



The Weekly Communiqué

June 27, 2019

Please join me in welcoming Dr. James Holloway as the incoming Provost of the University of New Mexico. He will arrive on campus on Monday, July 1. I have been honored to serve as the senior vice provost and interim provost of this university, and hope to have done so honorably and with passion for our students, for our mission as a research university, and for New Mexico. Thanks to all who have been collaborators in that work.

Dean Sergio Pareja

After survey consultation with the faculty and staff of the School of Law, I am pleased to announce, on behalf of myself and incoming Provost Holloway, that I have extended Sergio Pareja's contract as Dean of the School of Law for two additional years beyond his current contract, through June 2022. We believe Dean Pareja will continue to ably lead the School in collaboration with the associate deans and the faculty and staff leadership. Incoming Provost Holloway has authorized me to publicly commit the University to doing a national dean search for the School of Law during the 2021-2022 academic year. We believe that this extension will give the School time to stabilize and rebuild, thus creating a context in which a national search can succeed. We urge all to work together to build such an organizational context and advance the excellence of UNM School of Law's mission in teaching, scholarly productivity, and public service. As part of that effort, Provost Holloway hopes to meet with the Law faculty and leadership early in the Fall semester to discuss the future of the School.

Adobe Creative Campus

The UNM [Adobe Creative Campus webpage](#) is now live. The site has information on getting started, the tools available through the Creative Cloud, ideas for integrating them into your courses, training and support, and more. The site is intended to be expandable, so if there is additional content you would like to see, please offer suggestions to Elisha Allen, Director of Core IT Services (elisha@unm.edu).

Distinguished Professors

A distinguished professorship is the highest faculty rank at UNM. Distinguished professors have demonstrated outstanding achievements, earning national and international recognition. Two professors have been recently promoted to the rank of Distinguished Professor beginning with the 2019-2020 academic year: Marek Osinski, Department of Electrical and Computer Engineering; and Adrian Johnston, Department of Philosophy. Please join me in congratulating Professors Osinski and Johnston.

Student Success Survey for Faculty and Staff

UNM is participating in a project to self-assess our progress towards organizational change for student success. You can help us collect information by completing a short survey (30 questions), the [Institutional Transformation Assessment](#) by the **end of June**. We can use the survey and analytics tool to help us set our course for next year. I just did it myself. If you have any questions, email Joe Suilmann (suilmann@unm.edu).

Faculty Compensation Study

In January 2019, the University of New Mexico's (UNM) Office of the Provost contracted the Bureau of Business & Economic Research (BBER) to assess pay equity among university faculty. Here's a summary of the May 2019 findings:

Using White non-Hispanic male (WNHM) faculty as a control, the study tested for systematic gaps in pay for female and minority faculty members. The analysis presented pay differences using December 2014 and December 2018 data. The study included main campus but did not include faculty at the Health Sciences Center or branch campuses. The analysis of pay equity did not include lecturers, as they face important differences in job requirements, salary structures, and requisites for hire compared to tenure-track faculty. To isolate differences according to gender, race, and ethnicity, the study used econometric analysis to hold constant rank, final degree, time in current rank, years since final degree, academic department, and full-time/part-time status.

The analysis indicated that in 2014 female faculty in the role of Full Professor, among all categories of race and ethnicity, earned less on average than non-Hispanic White male (NHWM) Full Professors, other factors equal. However, there were no systematic differences in the pay of female faculty of other ranks (Assistant, Associate and Distinguished Professors) nor of minority male faculty of all ranks, compared to that of NHWM. Using the same methodology and coding of data, analysis of 2018 faculty compensation indicated that the pattern has been reversed partially over the four-year period. In 2018, female Full Professors, on average, earned more than their NHWM counterparts, other factors being equal. Also, in 2018, salaries of Hispanic males of all races and at all ranks were higher than those of NHWM of the same rank, again all other factors being equal.

Although there are many factors at play, the changes are due to two principal factors: the retirement of many well-paid NHWM Full Professors, and relative parity in recent hiring and promotion of other faculty. To be sure, NHWM faculty typically and on average attain a salary that is higher than others in their rank, compared to females and minorities, but this is due largely to the disproportionate placement of NHWM in disciplines and departments with higher average salaries, particularly in the College of Engineering.

Thus, UNM (like other universities) could narrow overall pay differentials by continuing to recruit women and minorities in STEM-related fields; however, we must be wary of any complacency, as inequities often creep back into large organizations. Unless we all strive to systematically maintain fair decision-making that rewards people for their diverse contributions, especially those that build a campus climate of academic excellence-and-equity, these gains can disappear.

Freshman Day: Call for Volunteers

Freshman Day is a UNM event to welcome incoming students and their families to the University Community. The University wants incoming students to know that they are entering a new phase in their lives, one that will prepare them to lead rewarding and fulfilling lives. We also would like the community of citizens of New Mexico to know that they are welcome on this campus, that we expect to partner with families to ensure student success, and that the University does not seek to separate students from their familial, cultural, and communal roots. If you would like to volunteer for the event and connect with new students, please visit the [Freshman Day signup page](#). Volunteer by August 11, 2019.

NEH Call for Applications

The National Endowment for the Humanities (NEH) is currently accepting applications for its Summer Stipends program. The program aims to stimulate new research in the humanities and its publication by supporting the work of individual scholars doing research or writing. Anyone can apply, as long as they are not a degree candidate at time of application. The grant amount is \$6,000, and the application deadline is Sept. 25, 2019. Full application information can be found [here](#).



From recent trip: Dawn from atop the High Atlas mountains; a view of Mt Toubkhal; Bahia Palace; Marrakech mosque at sunset.

Richard L. Wood

Interim Provost & Executive Vice President for Academic Affairs
Professor of Sociology

A PDF version of this weekly brief is available on the [Academic Affairs website](#). Your feedback and input are welcome at provost@unm.edu.