

**The University of New Mexico Faculty Senate  
Meeting Minutes  
November 25, 2025  
3-5 P.M.**

Virtual | <https://unm.zoom.us/j/95868865375> | Passcode: FACSEN2526

*(Pending approval at the January 27, 2026, Faculty Senate Meeting)*

**Call to Order**

The meeting was called to order at 3:05 p.m. Faculty Senate President Roberta Lavin presided. Attendance was recorded on the attendance sheet which can be found in the supporting documents.

**1. Approval of the Agenda**

President Lavin requested a motion to accept the agenda, and the agenda was approved as presented.

**2. Approval of October 28, 2025, Meeting Minutes**

The October 28 minutes were unanimously approved as presented.

**3. President Garnett Stokes Report**

President Stokes reported on the following items:

- UNM has released its first comprehensive [sustainability plan](#), a five-year roadmap to reduce our environmental footprint and deepen a culture of sustainability across campus.
- A gift of \$1 million from Jim and Ellen King was announced to support the Lobo Motorsports Formula SAE program. It also celebrates the legacy of the founder, John Russell, who is retiring in May as a professor of engineering.
- UNM has begun a partnership with Navajo Technical University to expand nursing education for students in rural and tribal regions. Additionally, the Earth Data Analysis Center is working closely with the Navajo Department of Transportation to develop a customized web-based portal that will help improve rural mobility and long-term planning.
- Sarah Hernandez, who's an associate professor of Native American Literature, received a \$150,000 grant from the Henry Luce Foundation's Indigenous Knowledge Initiative to publish the first anthology of Dakota, Nakota, and Lakota literature together in one volume.
- Mark Emmons, our Professor and Dean of University Libraries and Learning Sciences, was named the 2025 New Mexico Academic Librarian of the Year by the New Mexico Consortium of Academic Libraries.

- Six UNM Health Sciences researchers were honored at the 17th Annual Excellence in Research Awards that took place on November 5.
- The university has [issued guidance](#) to keep track of all the federal changes specific to the H-1B visa sponsorship. The main take away is the charge of \$100,000 does not apply when an employer files an H-1B petition for a change of status within the U.S. or change of an employer within the U.S.
- Fall 2025 commencement for graduate and undergraduate will be held Dec. 11 and Dec. 12.
- Work is continuing on reimagining the UNM South Campus area, including improvements to University Stadium and science facilities in that area.
- The presidential search is underway and the search committee has been named. Listening sessions were held and the search committee will be meeting soon with a proposed timeline.
- A strategy for the provost search is being developed, and the President will move forward with the search and will be launched early next year and will be timed so that the next president can participate in the decision-making.

The president then took questions from faculty.

#### **4. Faculty Senate President Report**

President Lavin reported on the following:

- The Sustainability Advisory Council has an open slot available for a Faculty Senate representative. If you are interested in sustainability, please consider serving. Reach out to University Secretary Nancy Middlebrook to submit your name.
- President Lavin acknowledged the national environment for higher education and the concerns of faculty over academic freedom, freedom of speech, and freedom of expression directly related to teaching, research and scholarly debate. Leadership at UNM has been consistent in supporting faculty rights, open inquiry and stability for our work to flourish.

#### **5. Employee Health Insurance Cost Increases**

HR Vice President Kevin Stevenson presented on the potential increase to health insurance costs and presented potential scenarios to help mitigate the increases. Please see attached slides. Kevin then took questions from faculty.

#### **6. Consent Agenda**

The consent agenda for curricula changes and the Fall 2025 Degree Candidates was unanimously approved as presented.

#### **7. Policy Approval**

- a. FH Policy E110 “Conflict of Interest in Research” was unanimously approved as presented.
- b. FH Policy A63.5 “Information Technology Committee” was unanimously approved as presented.

## **8. New Master of Social Work Degree Program**

Interim Director of Psychiatry and Behavioral Sciences Jen Panhorst presented the newly proposed Master of Social Work Degree Program.

The program was approved by Faculty Senate majority vote.

## **9. New Health Professions Education Certificate Program**

Primary Care Pediatric Nurse Practitioner Program Director Tamara J. Shannon presented the newly proposed New Health Professions Education Certificate Program. This Certificate Program will provide current and future academic healthcare educators in both nursing and non-nursing health care disciplines with the skills and tools to teach healthcare students in 12 to 16 credits offered fully online and asynchronously.

The program was approved by Faculty Senate majority vote.

## **10. Council Reports**

**HSC Council:** HSC Council Chair Natalie Adolphi provided an update on current topics and initiatives with HSC Council including an update to HSC Council bylaws, campus safety on North Campus, the new policy platform, and a preview of the health benefits costs. Future discussions include improved planning of the Health Sciences program convocation ceremonies and the Healthcare Workforce Expansion Initiative. Also, the committee is looking for someone interested in serving as chair elect of the HSC Council. Please reach out to Natalie or President Lavin if interested.

**Branch Campus Community College Council:** Co-chair Kristian Simcox of UNM Gallup presented an overview of the council, as well as a snapshot of each branch campuses student body. Current initiatives of the council include transfer student success, resources and training opportunities to support faculty advancement and leadership and pay equity. See attached slides.

**Social Justice Ad Hoc Committee:** Social Justice Committee Chair Justin Bendell presented initiatives of the ad hoc committee including a [list of recommended characteristics](#) for future UNM leaders, endorsing and supporting the Academic Freedom Working Group’s [open letter](#) on academic freedom, and a co-drafted joint resolution with CNM in alliance with MADC resolutions passed last year. Additionally, the committee is seeking approval to become a standing committee by Faculty Senate. See attached slides.

A resolution was presented to faculty senate which is a [joint resolution](#) with CNM to create cross-campus alliance. The resolution was presented to faculty senate for review and senators will be asked to vote on the resolution at the January meeting.

#### **11. Faculty Senate Breakout Groups**

Due to time constraints, discussion of Agenda Item 11 was deferred to the January meeting.

#### **12. Public Comment**

There was no public comment.

#### **13. Adjournment**

Meeting adjourned at 5:02 p.m.



# FY27 HEALTH INSURANCE PLANNING

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PRESENTATION TO FACULTY SENATE  
NOVEMBER 25, 2025

# Agenda

- Current Plan Overview and Benchmarking
- Plan Design and Cost Shifting Scenarios
- Premium Contribution Scenarios
- Discussion

# Plan Summary and Benchmarking

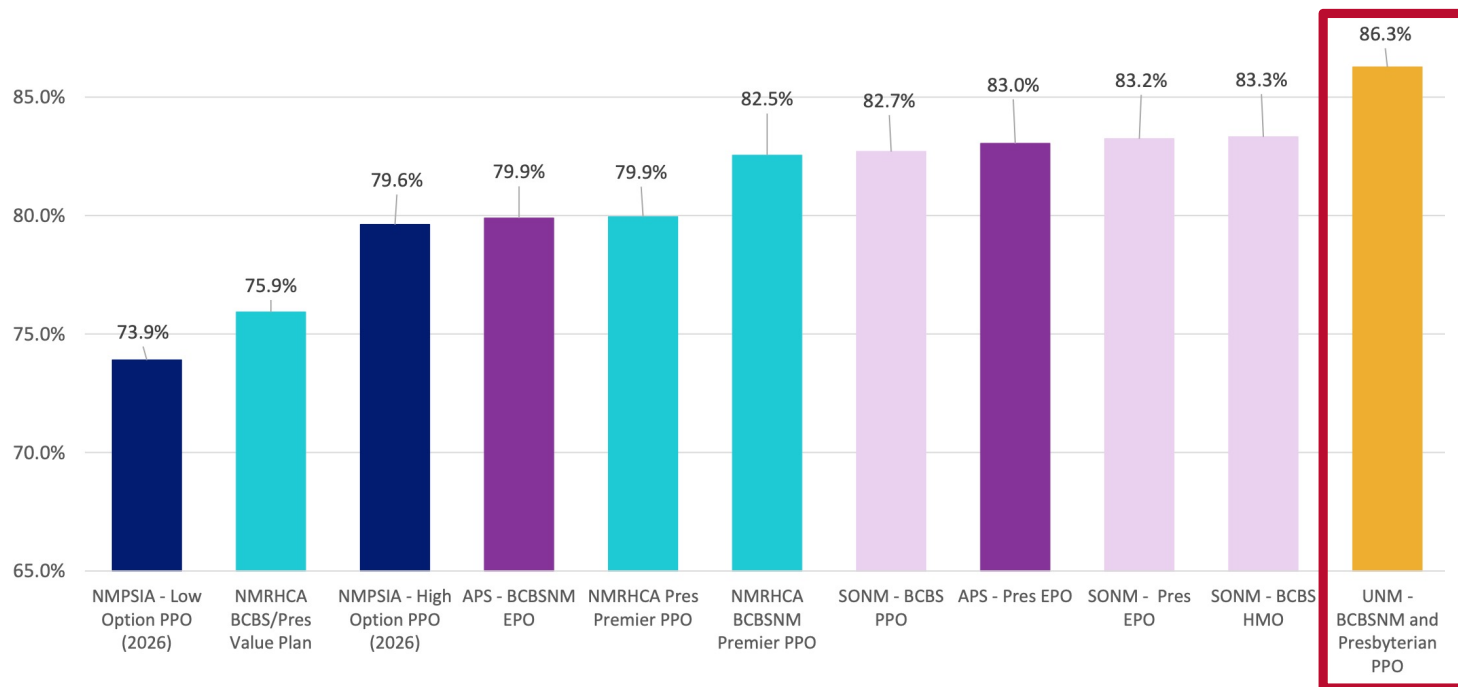
# Current Plan Overview

- UNM manages its own self-insured medical, prescription drug, and dental insurance programs
  - Employees choose between two PPO plans for medical insurance, LoboHealth (administered by BCBS) and Presbyterian
- UNM sets premium levels annually based on projected claims and administrative expenses
- Premium costs are shared between UNM and employees, with various contribution tiers based on salary levels:
  - State Statute regulates minimum and maximum contribution amounts, prohibiting UNM from contributing more than 80% or less than 60% of premium costs.
- *Preliminary FY27 premium increase projection of 15.8%*

Employee Annual Salary	UNM Contribution	Employee Contribution	# of Employees Enrolled in Medical Coverage	% of Enrolled Employees
\$54,999 or less	80%	20%	1,475	24%
\$55,000-\$69,999	70%	30%	1,356	22%
\$70,000 and greater	60%	40%	3,363	54%
<b>TOTAL</b>	<b>67%</b>	<b>33%</b>	<b>6,194</b>	<b>100%</b>

# Actuarial Value Benchmarking – Local Market

**Actuarial Value** is a standardized measure of a health plan’s “generosity”  
That is, the percentage of total medical costs the plan is expected to pay for a “standard” population



\*Relative value is based upon Optum Pricing model and Segal's input. Actuarial Values could vary slightly by model and user. For comparison purposes to PPO plans, HMO, and EPO relative values have been adjusted down by 3% to account for no out of network coverage.

# Higher-Ed Benchmarking

UNM's plan design compared to college and university peers:

- LoboHealth plan design is **Competitive** when utilizing Tier 1 providers
- Presbyterian plan design is **Less Competitive**, below median for specialty and in-network benefits
- Employee Contributions overall are **Less Competitive**

UNM's plan design compared to NMSU

- Medical plan design is **More Competitive** than NMSU
- Prescription drug benefits are **Competitive** with NMSU
- Employee Contributions are **Competitive** with NMSU

Comparison Market					University of New Mexico		
					All Plans		
					<\$55,000	\$55,000-\$69,999	\$70,000+
Coverage Tier	1 <sup>st</sup> Quartile	Median	3 <sup>rd</sup> Quartile	Average			
Contribution as a Percentage of Premiums							
Employee Only	26%	18%	11%	17%	20%	30%	40%
Employee + Spouse	26%	24%	16%	23%	20%	30%	40%
Employee + Child(ren)	26%	22%	14%	21%	20%	30%	40%
Employee + Family	28%	23%	16%	23%	20%	30%	40%

*Higher Education Benchmarking from the Segal College and University Benefits Study, comparison of 21 peer/comparable institutions.*

# Plan Design Options

# Plan Design Considerations

Description	Change in Actuarial Value	Estimated Savings <sup>1</sup>
Increase Deductible: In-Network: \$600/\$1,200 to \$1,000/\$2,000 Out-of-Network: \$1,800/\$3,600 to \$3,000/\$6,000	-1.5%	\$1.4M BCBS only; \$1.8M Both Plans
Increase Out-of-pocket Maximums In Network: \$3,000/\$6,000 to \$3,500/\$7,000 Out-of-Network: \$7,500/\$15,000 to \$8,750/\$17,500	-0.6%	\$0.5M BCBS only; \$0.7M Both Plans
Combined Deductible and Out-of-pocket Maximum plan changes	-2.1%	\$2.5M
Change Presbyterian Plan to an HMO	-1%-3%	\$250K-\$800K
Increase Deductibles for BCBS: In-Network: \$600/\$1,200 to \$800/\$1,600 Out-of-Network: \$1,800/\$3,600 to \$2,400/\$4,800  Increase Deductibles for Presbyterian: In-Network: \$600/\$1,200 to \$1,200/\$2,400 Out-of-Network: \$1,800/\$3,600 to \$3,600/\$7,200  Increase Out-of-Pocket Maximums for Both Plans: In Network: \$3,000/\$6,000 to \$3,500/\$7,000 Out-of-Network: \$7,500/\$15,000 to \$8,750/\$17,500	-1.7%	\$2.1M

<sup>1</sup>FY2027 claim projections assume 8.5% increase to FY2026 Medical/Rx estimated claim costs provided by Aon

# Impact of Deductible and OOP Max Options

## Deductible

BCBS	Total Members <sup>1</sup>	Deductible (In/Out of Network)	Members Meeting Deductible	% of Total Members Impacted
Single	4,263	\$600 / \$1,800	386 (360/26)	9.1%
Family	7,684	\$1,200 / \$3,600	629 (584/45)	8.2%
Total	11,947		1,015	8.5%

### Presbyterian

Single	886	\$600 / \$1,800	183	20.7%
Family	1,977	\$1,200 / \$3,600	414	20.9%
Total	2,863		597	20.9%
<b>Combined Total</b>	<b>14,810</b>		<b>1,612</b>	<b>10.9%</b>

## Out-of-Pocket Maximum

Out-of-Pocket Maximum (In/Out of Network)	Members Meeting Out-of-Pocket Maximum	% of Total Members
\$3,000 / \$7,500	146 (144/2)	3.4%
\$6,000 / \$15,000	274 (273/1)	3.6%
	420	3.5%

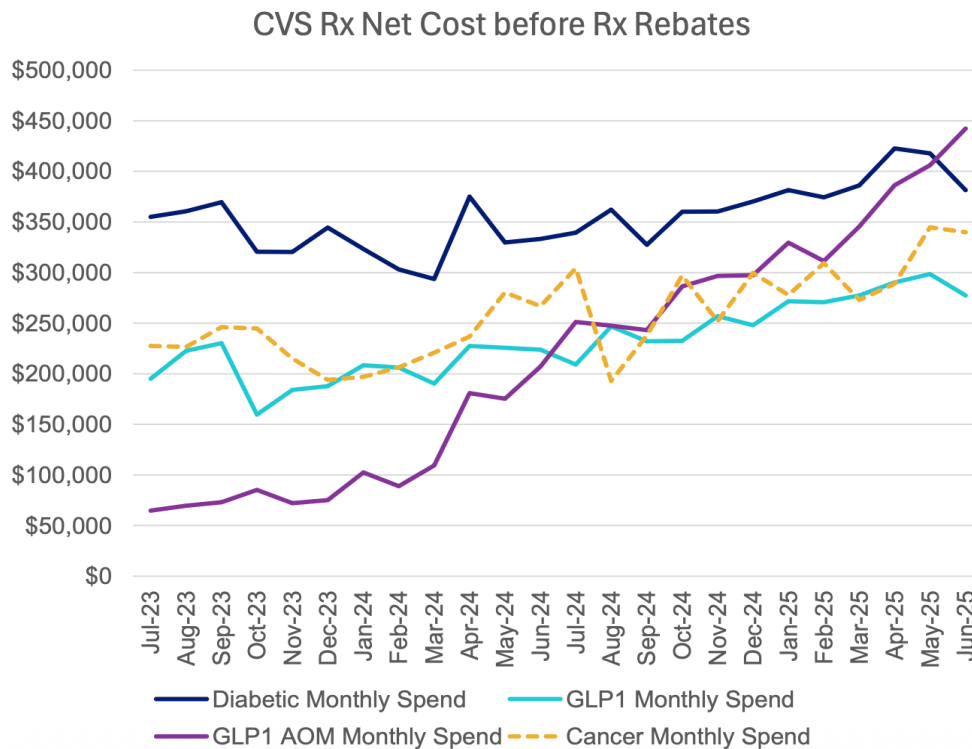
### Presbyterian

\$3,000 / \$7,500	63 (63/0)	7.1%
\$6,000 / \$15,000	152 (151/1)	7.7%
	215	7.5%
<b>Combined Total</b>	<b>635</b>	<b>4.3%</b>

<sup>1</sup>Member count includes any member (employee or covered dependent) enrolled during July 2024 to June 2025.

# Prescription Drug Cost Trends

## *GLP-1 and Cancer Treatments*



### GLP-1 Anti-Obesity Medication (AOM) Trends:

- GLP-1 AOM accounts for nearly 11% of total prescription drug expenses
- Net cost nearly tripled from FY24 (\$1.3M) to FY25 (\$3.8M)
- Unique utilizers more than doubled from FY24 (220) to FY25 (480)

# Prescription Drug Cost Drivers

Category	Data Period	Unique Utilizers	Total Scripts	Gross Cost <sup>1</sup>	% of Total Rx Gross Cost	Plan Cost <sup>1</sup>	% of Total Rx Plan Cost
<b>Diabetic Spend<sup>2</sup></b>	July 2023 - June 2024	956	6,942	\$4,318,614	11.4%	\$4,029,003	12.9%
	July 2024 - June 2025	934	7,916	\$4,820,622	11.1%	\$4,483,424	12.4%
	<b>% Change</b>	<b>-2.3%</b>	<b>14.0%</b>	<b>11.6%</b>	<b>-0.3%</b>	<b>11.3%</b>	<b>-0.5%</b>
<b>GLP-1 Diabetic Spend</b>	July 2023 - June 2024	408	2,409	\$2,663,022	7.0%	\$2,461,798	7.9%
	July 2024 - June 2025	392	3,120	\$3,345,831	7.7%	\$3,111,298	8.6%
	<b>% Change</b>	<b>-3.9%</b>	<b>29.5%</b>	<b>25.6%</b>	<b>0.7%</b>	<b>26.4%</b>	<b>0.7%</b>
<b>GLP-1 AOM Spend</b>	July 2023 - June 2024	220	944	\$1,381,621	3.6%	\$1,303,761	4.2%
	July 2024 - June 2025	480	3,401	\$4,079,897	9.4%	\$3,842,978	10.6%
	<b>% Change</b>	<b>118.2%</b>	<b>260.3%</b>	<b>195.3%</b>	<b>5.8%</b>	<b>194.8%</b>	<b>6.5%</b>
<b>Cancer Spend</b>	July 2023 - June 2024	202	821	\$2,794,621	7.4%	\$2,762,186	8.9%
	July 2024 - June 2025	207	919	\$3,445,423	8.0%	\$3,417,575	9.5%
	<b>% Change</b>	<b>2.5%</b>	<b>11.9%</b>	<b>23.3%</b>	<b>0.6%</b>	<b>23.7%</b>	<b>0.6%</b>

<sup>1</sup>Costs illustrated above does not include Rx rebates.

<sup>2</sup>Diabetic spend contains all diabetic drugs (including GLP-1) and does not include diabetic supplies.

- \$3.1M spend in GLP-1 Diabetic drugs represent 8.6% of total Rx plan cost in FY25
  - GLP-1 Diabetic drugs have higher growth rate than overall diabetic drugs (26% vs 11% growth)
- GLP-1 AOM drug spend of \$3.8M represents 10.6% of total Rx plan cost in FY25
- Net plan cost for cancer drugs increased by 24% between most recent 12 months and prior 12 months



# Benchmarking on AOM Coverage

## AOM (Anti-Obesity Medication) Coverage Prevalence

- CUPA-HR data for public universities:
  - PPO: 37% cover weight management drugs
  - HMO/EPO: 32%
  - POS: 60%
  - HDHP: 31%
- Segal's May 2025 survey:
  - Public sector coverage of GLP-1s for weight loss: **52%**
  - Private sector: **48%**

# FY2027 Anti-Obesity Medication Scenarios

Scenario	Description	Gross Plan Cost (Before Rebates)	Projected Rebates	Net Plan Cost (After Rebates)	Additional Program Costs	Total Annual Costs	Projected Savings	Est. Members Impacted
A	No Change - Continue AOM Coverage	\$10.5M	\$3.9M	\$6.6M	\$0	\$6.6M	\$0	0
B	Eliminate AOM Coverage	\$0	(\$700K)	\$700K	\$0	\$700K	\$5.9M	960
C	Continue Coverage with Required Coaching Program	\$2.1M - \$5.2M	(\$600K) - \$700K	\$2.8M - \$4.6M	\$300K - \$700K	\$3M - \$5.3M	\$1.3M - \$3.6M	480 - 768

## Notes:

Cost estimates assume consistent rate of growth through FY27 (20 additional utilizers per month, average utilization of 9.4 months)

Projected Rx rebates assume 37% rebates for AOM GLP-1 and estimated reduction from non-GLP-1 drugs

Scenario C estimates 20% to 50% of AOM utilizers participate in coaching support program and additional Program Costs include \$185 monthly coaching fee

# Budget Impact of Possible Plan Design Options

	Estimated \$ Impact	Estimated % Premium Change
<b>Baseline Projection</b>	\$18.4M	15.8%
<b>Increase Deductible:</b> In Network: \$600/\$1,200 to \$1,000/\$2,000 Out of Network: \$1,800/\$3,600 to \$3,000/\$6,000	(\$1.8M)	(1.5%)
<b>Increase Out-of-Pocket Maximums:</b> In Network: \$3,000/\$6,000 to \$3,500/\$7,000 Out of Network: \$7,500/\$15,000 to \$8,750/\$17,500	(\$0.7M)	(0.6%)
<b>GLP-1 Anti-Obesity Coverage Changes:</b> Continue GLP-1 AOM coverage; require participation in coaching support program	(\$2.5M)	(2.1%)
<b>TOTAL</b>	<b>\$12.4M</b>	<b>11.6%</b>

# Premium Contribution Scenarios

*Based on current premium rates and salary levels*

# Premium Contribution Scenario 1

## Scenario 1:

- Shift Current Contribution Tiers by \$5K
- Reduced Premiums for 795 *Enrolled Employees* earning \$55K-\$59K and \$70k-\$74K
- \$1.2M Cost Increase to UNM

Salary Range	UNM Contribution	Employee Contribution	# of Employees Enrolled
\$59,999 or less	80%	20%	1697
\$60,000 - \$74,999	70%	30%	1320
\$75,000 and greater	60%	40%	3247
TOTAL	68%	32%	6264

# Premium Contribution Scenario 2

## Scenario 2:

- Create a fourth salary tier and adjust two tiers' cost share to accommodate change
- New \$55k to \$69K Tier and new 70k to \$149K Tier
- Reduced Premiums for 3972 *Enrolled Employees* earning \$55,000 - \$150,000
- \$5.4M Cost Increase to UNM

New Salary Range	UNM Contribution	Employee Contribution	# of Employees Enrolled
\$54,999 or less	80%	20%	1284
\$55,000 - \$69,999	75%	25%	1351
\$70,000 - \$149,999	70%	30%	2621
\$150,000 and greater	60%	40%	1008
TOTAL	72%	28%	6264

# Premium Contribution Scenario 3

## Scenario 3:

- Increase UNM Contribution for the below \$55K salary tier to 100%
- Reduced Premiums for 1,284 *Enrolled Employees* earning \$31,200 - \$54,999
- \$3.6M Cost Increase to UNM
- *Requires legislative change to statute removing 80% contribution limit*

New Salary Range	UNM Contribution	Employee Contribution	# of Employees Enrolled
\$54,999 or less	100%	0%	1284
\$55,000 - \$69,999	70%	30%	1351
\$70,000 and greater	60%	40%	3629
TOTAL	70%	30%	6264

# Premium Contribution Scenario 4

## Scenario 4:

- Increase UNM Contribution for each tier by 10%
- Reduced Premiums for *All Enrolled Employees*
- \$10.2M Cost Increase to UNM
- *Requires legislative change to statute removing 80% contribution limit*

Salary Range	UNM Contribution	Employee Contribution	# of Employees Enrolled
\$54,999 or less	90%	10%	1284
\$55,000 - \$69,999	80%	20%	1351
\$70,000 and greater	70%	30%	3629
TOTAL	76%	24%	6264

# Premium Contribution Scenario Summary

Scenario	Description	# of Impacted Employees	Avg. UNM Contribution	Projected Cost Increase	Projected Increase w/ 16% premium increases	Projected Increase w/ 12% premium increases
<b>Scenario 1: \$5K Tier Shift</b>	Shift contribution tiers by \$5K to < \$60K, \$60K - \$74K, and \$75K and above	795	68%	\$1.2M	<b>\$14.2M</b>	<b>\$8.2M</b>
<b>Scenario 2: Create Fourth Salary Tier</b>	Shifts 60/40 tier threshold to \$150,000, creates new \$70 - \$149K tier	3972	72%	\$5.4M	<b>\$18.4M</b>	<b>\$12.4M</b>
<b>Scenario 3*: Adjust Lowest Tier to 100/0</b>	Increase employer contribution to 100% for the lowest (< \$55K) tier	1284	70%	\$3.6M	<b>\$18.6M</b>	<b>\$10.6M</b>
<b>Scenario 4*: Increase Employer Contributions by 10%</b>	Increase employer contributions by 10% in all tiers	6264	76%	\$10.8M	<b>\$25.8M</b>	<b>\$17.8M</b>

**Note\*:** Scenarios 3 and 4 require legislative action to remove current 80% contribution cap



Branch Community  
Colleges Council

- Report to Faculty Senate, November 25, 2025

# UNM Branch Campuses: Who Are We?

- "Branch community college educational program", for the purposes of Chapter 21, Article 14 NMSA 1978, includes either the first two years of college education or organized vocational and technical curricula of not more than two years' duration designed to fit individuals for employment in recognized occupations, or both.

# *WE ARE LOBOS*

## DEGREES & CERTIFICATES

Whether you plan on entering the job market or transferring to a four-year institution, UNM-Valencia has the tools and resources you'll need to succeed. UNM-Valencia offers more than 41 degree and certificate programs as well as a broad range of general education and pre-professional programs to prepare you for success!

College not for you? Explore our certificate programs and learn a valuable skill or trade in the workforce.



➤ [valencia.unm.edu/degrees-certificates/](http://valencia.unm.edu/degrees-certificates/)

### ASSOCIATES OF ARTS

- Art Studio
- Business Administration
- Chicana/o Studies
- Criminal Justice
- Criminology
- Early Childhood Education
- Elementary Education
- English
- Film and Digital Arts
- Liberal Arts
- Psychology
- Secondary Education

### ASSOCIATES OF APPLIED SCIENCE

- Computational Mathematics
- Game Design and Simulation

### ASSOCIATES OF SCIENCE

- Emergency Medical Services
- General Science
- Integrated Studies
- Mathematics
- Nursing
- Pre-Engineering

### CERTIFICATES

- Art Studio
- Automotive Technology
- Business Administration
- Construction Technology
- Early Childhood Development
- Elementary Education
- Film and Digital Arts
- Film Technician
- Game Design and Simulation
- Health Information Technology
- Medical Assistant
- Medical Biotechnology
- Welding

### INDUSTRY RECOGNIZED CERTIFICATES

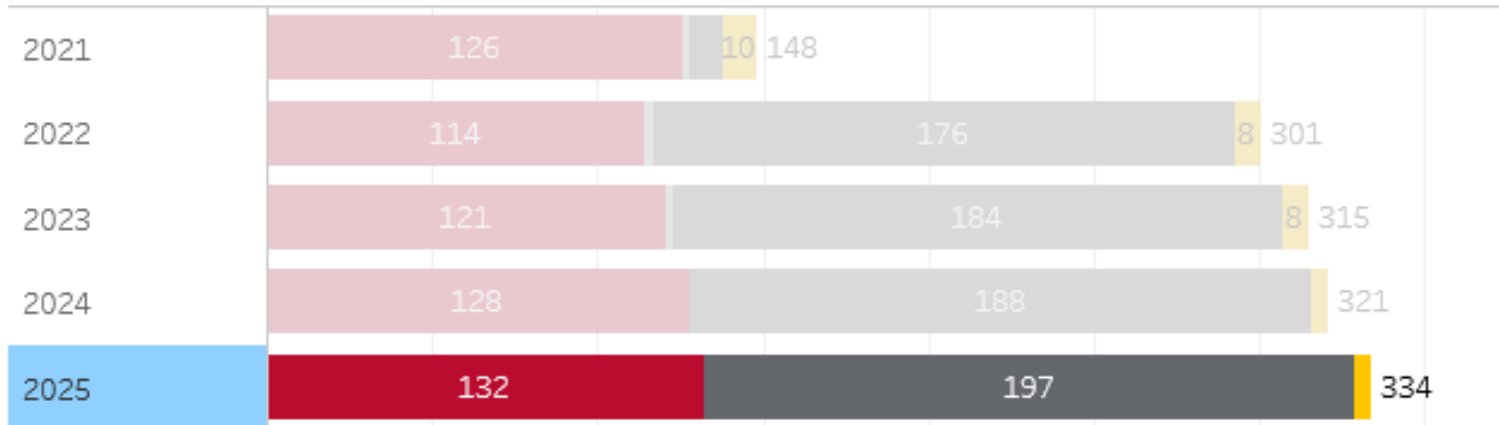
- Emergency Medical Services
- Nursing Assistant
- Personal Care Attendant
- Phlebotomy Technician



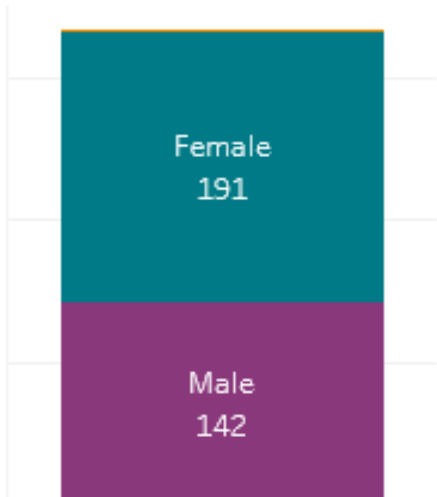
# UNM Branch Campuses: Who Are We?

## Faculty Count by Year

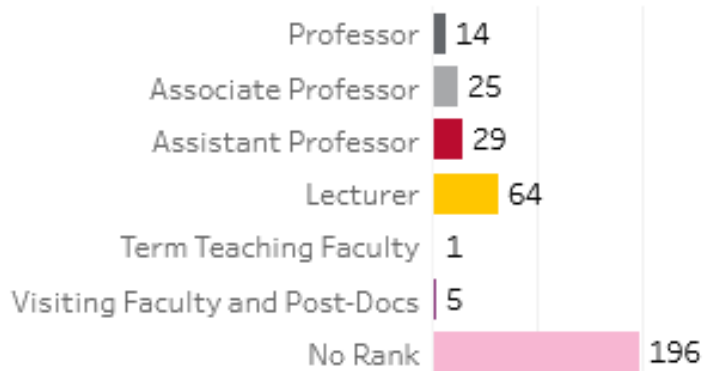
Please click on a year and then select a campus, college, time status, and/or department to get more specific information.



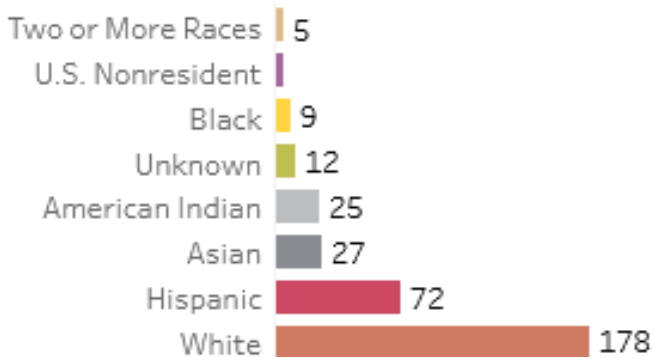
## Gender



## Rank



## Race/Ethnicity



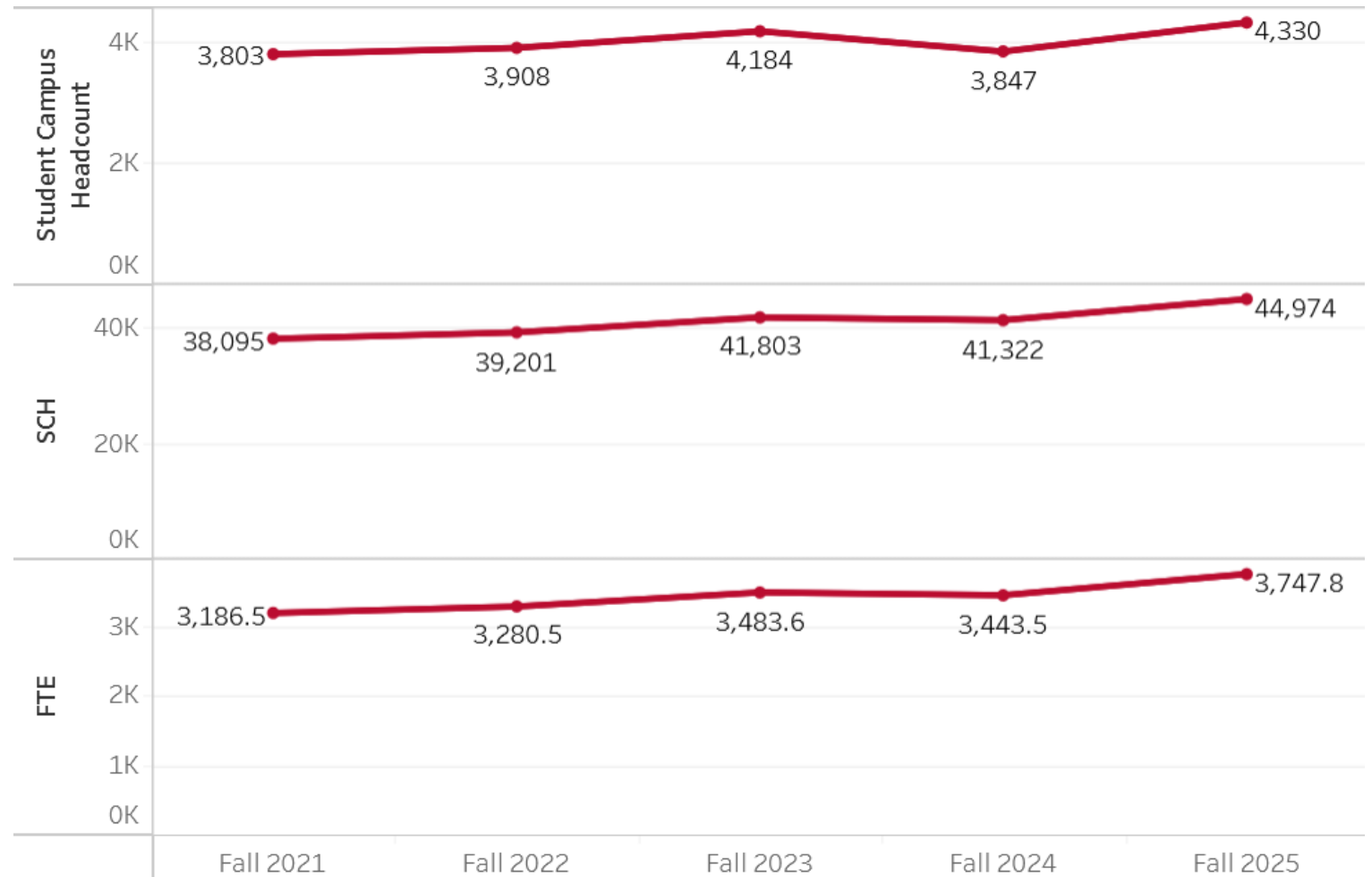
## Tenured vs. Non-Tenured

Tenured	30.43%
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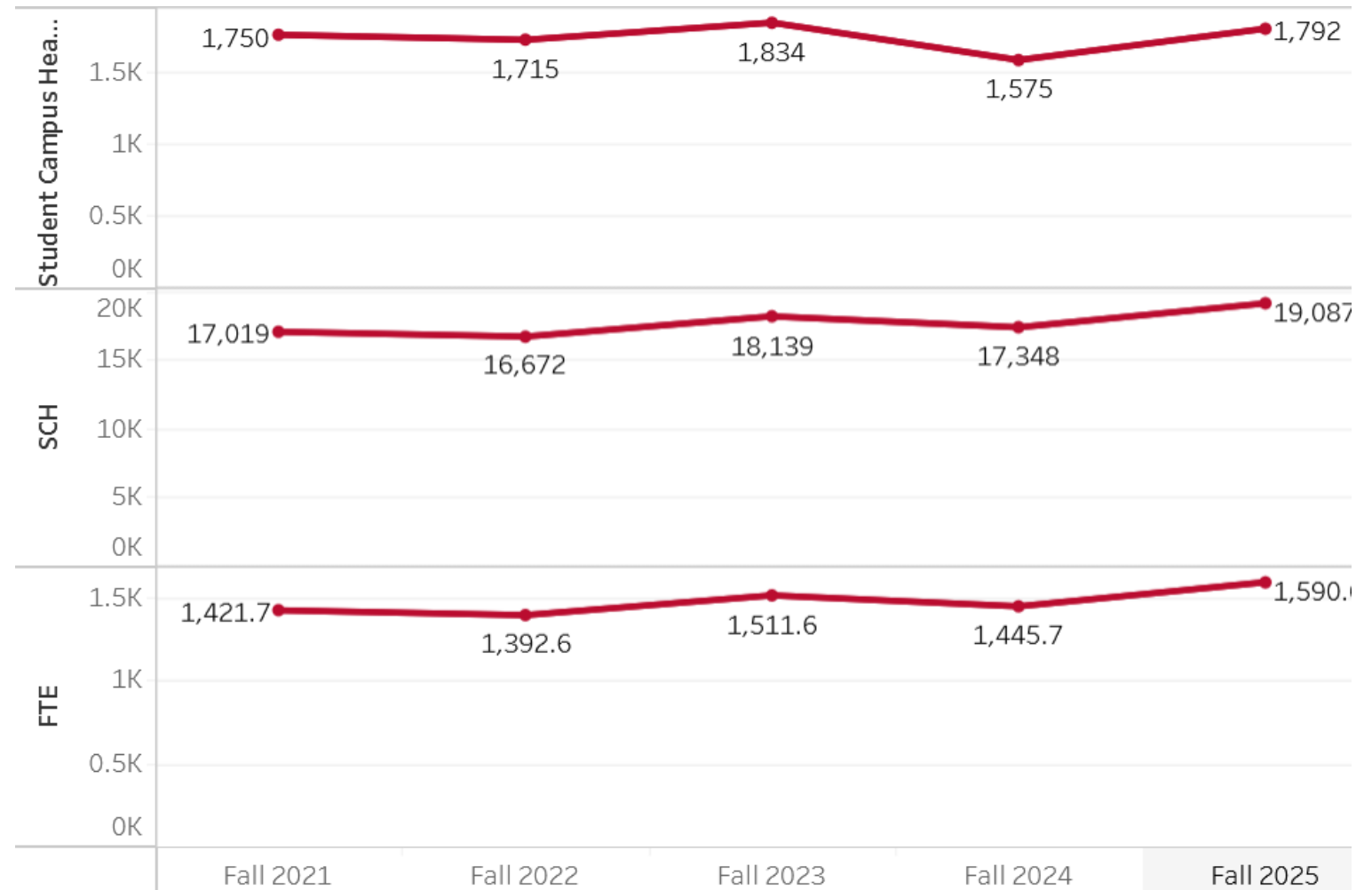
## Faculty Education Level

Doctorate or Terminal Degree
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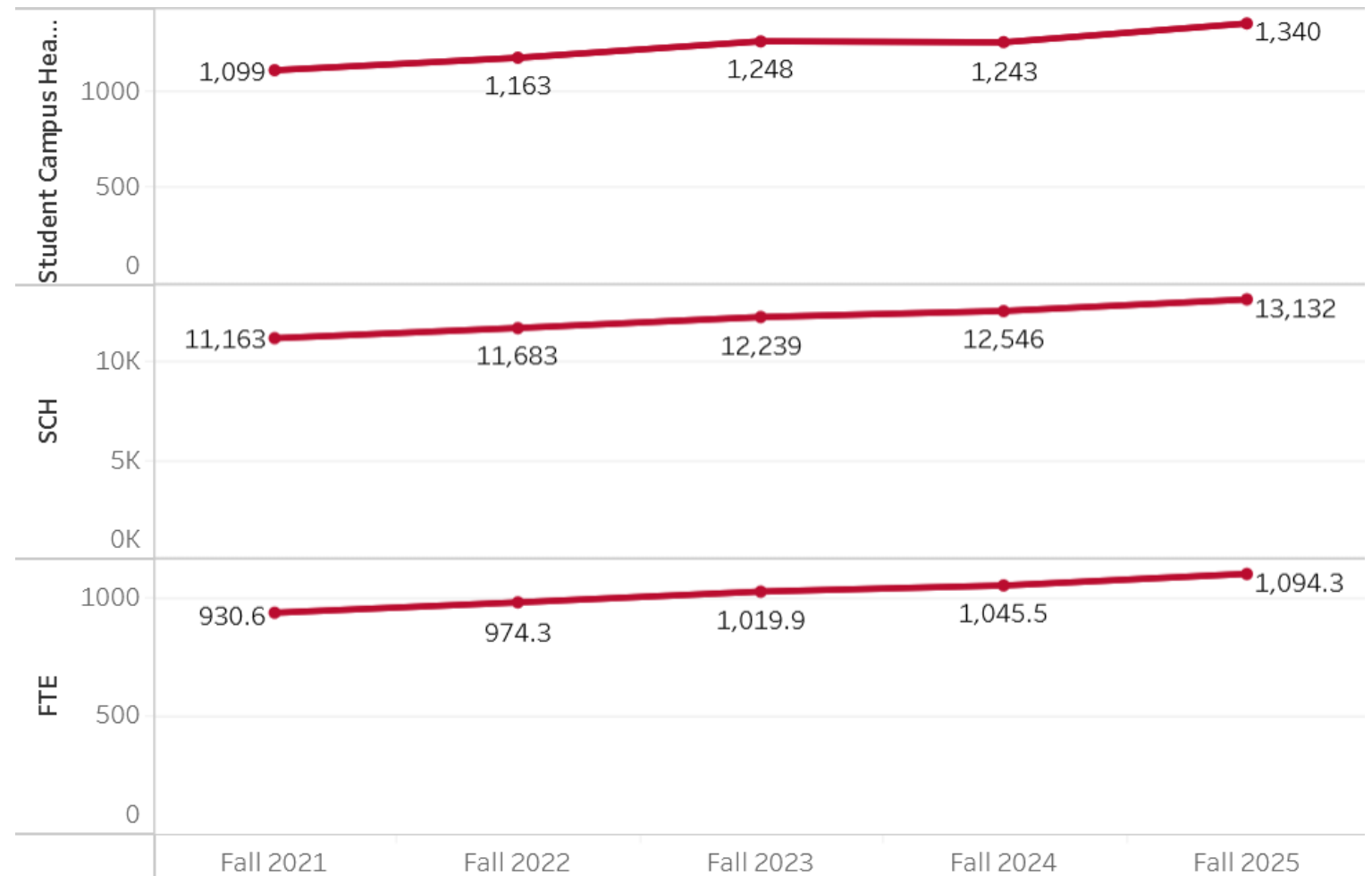
## UNM Branch Campuses: Overall Enrollments



# UNM Branch Campuses: Hispanic Student Enrollments



# UNM Branch Campuses: Native American Student Enrollments



# UNM Branch Campuses: Who Are We?



## Hispanic Student Profile

FALL 2022



Hispanic Home Student Headcount

**443**

56.3% of total  
home student population, N=787

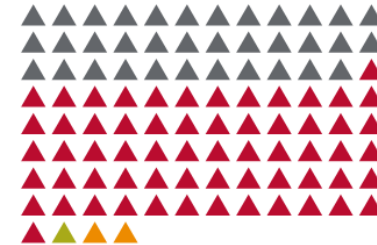
Female  
**67%**



Average Age  
**22**

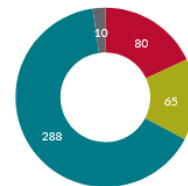


UNM-Taos Hispanic Student  
Enrollment by Home Campus  
N=713



Albuquerque (34.64%) Taos (62.13%) Gallup (0.42%)  
Los Alamos (0.98%) Valencia (1.82%)

Hispanic Home Students by  
Degree-seeking and Time Status



Degree-seeking, Full-time (18.06%)  
Degree-seeking, Part-time (14.67%)  
Non-degree seeking (2.26%)  
Dual Credit (65.01%)

AVERAGE LOAD



**6 SCH**



**9%**

RECEIVED  
FINANCIAL AID



**68%**

PELL ELIGIBLE



**63%**



TOP PROGRAM  
AS Pre-Science

HISPANIC STUDENT PROFILE

FALL 2022

SUGGESTED CITATION: Villalobos Meléndez, A. (2022). *Hispanic Student Profile, Fall 2022 Census* [Infographic]. UNM-Taos Institutional Research.

# UNM Branch Campuses: Student Diversity

STUDENT DEMOGRAPHICS	
HISPANIC	63%
WHITE	21%
NATIVE AMERICAN	5%
ALL OTHER GROUPS	8%
FEMALE	61%
MALE	38%
AVERAGE AGE	22.60 YEARS
 <a href="http://valencia.unm.edu">valencia.unm.edu</a> 	

# UNM Branch Campuses: Who Are We?



## GROWING, DIVERSE STUDENT POPULATION

**Over 1887 students, 2022-23 Academic Year**

Headcount increased by 10% over 5 years

50.8% Hispanic  
28.9% Caucasian  
5.9% Native American  
4.61% Asian  
9.7% Other

54.2% Female  
45.8% Part-time  
25.4 - Average age student to faculty



## OUTSTANDING INSTRUCTION

18:1 Student to faculty ratio  
34% of permanent faculty possess a Ph.D.  
92% of all faculty possess a Master's or higher.  
The majority of faculty also work in the fields in which they teach.



## EXCELLENT INNOVATIVE PROGRAMS

### Popular Transfer Programs

Pre-Professional Health, Pre-Engineering,  
Pre-Business, Computer Science, Liberal Arts

### Programs Developed for our Community

Emergency Medical Services, Fire Science, Robotics,  
Welding, Electro-Mechanical, IT with Cybersecurity,  
Certified Nursing Attendant, Bachelor of Science in  
Mechanical Engineering



## ACCESSIBLE AND AFFORDABLE

### Tuition

\$82.00 per credit hour  
\$1048.00 per semester (full-time)

### Financial Aid & Scholarships

State and local scholarships significantly reduce and/or  
eliminate out-of-pocket costs.

### Admission

No minimum GPA or test score required for admission.

# Branch Community Colleges Council

- Support Staff:
  - Theresa Sherman
- GALLUP
  - Tracy Lassiter
  - Kristian Simcox  
(BCCC Co-Chair)
- LOS ALAMOS
  - Joan Lucas
  - Min Ro

- TAOS
  - Paul Allen
  - Jaime Knight
  - Megan Murphy
  - Peter Walker
- VALENCIA
  - Justin Bendell
  - Steven Romero  
(BCCC Co-Chair)

# Branch Community Colleges Council: Who Are We?

- BCCC:
  - highlights the academic and professional contributions of UNM branch community college faculty
  - fosters collaboration, communication, and camaraderie between faculty members on all UNM campuses
  - proactively ensures the Senate is aware of issues that are specific to branch community colleges when making decisions affecting branch community colleges
  - proactively brings matters to the Senate that are specific to branch community colleges that may warrant supportive action by the Senate
  - actively champions student success

# BCCC: Priorities and Projects

- Getting our students “college ready”
  - Per FHB A68: “Through the Faculty Senate, [BCCC will collaborate] with leadership in Academic Affairs and Student Affairs on Albuquerque campuses pertaining to student success initiatives that increase retention and graduation rates of branch community college students who transfer to Albuquerque campuses”
  - What more can we do to prepare our transfer students to UNM-Albuquerque?
  - What resources are in place in Albuquerque for our transfer students?

# BCCC: Priorities and Projects

- Expanding access to four-year degrees
  - UNM Branch Community Colleges do not grant four-year degrees
  - There are existing partnerships between ABQ and the Branches to make some four-year degrees more accessible to students who complete coursework on the Branch campuses



# BCCC: Priorities and Projects

- Expanding access to resources and opportunities
  - Per FHB A68, the BCCC will attend to “Branch community college faculty inclusion on committees, projects, professional development, and research opportunities made available to UNM faculty”
- Support for teaching
  - E.g., Golden Paw Certification
- Support for professional development
  - E.g., Leadership Training



Thank You!

# *Ad hoc* FS Social Justice Committee

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**Fall 2025 Report**

FS Justin Bendell, Chair

# Three initiative in Fall 2025

- A list of recommended characteristics for the next UNM leaders
- Endorsee of the Academic Freedom Working Group's open letter
- Co-drafted a FS Joint Resolution with CNM to be voted on in January 2026

Created a list of recommended characteristics for UNM leadership candidate searches\*

\* *see link in chat*

### **Traits**

- uphold UNM's goals and values
- hold UNM's leadership accountable to the many communities that make up our Lobo pack.

### **Six categories:**

1. Visionary Stewardship of Academic Excellence and Long-term planning
2. Academic Integrity and Vision
3. Transparent and Relational Leadership
4. Organizational and Operational Effectiveness
5. Strong Commitment to Faculty Development
6. Commitment to Equity, Advocacy, and Visionary Resource Stewardship

# Academic Freedom Working Group's Open Letter

Endorsed by:

- United Academics of UNM (UA-UNM)
- United Graduate Workers of UNM (UGW-UE)
- UNM for Justice in Palestine (UNM4JP)
- UNM Faculty Senate Social Justice Committee
- UNM-Valencia Faculty Assembly

Published in *The Daily Lobo*

<https://www.dailylobo.com/article/2025/11/letter-to-the-editor-major-unm-organizations-call-for-administration-to-do-more-to-protect-academic-freedom>

# The letter, in short:

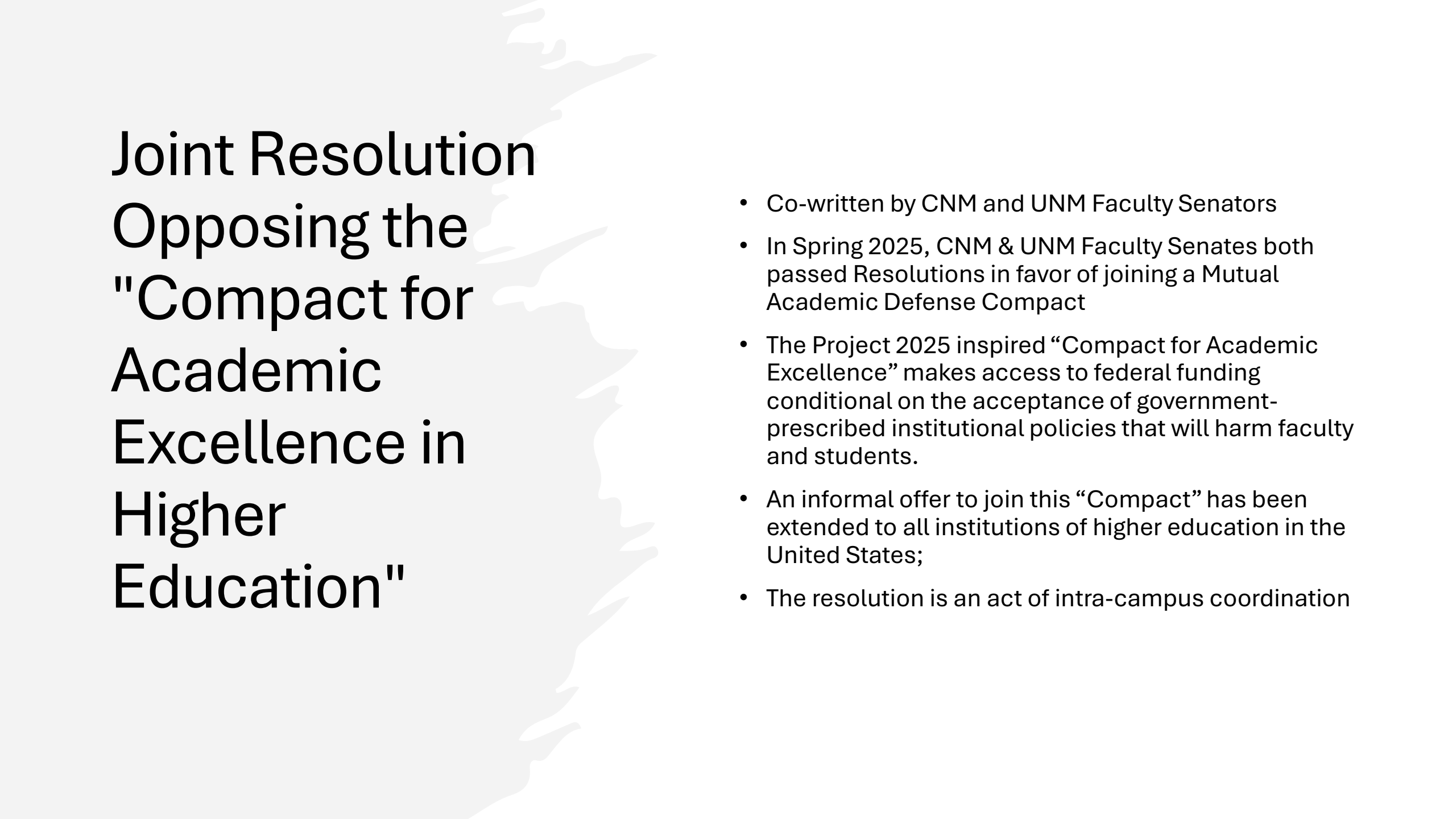
This attack on academic freedom is part of a broader assault on higher education, one that puts real people at risk for doing the work they were hired to do. The pressure from federal investigations and funding cuts has contributed to a growing culture of fear, one where academics are wary to speak out and voice their concerns. But silence is not going to save us. . .

As always, the antidote to silence is solidarity. It is incumbent upon all faculty to stand against any attempts to weaken academic freedom. Together, we call on the UNM administration to join us in a participatory process, one that ensures robust protection of academic freedom for all UNM faculty.

# Asks that the UNM Administration

- Refuse to provide the names of or information about UNM faculty, students or staff to Federal requests, unless compelled to do so by the courts
- Commit to a participatory process with faculty and students to revise free speech policies, especially the restrictive time, place and manner policies
- Support robust academic freedom policies in the faculty and graduate worker collective bargaining agreements and bolster academic freedom by strengthening paths to permanency for part-time faculty.

If you are interested in signing the letter, *the link is in the chat.*



# Joint Resolution Opposing the "Compact for Academic Excellence in Higher Education"

- Co-written by CNM and UNM Faculty Senators
- In Spring 2025, CNM & UNM Faculty Senates both passed Resolutions in favor of joining a Mutual Academic Defense Compact
- The Project 2025 inspired “Compact for Academic Excellence” makes access to federal funding conditional on the acceptance of government-prescribed institutional policies that will harm faculty and students.
- An informal offer to join this “Compact” has been extended to all institutions of higher education in the United States;
- The resolution is an act of intra-campus coordination

# Re: Compact

The *American Association of University Professors* (AAUP) and *American Federation of Teachers* (AFT) have called on all colleges and universities to reject the compact, calling it "preferential treatment . . . in exchange for allegiance to a partisan ideological agenda"<sup>1</sup>

<sup>1</sup> <https://www.aaup.org/news/universities-must-reject-trump-admin-loyalty-oath-compacts>

# Resolution

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**BE IT RESOLVED** that the Central New Mexico Community College Faculty Senate and the University of New Mexico Faculty Senate firmly oppose the "Compact for Academic Excellence in Higher Education" as written, and call upon campus administrations to also reject this Compact outright as well as any similar proposal compromising the core values and independence of our institutions.

We ask that you please **review the Resolution** (*linked in the chat*) before our January 2026 meeting.

UNM & CNM faculty senates will be voting on it in late January. Passing it will send a clear signal to other colleges that cross-campus organization is possible.

**FACULTY SENATE ATTENDANCE ROSTER  
2025-2026**

Last Name	First Name	Representing	Aug	Sept	Oct	Nov	Jan	Feb	Mar	Apr	May
Adolphi	Natalie	School of Medicine	P	P	P	P					
Anderoglu	Osman	School of Engineering	U	U	U	U					
Angeli	Eva	School of Medicine	P	P	P	U					
Baca	Olivia	At-Large	P	P	P	U					
Balwan	Akshu	School of Medicine	U	P	U	U					
Behrens	Brandon	School of Medicine	U	U	U	U					
Bendell	Justin	UNM-Valencia	U	U	P	P					
Blankenship	James	School of Medicine	P	U	U	U					
Budhwar	Nitin	School of Medicine	P	P	P	P					
Caparoso	Deirdre	Health Sciences Library & Informatics Center	P	U	U	P					
Cook	Angela	School of Medicine	U	P	U	U					
Corbin-Swalin	Paula	College of Fine Arts	P	P	U	U					
Cradock	Kenwyn	University College	P	P	P	P					
Davis	Michael	School of Medicine	U	P	P	U					
Depperman	Ezra	College of Arts and Sciences	P	P	P	P					
Devetsikiotis	Michael	School of Engineering	P	P	P	P					
Diller	Emily	School of Medicine	E	P	P	U					
Dutra	Paulo	At-Large	U	U	U	U					
Endres Oliveira	Cassiano	School of Engineering	U	U	U	U					
England	Scott	School of Law									
Espey	Eve	School of Medicine	P	P	U	U					
Garza Ayala	Armando	College of Education and Human Sciences	U	P	U	P					
Gonzales-Pacheco	Diana	College of Education and Human Sciences	P	P	P	P					
Head	Michele	At-Large	P	P	P	P					
Hutchison	Liz	College of Arts and Sciences	U	P	U	P					
Islam	Mohammad	At-Large	P	P	P	P					
Izquierdo	Luis	School of Medicine	P	P	P	P					
Jackson	Margaret	College of Fine Arts	U	U	U	U					
Ketcham	Amaris	Honors College	P	P	P	P					
Lassiter	Tracy	UNM-Gallup	P	P	P	P					
Lavin	Roberta	College of Nursing	P	P	P	P					
Liotta	William	College of Fine Arts	U	U	U	U					
Lippitt	Cait	College of Arts and Sciences	P	U	P	P					
Lu	Yan	College of Arts and Sciences	U	P	U	U					
Lucas	Joan	UNM-Los Alamos	P	P	P	P					
Mackin	Melissa Lehan	At-Large	P	P	P	P					
Matthews	John	College of Arts and Sciences	P	P	P	P					
Murphy	Grace	College of Nursing	P	P	E	P					
Murphy	Megan	UNM-Taos	P	P	P	U					
Otaño Gracia	Nahir	College of Arts and Sciences	P	P	P	P					
Panikkath	Pramod	School of Medicine	U	P	U	U					
Pearson	Osbjorn	College of Arts and Sciences	P	P	P	U					
Perez	Euriko G. Torrazza	School of Medicine	U	U	U	U					
Polhemus	Mark	School of Medicine	U	U	P	U					
Poroseva	Svetlana	School of Engineering	P	E	E	P					
Ro	Min	UNM-Los Alamos	P	P	P	P					
Romero	Steven	UNM-Valencia	P	P	P	P					
Scariano	John	School of Medicine	U	P	U	U					
Scruggs	Caroline	School of Architecture + Planning	P	U	P	P					
Siegel	Patricia	School of Medicine	P	U	P	U					
Simcox	Kristian	UNM-Gallup	P	P	P	P					
Singh	Gurdeep	School of Medicine	P	P	P	U					
Son	Hyunsang	Anderson School of Management	P	P	P	P					
Soneru	Codruta	School of Medicine	P	P	U	U					
Stark	Cortny	College of Education and Human Sciences	P	P	P	P					
Sturgis	Meshell	College of Arts and Sciences	P	P	P	P					
Tarawneh	Rawan	School of Medicine (resigned 8/25/25)									
Tomedi	Laura	College of Population Health	U	E	P	U					
Torrazza Perez	Euriko G.	School of Medicine	U	P	U	P					
Umana	Daniel F. Gallego	School of Medicine	P	U	U	U					
Walker	Peter	UNM-Taos	P	U	U	U					
Ward	Krystal	College of Pharmacy	P	P	P	P					
Warner	Adrienne	College of Univ Libraries & Learning Sciences	P	P	P	P					
Watson	Erik	School of Medicine	P	P	P	U					

**FACULTY SENATE ATTENDANCE ROSTER**  
**2025-2026**

Last Name	First Name	Representing	Aug	Sept	Oct	Nov	Jan	Feb	Mar	Apr	May
Wilson	Eli	College of Arts and Sciences	P	P	P	P					
Winder	Samuel	School of Law	P	P	P	P					
Witt	Satya	College of Arts and Sciences	P	U	P	U					
Yang	MingAn	School of Medicine	U	P	P	P					

*last updated: 10/30/25*