WEDNESDAY COMMUNIQUÉ

April 17, 2013

Science provides an understanding of a universal experience. Arts provide a universal understanding of a personal experience.
—Dr. Mae Jemison

On Compensation: I have received much feedback about the faculty and staff compensation strategies offered by the Board of Regents (BOR). The approved compensation increases were a 3 percent-on-average compensation pool for faculty, and a 1 percent increase to staff compensation with an additional one-time supplemental income adjustment of $1000. Let me first state, on my behalf and on behalf of all who were involved in the plan, that every group was vigorously represented. From the president of the Staff Council, to the president of the Faculty Senate, to the student leaders, and many others, we have been engaged in a spirited debate about providing as much compensation as possible. At the conclusion of the debate, the BOR was faced with many more legitimate requests than they could possibly fund. Ultimately, they tried, with the help of the student leaders, to provide as much compensation as possible to address the national market pressures on faculty, and to provide a little relief to staff by completing the 1 percent increase, which was not completely funded by the state, and to add the $1,000 one-time payment. The ultimate compensation increase was not as large as we had originally requested; financial pressures from medical insurance, benefits, external market forces, and extracurricular activities limited the compensation pool. After four years of no compensation, this is but a small step toward addressing your concerns. If we are successful in our strategy to increase student retention and graduation, we will have more leverage with the state for better compensation as the general state of the economy improves.

Freeman Hrabowski: "is the president of the University of Maryland, Baltimore County (UMBC), which has made an extraordinary name for itself educating students of all types in science and engineering. 'What makes our story especially important,' says Hrabowski, 'is that we have learned so much from students who are typically not at the top of the academic ladder.'" His inspiring TED talk is found at http://blog.ted.com/2013/02/26/set-high-expectations-for-all-students-freeman-hrabowski-at-ted2013/. President Hrabowski's approach was summarized in four points: 1) Set high expectations, 2) Build community among students, 3) It takes researchers to produce researchers, and 4) Observe every student—faculty need to be willing to get involved individually with students, even in the classroom.

No Greatness without Goodness: Just like Freeman Hrabowski and his team have shown that by raising expectations (as well as other strategies) every student can succeed, so did Randy Lewis at Walgreens. Please join us for the upcoming presentation by Randy Lewis, senior vice president of Supply Chain and Logistics for Walgreens. Mr. Lewis introduced an inclusive model in Walgreens distribution centers that resulted in 10 percent of its workforce consisting of people with disabilities who are held to the same standards, earn the same pay, and work side-by-side with those without disabilities. The presentation will be held on Friday, April 19, from 2:30-4:00 p.m. in the Science and Math Learning Center, room 102. The announcement for the event can be found at http://provost.unm.edu/documents/randy-lewis-presentation-flyer.pdf.

Evaluations: As promised, below is the link to my current evaluation (comments removed): http://facgov.unm.edu/Provost_Eval_SummaryReport_2012.pdf . Last year's survey is found at http://facgov.unm.edu/Provost_Eval_SummaryReport_2011.pdf.

Great Colleges Survey: This Friday, April 19, is the last day to fill out the "Great Colleges to Work For" survey for those who have received it. Six hundred faculty, staff, and administrators have been asked about their opinions and experiences concerning their work-life here at UNM. We hope to learn from the feedback and make improvements

for our future. At present our response rate is 11 percent; it is important that we reach at least 40 percent in order to create viable benchmarks for our success.

Gallup Branch Executive Director Finalists Named: After an extensive nationwide search, I am pleased to announce, on behalf of President Bob Frank, the selection of three finalists for the position of director, UNM Gallup Branch. The three finalists are: Dr. Gaither Loewenstein, vice president of Academic Affairs, Long Beach City College; Dr. John Garmon, former vice president of Academic Affairs, New Mexico State University of Carlsbad; Dr. Christopher Dyer, dean of Academic Affairs, chief academic officer, and professor of anthropology, Missouri State University-West Plains. The three finalists will each speak at open forums where members of the faculty, staff, students, and Gallup community members will have an opportunity to ask questions and provide feedback. I encourage you to attend these important events. For further information about the candidates, and times and locations for their visits and open forums, please contact Jennifer Love, search coordinator, at jenlov22@unm.edu or Marilee Petranovich at mpetrano@unm.edu.

Arts Unexpected: On Friday, April 19, almost one hundred artists, musicians, and dancers from the College of Fine Arts will provide brief arts happenings in various outdoor and indoor locations throughout the day. At each location a map and schedule of the day's events, and a raffle for an iPad mini will be available. Hear an opera, watch a film, get caught in a dance—expect the unexpected (http://finearts.unm.edu/index.php/news-events/61-arts-unexpected).

Chaouki Abdallah

Provost & Executive Vice President for Academic Affairs

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