



WEDNESDAY COMMUNIQUE

December 5, 2012

Equity Adjustments: The office of Academic Affairs has now completed its review for equity adjustment appeals. Please recall that the intent of the equity adjustment process was to correct internal inequities for similarly performing faculty members within the same discipline who also have had comparable years of satisfactory service at UNM. The equity *appeal* process focused on those cases that might have been missed earlier due to oversight or lack of support by the chairs/deans. The equity adjustment process was never intended, nor was it used, to adjust our faculty salaries to those at peer institutions. It was not intended, nor used, to raise the salaries in a certain rank to a common university-wide level, or to catch up with a colleague's salary that may have been raised due to a retention counter-offer. Given the above guidelines, an independent faculty committee was selected, and subcommittees of three faculty members carefully reviewed each file. This was followed by a review by the associate provost for academic personnel and, finally, by the provost. Careful consideration was paid to those who had not received an equity adjustment in the previous cycle, as well as to the justification for the request as measured by the stated guidelines. Based on these reviews, the last \$100,000 of equity adjustments was allocated. Please note that, while no process is perfect, the provost, his staff, and the faculty reviewers have made every effort to provide a fair and equitable peer review process. In the coming year, the president and the provost will be requesting significantly more funds from the Board of Regents in order to adjust faculty salaries to our aspirational peers. This is the beginning of the journey, led by President Frank and the Board of Regents, toward making faculty salaries as competitive as their achievements!

On Education: The cris(es) in higher education are now a common feature in the popular press. Time magazine has a web site, <http://nation.time.com/category/education/>, that contains useful information about education in general, and higher education in particular. The most recent issue of the Economist had a very comprehensive article about the value of higher education in the US, which can be found at <http://www.economist.com/news/united-states/21567373-american-universities-represent-declining-value-money-their-students-not-what-it?spc=scode&spv=xm&ah=9d7f7ab945510a56fa6d37c30b6f1709>.

What do they think of us? In 2003, and then again in 2006, UNM surveyed New Mexico citizens to learn more about their perception of UNM. The results of the 2006 survey are summarized in the document at: <http://xxx>. As you can see, much of the information about UNM in 2006 was obtained from friends, TV, and newspapers, and most were exposed to UNM through the hospital and our sports teams. Of particular interest is the misconception about the cost of attending UNM. President Frank has requested that UNM conduct a new survey of New Mexico citizens, the results of which will help to shape our communications with outside constituencies.

The Academic Leadership Academy: I am pleased to announce that the following four faculty members were selected from a group of ten extremely qualified applicants to serve in the inaugural class of Academic Leadership Fellows: Professor Melissa Bokovoy, Professor Antoinette Sedillo-Lopez, Professor Yemane Asmerone, and Professor Edl Schamiloglu. The four fellows will rotate through the offices of the President, the Vice President for Research, the Provost, and the EVP for Administration. In coordination with a similar program at the Health Sciences Center (HSC), the four fellows will spend time with HSC executives and leaders, while some of the HSC fellows will spend time interacting and learning with main campus administration.

Presentation to Regents Committees: In the Spring 2012 semester, I was tasked by the Board of Regents, and since then by President Frank, to present a multi-year compensation plan for adjusting our faculty salaries to those of our aspirational peers. I have just presented the plan to the Board of Regents (BOR) Finance and Facilities Committee, after presenting an earlier version to the BOR Academic/Student Affairs and Research Committee, and will present next to the full board of regents for their approval.

RCM Again: In case you missed it last week, note that all deliberations and documents being reviewed and generated by the Responsibility Center Management & Performance Based Budgeting (RCM/PBB) committee are available at <http://www.unm.edu/~budget/FY14%20Budget%20Development/>.

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Provost & Executive Vice-President for Academic Affairs

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