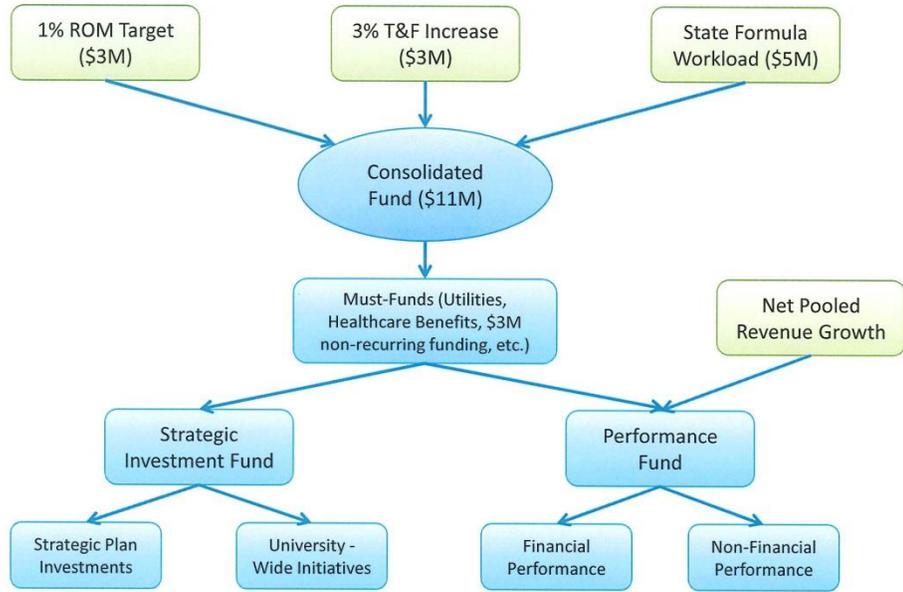


## Expenditure Target 1% #'s

- What would a 1% university target mean?
  - FY14 pooled I&G allocation of \$287M
  - 1% improvement yields \$2.87M
    - \$71K President's Administration
    - \$1.643M Provost Units
    - \$46k Student Affairs
    - \$615k Administration
    - \$491K Monitoring Accounts (mostly fringe benefits)
- These funds are placed in a consolidated fund for investments and performance funding



# University Example



Provost's Office

# Formula Funding

Presented by: Curt Porter and Andrew Cullen

Strategic Budget Leadership Team

November 22<sup>nd</sup>, 2013

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THE UNIVERSITY *of* NEW MEXICO



### Council of University Presidents' / Carruthers Proposed Formula

#### Research Institutions:

- FY15 I&G= FY14 I&G plus...
  - \$5 per student credit hour (SCH)
  - \$500 per BA degree
  - \$1,000 per MA degree
  - \$2,500 per PhD degree
  - \$1,000 per STEMH degree
  - 1% of total research dollars

#### 11. C190 Lecture Annual and Promotion Review

A couple of years ago the Faculty Senate approved changes to the Lecturer system, there were three kinds of lectures: Lecturers I, II and III. The faculty academic qualifications determined the kind of lecture the faculty should be when hired with no promotion possibilities. Employees should have promotions available to them. The Faculty Senate and the Faculty Senate Policy Committee approved a policy that included a promotion ladder in each of the three categories: Lecture, Senior Lecture and Principle Lecture. This has been approved and is in the handbook. It then became necessary on how to make decisions on promotions so C190 Lecture Annual and Promotion Review policy was drafted. There has been a 30 day comment period regarding the approval of this policy. Interim Senior Vice Provost Carol Parker and Senior Associate Dean Philip Ganderton reported on their concerns of C190 Lecture Annual and Promotion Review.

When the promotion possibilities were approved there were a number of lectures in place mostly lectures II and III. The majority were promoted to Senior Lecture and Principle Lecture because without a procedure for promoting they were ready to be promoted. The procedure part in the policy was designed two years ago that was for a body of faculty that don't exist any longer. Senior Associate Dean Philip Ganderton reported in regards to the Arts and Sciences part of the procedures of the policy. There are four Lectures within the College of Arts & Sciences who are being promoted at the moment because of the time table set by C250 Academic Leave for Principle Lectures was passed and Lectures have to be notified of their new contract. If promoted deadlines have to be followed by C250. The College of Arts & Sciences will meet the guidelines this year for Senior and Principle Lectures. The College of Arts & Sciences would like to see a parallelism between the denials of promotion to lectures. Currently the policy states that if a Lecturer is denied a promotion they can apply to Academic, Freedom and Tenure (AF&T) Committee which is extreme. Tenure Faculty can't apply to AF&T until layers of reviews occur. Since applying to AF&T there are three processes that have to be followed prior to submitting; the

application review of the department, review of the college and review of the Provost level. The College of Arts & Sciences would like to see an appeal process that mirrors the Tenure Track Faculty process. Faculty Senate President Richard Holder stated that it is implied throughout the policy that there is latitude given to colleges in this policy to set their own standards. Philip Ganderton stated that in regards to Chairs, Departments and Deans there are issues where Chairs and Associate Chairs have power in regard to Tenure Track faculty in that Chairs don't determine salaries for Associate Professors or Full Professors and yet they are given that for Senior Lectures. In regards to service, the credit for service from other institutions is usually reflected in an offer letter not negotiated between a Chair and a Lecture. It needs the Deans approval. The policy is strict in regards to the dates just as C250 is restrictive regarding the dates on Lectures. For example what happens if the Dean or Provost do not receive the decision until April 1, can the lecture make an appeal on the March 31<sup>st</sup> date not being met? There needs to be more leeway on the due dates.

Interim Senior Vice Provost Carol Parker reported in regards to the ad-hoc promotion provision. The intent of the provision equates longevity with being up for promotion. One issue is last year about 23 people were promoted to Principle Lecture that went through a Tenure like review process. The ad hoc provision that has become this year states if a faculty has been here long enough the Chair and Dean can write a letter for promotion. Carol Parker requested to strip the ad-hoc procedure. The other issue is allowing department levels to set the compensation increase promotions. The Office of the Provost has the ability to provide the revenue for these compensation increases. Carol Parker suggested that rather than having the language, "A salary increase that is consistent with the policies and practices of the HSC, the College or School, and the Department." It should instead state that the compensation increase be consistent with the current practices of Health Sciences and the Provost office with respect to faculty promotions so there are no inequities between different departments.

The Policy on Policies allows procedural changes to policies to be made by the Faculty Senate Policy Committee and the Operations Committee. Faculty Senate President Richard Holder suggested a couple of options on how to proceed with approving C190; taking action including the two committees to remove the ad-hoc provisions; to table and send back to the Faculty Senate Policy Committee to reconsider with the comments made by Senior Associate Dean Philip Ganderton and Interim Senior Vice Provost Carol Parker; or to vote for the policy to be approved as is or disapprove. The Faculty Senate will take action that will include the Faculty Senate Policy Committee and the Operations Committee to remove the ad-hoc language.

C190 Lecture Annual and Promotion Review was approved by unanimous voice vote of the Faculty Senate with the removal of the ad hoc provisions and other suggestions made.

## C190: Lecturer Annual and Promotion Reviews

Approved By: Faculty Senate

Last Updated: **Draft 10/10/13**

Responsible Faculty Committee: Policy Committee

Office Responsible for Administration: Office of the Provost and Office of the HSC Chancellor

Revisions to the Policy Rationale, Policy Statement, Applicability, and Definitions sections of this document must be approved by the full Faculty Senate.

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### POLICY RATIONALE

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This document provides policies and procedures for annual reviews of lecturers and for promotion requirements for Senior and Principal Lecturers in accordance with **Section B: Academic Freedom and Tenure**, 2.3.2, 3.4.2, and 4.10.

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### POLICY STATEMENT

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#### A. Lecturers, Senior Lecturers, and Principal Lecturers

Faculty may be appointed to the position of Lecturer I, II, or III. These appointments are for professionals with appropriate academic qualifications, who are demonstrably competent in the relevant areas of their disciplines. While not eligible for tenure, lecturers in each numerical class may hold the rank of Lecturer, Senior Lecturer, or Principal Lecturer.

##### 1. Lecturer

Most newly hired lecturers are hired as either Lecturer I, II or III unless the department determines that they qualify as a Senior Lecturer or Principal Lecturer based on experience teaching at another college or university as described in sections **2.** and **3.** below. In such cases the designation of the newly hired lecturer will be Senior Lecturer I, II, or III; or Principal Lecturer I, II, or III.

##### 2. Senior Lecturer

(a) Lecturers with at least five years of continuous service to the University at 0.5 FTE or greater who have demonstrated professional excellence and shown a conscientious interest in improving their professional skills.

(b) Appointment at, or promotion to, the rank of Senior Lecturer represents a judgment on the part of the department, School or College, and University that the individual has made and will continue to make sound contributions in their professional areas. The

appointment should be made only after careful investigation of the candidate's professional and leadership accomplishments and promise.

### **3. Principal Lecturer**

(a) Senior Lecturers with at least eleven years of continuous service to the University at 0.5 FTE or greater who have sustained consistently high standards in their professional contributions, consistently demonstrated their wider service to the University community and its mission, and shown a conscientious interest in improving their professional skills. It is expected that Principal Lecturers will continue to develop and mature with regard to their professional activities and leadership within the University.

(b) Appointment at, or promotion to, the rank of Principal Lecturer represents a judgment on the part of the department, School or College, and University that the individual has attained and will continue to sustain an overall profile of professional excellence and engagement in the wider profession. The appointment should be made only after careful investigation of the candidate's professional and leadership accomplishments and promise.

## **B. Term Appointments and Performance Reviews**

**1. Annual Performance Reviews of Lecturers.** All Lecturers will have annual performance reviews, which should be conducted according to [Section B: Academic Freedom and Tenure, 4.0](#) of the [UNM Faculty Handbook](#) and as specified in this document, as appropriately modified by each School, College, Department or equivalent to conform with each unit's standard faculty review processes and to reflect each unit's specific requirements for continuation and promotion of Lecturers. The annual review in the first year must be conducted in the spring, in time for the Chair to provide written notice to the Lecturer no later than March 31 whether the Lecturer's contract will be renewed. In the second and subsequent years, the review must be conducted in the fall, in time for the Chair to provide written notice to the Lecturer no later than December 15. The Department Chair's written notice to the Lecturer will be copied to the Dean for inclusion in the Lecturer's personnel file.

If any performance review of a Lecturer on a one-year appointment produces a negative evaluation, the Chair may exercise the University's discretion not to renew the Lecturer's contract. Alternatively, the Chair may provide the Lecturer a written description of the areas in which the Lecturer must improve if she or he is to continue as a member of the faculty. The Chair and the Lecturer must both sign this document. The Lecturer may then be issued a one year contract, with the understanding that if concerns are not adequately addressed, this contract will not be renewed.

**2. Term appointments.** Lecturers serve on one-year renewable term appointments. Senior Lecturers serve on renewable two-year term appointments, and Principal

Lecturers serve on renewable three-year term appointments. In addition, Lecturers who have completed at least three academic years of continuous service are eligible for renewable two-year term appointments. One-, two- and three-year term appointments are renewable at the discretion of the University. In the first contract year, written notice of renewal or non-renewal will be given to the Lecturer no later than March 31. In the second and subsequent contract years, notice of the status of the term appointment will be given no later than December 15. Those Lecturers who serve on two- or three-year term appointments will be provided written notice of the status of their appointments by December 15 of the final year of the term appointment.

Lecturers on two- or three-year term appointments will have annual performance reviews every fall. A negative review in the first year of a two- or three-year term appointment – or in the second year of a three-year term appointment - will result in a written remedial plan with specific requirements. A negative review in the second year of the two-year term appointment - or in the third year of a three-year term appointment - may result in a decision not to renew the appointment. Written notice of this decision must be given to the Lecturer no later than December 15.

**3. Year Three Review of Continuing Lecturers:** During the fall semester of a Lecturer's third year of service the Lecturer will be approximately half way to the earliest point at which he or she might seek promotion; after three years a Lecturer will also be eligible for a two-year term appointment. Consequently, to assess the Lecturer's progress at this time as well as the appropriateness of a two-year term appointment, the annual performance review will include an assessment based on these two issues. If the Lecturer receives a positive rating he or she can expect to retain the title of Lecturer (I, II, or III), with the assurance that promotion expectations are being met, and that the prospects for promotion are favorable. The Lecturer will continue to be eligible for renewable one-year appointments. If the Lecturer's performance has been evaluated as outstanding, the Lecturer may be offered a two-year term appointment that would start at the beginning of the next contract year. If the Lecturer receives a negative evaluation, the Chair may exercise the University's discretion not to renew the Lecturer's contract. Alternatively, the Chair may provide the Lecturer a written description of the areas in which the Lecturer must improve to continue as a member of the faculty. Both the Lecturer and the Chair must sign this document, which will be copied to the Dean. The Lecturer may then be issued a one-year contract, with the understanding that if concerns are not adequately addressed, this contract may subsequently not be renewed.

**4. Promotion to Senior Lecturer.** Upon completion of at least five years of service, a Lecturer will be eligible to apply for promotion to Senior Lecturer. The Lecturer interested in seeking promotion will generate a Promotion Package, the contents of which will be determined by each School or College, or equivalent. Materials

appropriate for such a package might include, but are not limited to, an updated CV, teaching evaluations by students, letters of support from other faculty members, reports from teaching observations by peers, professional recertification (if appropriate), other evidence of professional development, and a personal statement.

Each School or College or equivalent will determine how the Lecturer's promotion package is to be evaluated. The process should be similar to the process used to evaluate tenure-track and clinician educator (CE) faculty promotions, and should include input from departmental faculty members, including other Lecturers, the Department Chair, and the School or College Dean, who may use an ad-hoc advisory committee. The Department Chair's recommendation will be forwarded to the Dean. The Dean's recommendation will be forwarded to the Provost or Chancellor for Health Sciences. The Provost or Chancellor makes the final decision on promotion. The Provost/Chancellor's decision will be communicated in writing to the Lecturer, the Dean, and the Department Chair. If the promotion is approved, the Lecturer may expect the following.

- Promotion to Senior Lecturer.
- A renewable two-year term appointment.
- A salary increase that is consistent with the policies and practices of the College or School, and the Department.

Years of service at other institutions of higher learning may be used to meet the years needed to apply for promotion, at the discretion of the Department Chair and/or Associate Chair.

**5. Promotion to Principal Lecturer.** Upon the completion of a minimum of eleven years of service, a Senior Lecturer will be eligible to apply for promotion to Principal Lecturer, following the procedures described above for promotion to Senior Lecturer. If the promotion is approved, the Lecturer may expect the following:

- Promotion to Principal Lecturer.
- A renewable three-year term appointment.
- A salary increase that is consistent with the policies and practices of the HSC, the College or School, and the Department.
- The opportunity to apply for a one-semester of academic leave (See [Policy C250](#)) with pay to pursue other academic and/or professional opportunity activities. A Principal Lecturer will subsequently be eligible to apply for such leave every six years.

**C. Denial of Promotion.** In the event of a negative promotion decision (either from "Lecturer" to "Senior Lecturer" or from "Senior Lecturer" to "Principal Lecturer") the Lecturer will retain his or her former title and benefits, including – if applicable – eligibility for a two-year term appointment. After a two year period, the Lecturer may reapply for promotion.

**D. Appeals:** A Lecturer may appeal certain decisions not to renew his or her appointment. Non-renewal decisions made at the following time points are at the University's discretion:

- By the appropriate notice date for a Lecturer on a one-year appointment;
- By the appropriate notice date in the final appointment year of a Lecturer on a two- or three-year term appointment.

Because non-renewal decisions made at these times are at the University's discretion, such decisions can only be appealed on the basis that they violated laws, statutes, governmental regulations, or UNM policies. The Lecturer has the burden of proof.

Non-renewal or non-continuation decisions made at times other than those at which continuation or renewal is discretionary to the University may be appealed (see [Section B: Academic Freedom and Tenure](#), 5.4 and 6.2 of the [Faculty Handbook](#)). These times are:

- During a contract period, if an immediate termination is imposed;
- At the end of an annual contract that does not coincide with the end of a two- or three-year term appointment.

A Lecturer may appeal an unfavorable promotion decision by the Provost or Chancellor for Health Sciences, as delineated in [Section B: Academic Freedom and Tenure](#), 6.2 the [Faculty Handbook](#).

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## APPLICABILITY

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All UNM academic faculty and administrators, including the Health Sciences Center and Branch Campuses.

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## DEFINITIONS

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**No specific definitions are required for this Policy**

Revisions to the remaining sections of this document may be amended with the approval of the Faculty Senate Policy and Operations Committee in consultation with the responsible Faculty Senate Committee listed in Policy Heading.

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## WHO SHOULD READ THIS POLICY

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- Board of Regents
- Faculty
- Academic staff
- Academic deans and other executives, department chairs, directors, and managers

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## RELATED DOCUMENTS

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## CONTACTS

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Direct any questions about this Policy to the Office of the Provost or the Office of the Chancellor for HSC.

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## PROCEDURES

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### **Ad Hoc Transition Process Used for Current Lecturers—Expires June 30, 2014.**

The following implementation procedures are designed as a one-time transition and apply only to Lecturers employed by UNM on the date this Procedures Document is approved and to decisions made prior to June 30, 2014. For all new hires, the promotion path will start at year one unless credit for service elsewhere has been applied (section **B.4.** above).

The University currently employs Lecturers who have been with their departments for varying years of service. Lecturers who have taught at institutions of higher education other than UNM may use these years of service (at the discretion of their Department Chair) to qualify for ad hoc advancement.

All existing Lecturers should initially be assigned the rank of "Lecturer" (I, II, or III). For those Lecturers who have served in their departments for five years or more, a one-time ad hoc decision for promotion to "Senior Lecturer (I, II, or III)" status can be made by the Provost or Chancellor upon the recommendation of the Department Chair and Dean, based solely upon the individual's current employment file. If approved, the benefits detailed in Section **4.** above will be applied to the Lecturer. Likewise, if a Lecturer has been employed by their department for 11 years or more, a one-time ad hoc decision for promotion to "Principal Lecturer (I, II, or III)" status can be made by the Provost or Chancellor upon the recommendation of the Department Chair and Dean, based solely upon that individual's current employment file. If approved, the benefits detailed in Section **5.** above will be applied to the Lecturer.

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## HISTORY

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## DRAFT HISTORY

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October 10, 2013—Policy draft approved by the Policy Committee; awaiting Faculty Senate approval.

September 17, 2013—Draft revised for Policy Committee Changes, awaiting Faculty Senate approval.

September 9, 2013 --Draft of revised policy awaiting approval of Policy Committee and Faculty Senate.

<a href="mailto:handbook@unm.edu">COMMENTS TO: handbook@unm.edu</a>	<a href="#">FACULTY HANDBOOK HOME</a>	<a href="#">TABLE OF CONTENTS</a>	<a href="#">TABLE OF POLICIES</a>	<a href="#">UNM HOME</a>
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## **12. Faculty Life and Scholarly Support Council Report**

Faculty Life and Scholarly Support Council Donna Cromer notified Faculty Senate President Richard Holder that she would be unable to attend to provide a report to the Faculty Senate.

## **13. New Mexico Lottery**

Associated Students of the University of New Mexico (ASUNM) President Isaac Romero reported on the New Mexico Lottery Scholarship (NMLS). ASUNM President Isaac Romero has been working on gathering student leaders at other institutions across the state to gather ideas to create a proposal from the students. It has been decided to go forth with the proposal that suggests a cap per sector. Four year students will receive a certain amount, if their college increases the tuition the student is responsible to pay the difference. The three sectors will be: four year comprehensive, four year research and two year. The difference that would be paid by students will be based on the revenue of the current year. Keeping in mind the universities mission to keep graduation within four years would be to remove the last semester of eligibility which would push four year graduation incentives. Another option is increasing the G.P.A. that would be no higher than 2.75. The reason behind these decisions is solvency and access. Keeping access to students available, capping the scholarship that would not be attached to tuition which would create solvency. As far as next semester, the state will provide all students their New Mexico Lottery award for Spring 2014 but may change moving forward.

## **14. New Business and Open Discussion**

**Meeting adjourned at 5:00 p.m.**