



**BOARD OF REGENTS
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE**

MEETING AGENDA

**June 4th, 2015
1:00 PM
Roberts Room
Scholes Hall**

UNIVERSITY OF NEW MEXICO BOARD OF REGENTS'
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE MEETING
Thursday, June 4, 2015 – 1:00 p.m.
Roberts Room, Scholes Hall

AGENDA

- I. Call to Order**
- II. Approval of Summarized Minutes from Previous Meeting: (April 30, 2015)** TAB A
- III. Reports/Comments:**
 - A. Provost's Administrative Report
Chaouki Abdallah, Provost and Executive Vice President for Academic Affairs
 - B. Member Comments
 - C. Advisor Comments
- IV. Action Items:**
 - A. N/A
- V. Information Items:**
 - A. **Enrollment Management Update** TAB B
ASAR Goal 9.1: Attracting High Achieving Students
UNM 2020 Goal Objective 2.2 & 2.3 Retention & Graduation Rates
Terry Babbitt, Associate Vice President for Enrollment Management
 - B. **Global Education and International Student Enrollment Initiatives** TAB C
UNM 2020 Objective 1.3: Increase International Programming by 20%
Mary Anne Saunders, Special Assistant to the President
 - C. **Faculty Compensation Project – Main & Branch Campuses** TAB D
Carol Parker, Senior Vice Provost
 - D. **Student Conduct Procedures** TAB E
UNM 2020 Goal 1: Become a Destination University
Tomas Aguirre, Dean of Students
- VI. Public Comment**
- VII. Adjournment**

**UNIVERSITY OF NEW MEXICO BOARD OF REGENTS’
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE MEETING**
Thursday, April 30, 2015 – 1:00 p.m.
Roberts Room, Scholes Hall

**Meeting Summary
(All “TABS” correlate to the April 30th ASAR E-Book)**

Committee members present: *Regent Bradley Hosmer, Regent Suzanne Quillen, Provost & Executive Vice President for Academic Affairs Chaouki Abdallah, Faculty Senate President Pamela Pyle and Staff Council President, Renee Delgado-Riley*

Regents’ Advisors present: *ASUNM President Rachel Williams, GPSA President Texanna Martin and UNM Parent Association President Catherine Cullen*

I. Call to Order 1:06 p.m.

- II. Approval of Summarized Minutes from Previous Meeting:** *(April 9th, 2015)* TAB A
Motion to Approve: Faculty Senate President Pamela Pyle
Second: Provost Abdallah
Motion Carried

III. Reports/Comments:

A. Provost’s Administrative Report

- Dean of the Law School resigned and search from within the school is underway
- Innovation Academy has launched and is up and running
- Benefits for faculty and staff will continue to be looked at and refined
- The top priorities for capital planning will be Physics and Astronomy replacement building, Anderson School phase I and an expansion of the children’s campus

B. Member Comments - None

C. Advisor Comments

ASUNM President Rachel Williams:

- Student Success week was a success
- Jenna Hagenruber will be the new ASUNM President
- A heartfelt “thank you” was given by Rachel to the ASAR Committee

GPSA President Texanna Martin:

- Texanna will continue on for another term as GPSA President
- “Food for Thought” raised enough summer scholarship money for about 80 students
- Over \$200,000 was given out in grants and scholarships for the year

UNM Parent Association Catherine Cullen:

- Dates are set for Family Weekend and the Golf Tournament
- Gearing up for New Student Orientation this summer
- Will once again be giving out the Parent Association Scholarship

IV. Action Items:

- A. Approval of Spring 2015 Degree Candidates TAB B
Pamela Pyle, Faculty Senate President
Motion to Approve: Provost Abdallah
Second: Faculty Senate President Pamela Pyle
Motion Carried

- B. ASUNM Constitutional Amendment Change TAB C
Rachel Williams, ASUNM President
Motion to Approve: Provost Abdallah
Second: Staff Council President Renee Delgado-Riley

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Motion Carried

- C. Approval of East Asian Studies Bachelor Degree TAB D
Lorie Brau, Associate Professor of Japanese
Motion to Approve: Provost Abdallah
Second: Faculty Senate President Pamela Pyle
Motion Carried
- D. Approval of Health Information Technology Associates Degree TAB E
Laura Musselwhite, Dean of Instruction, Valencia
• **Budget information requested**
Motion to Approve: Provost Abdallah
Second: Faculty Senate President Pamela Pyle
Motion Carried
- E. Approval of Technology Healthcare Certificate TAB F
Christopher Dyer, Executive Director, Gallup
• **Budget information requested**
Motion to Approve: Faculty Senate President Pamela Pyle
Second: Provost Abdallah
Motion Carried

V. Information Items:

- A. Higher Learning Accreditation Preparation TAB G
UNM 2020 Leadership & Governance
ASAR Goal 12 Improve the perceived value of a UNM Degree
Greg Heileman, Associate Provost for Curriculum
• Presentation available upon request
• Outline of the accreditation process including time frames, committees and their respective members
- B. College of Education Update TAB H
ASAR Goal 10.1 Define UNM's role in fixing New Mexico's K-12 crisis
Hector Ochoa, Dean of the College of Education
• Presentation available upon request
• Regent Hosmer requested a follow up presentation at a later date
• Overview of the College of Education
• Break down of the re-imagining
• List of current best practices with future practices to be added
• Explanation of the use of assessment
- C. UNM CEC Presentation On Healthcare Enrollment In Centennial Care & NMHIX TAB I
UNM 2020 Goal 1: Become a Destination University
ASAR GOAL 14: Identify needs of UNM & US for 2025
Kiran Katira, Program Operations Director, Community Engagement Center
• Presentation available upon request
• Overview of the health care situation in New Mexico
• Motion made and carried to pass to Provost Office for endorsement
- D. National Trends in Economics of Higher Education - ECON 295 Class TAB J
UNM 2020 Goal 7 Increase Economic Development
Robert Berrens, Professor of Economics
• Presentation available upon request

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- Presentation was developed as part of a class projects
- Covered enrollments trends throughout the United States
- Looked at factors such as tuition and bundling/de-bundling services, Pell grants, paying the full cost of tuition, out of state students and low vs high volume student practices

VI. Faculty Presenters

A. “Design + Innovation”

Tim Castillo, Associate Professor School of Architecture and Planning

TAB K

VII. Public Comment - None

VIII. Adjournment 4:02 p.m.

Motion to Approve: Faculty Senate President Pamela Pyle

Second: Provost Abdallah

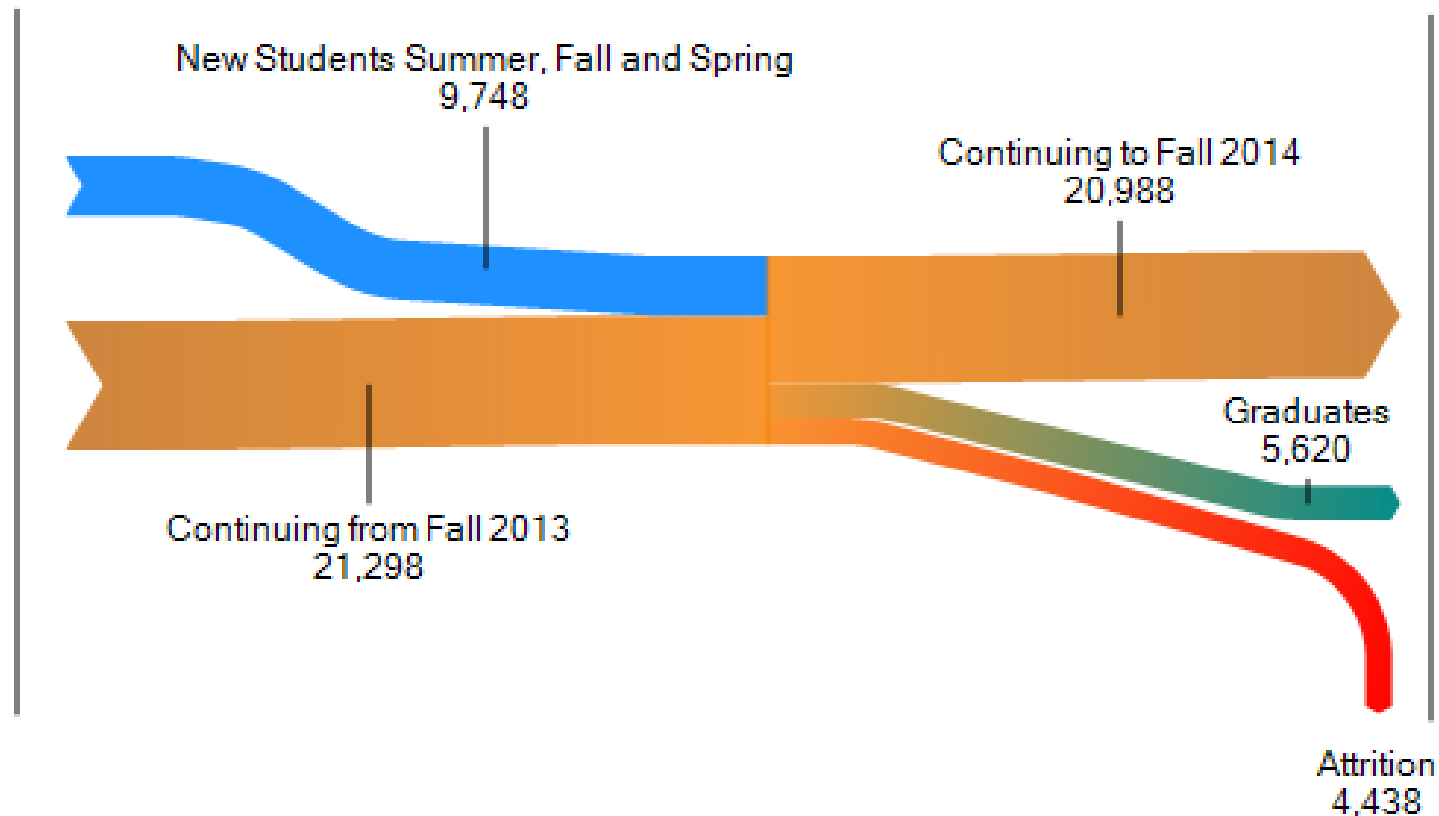
Motion Carried

The UNM Enrollment Ecosystem

- The one-year cycle of enrollment
- A detailed structure of one semester
- Transfer component of the ecosystem
- All Student Enrollment (ASE) retention rate
- Concerns with the enrollment ecosystem

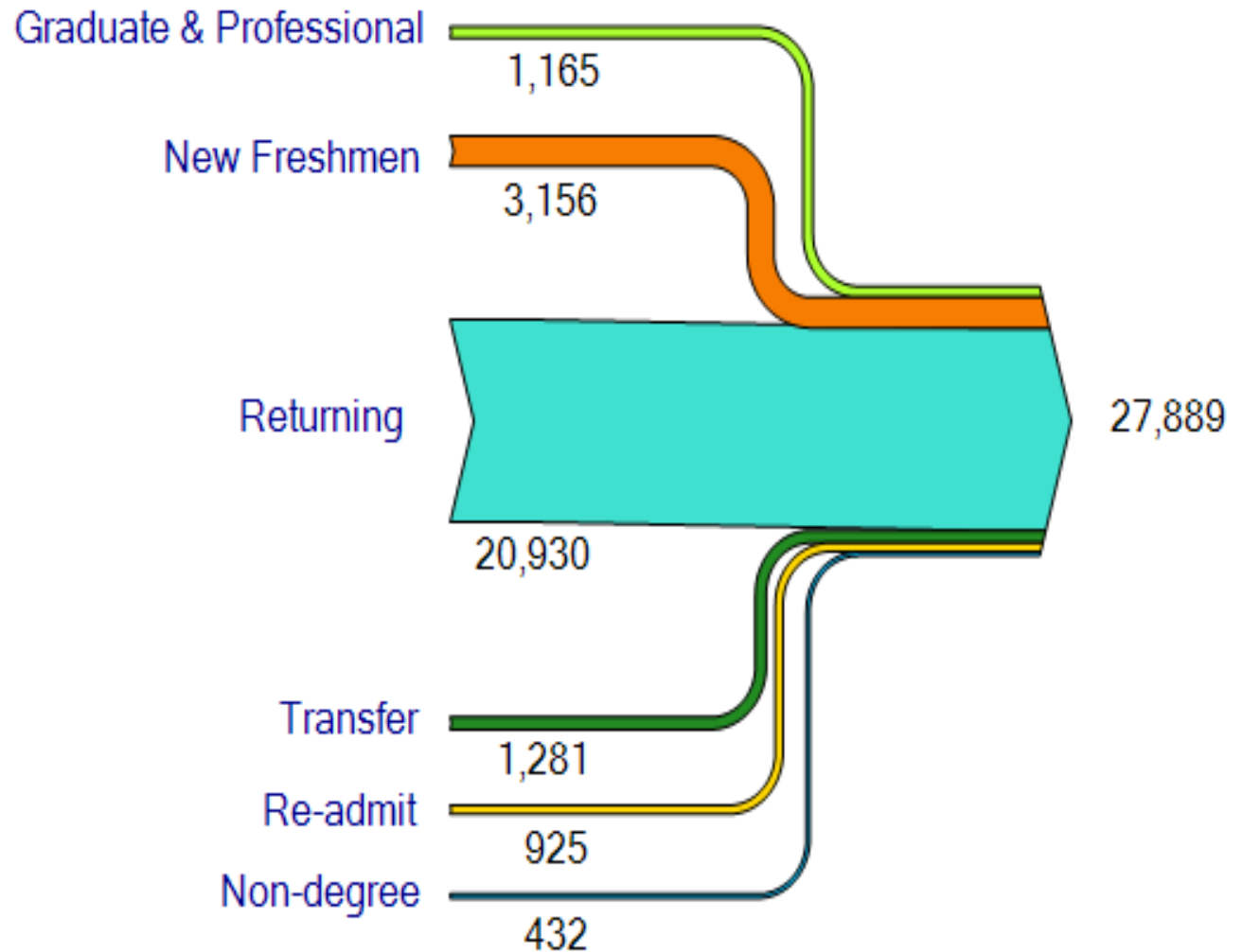
Fall 2013

Fall 2014

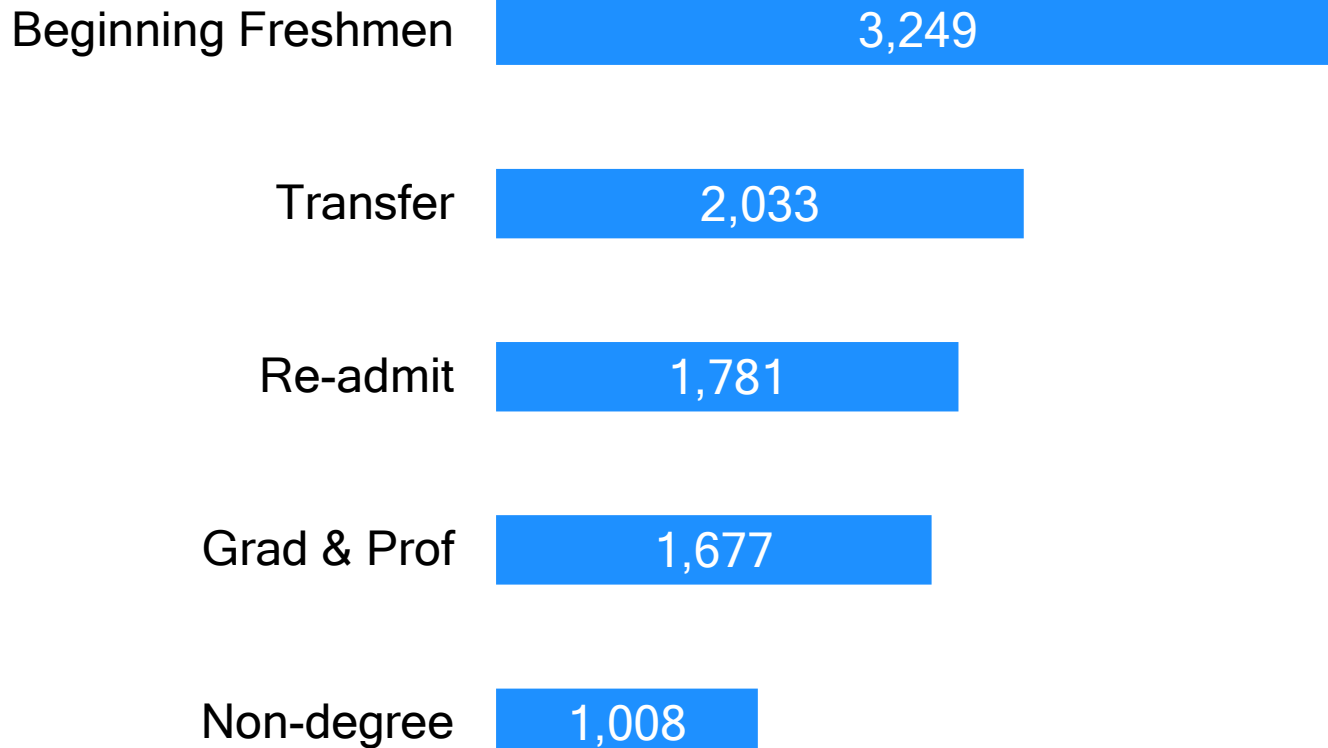


This one year enrollment cycle includes three semesters of entering, continuing, graduating and departing students.

Maintaining headcount levels requires enrolling over 7,000 new students just in the fall semester.

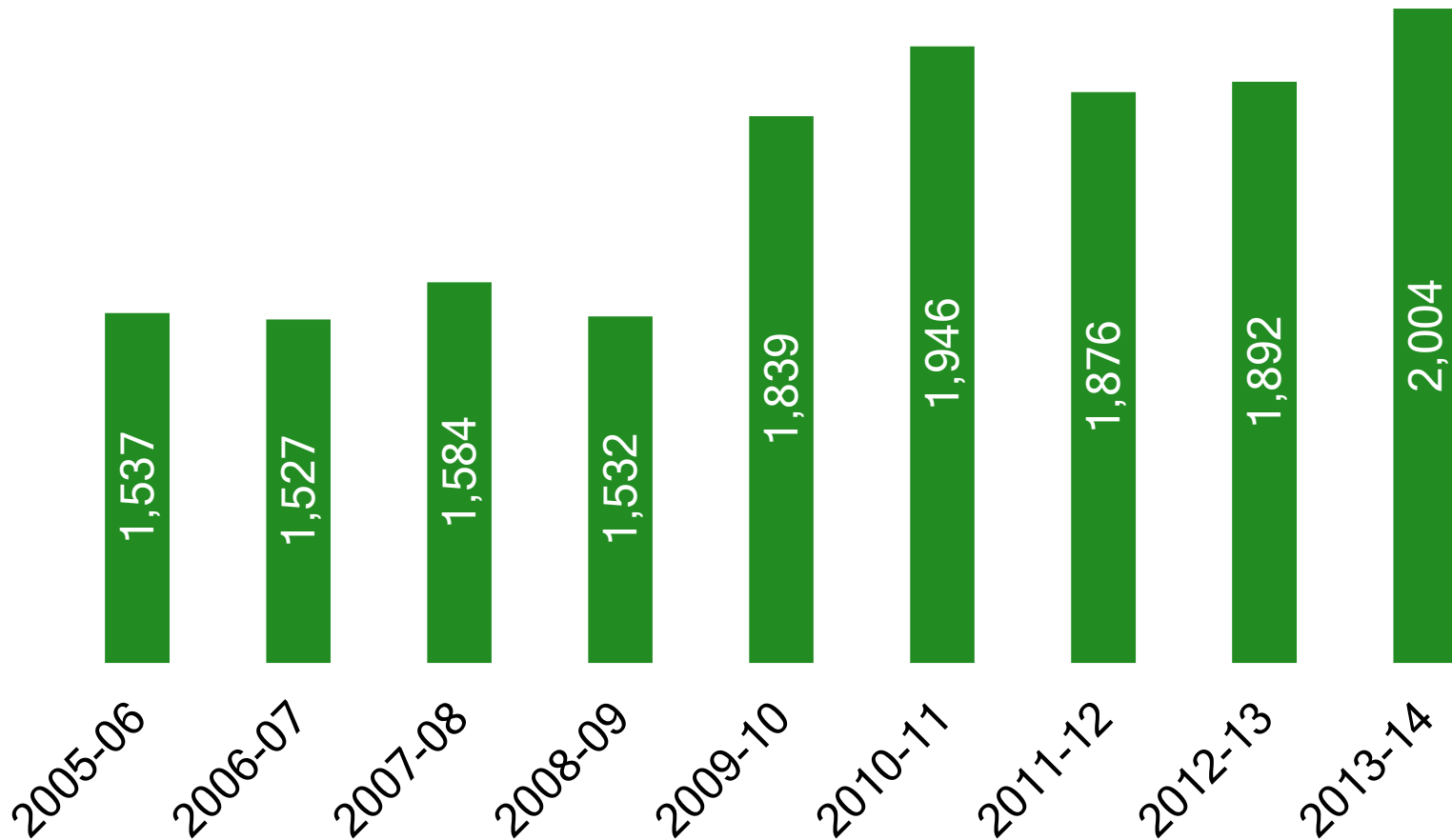


New Students – Summer, Fall and Spring



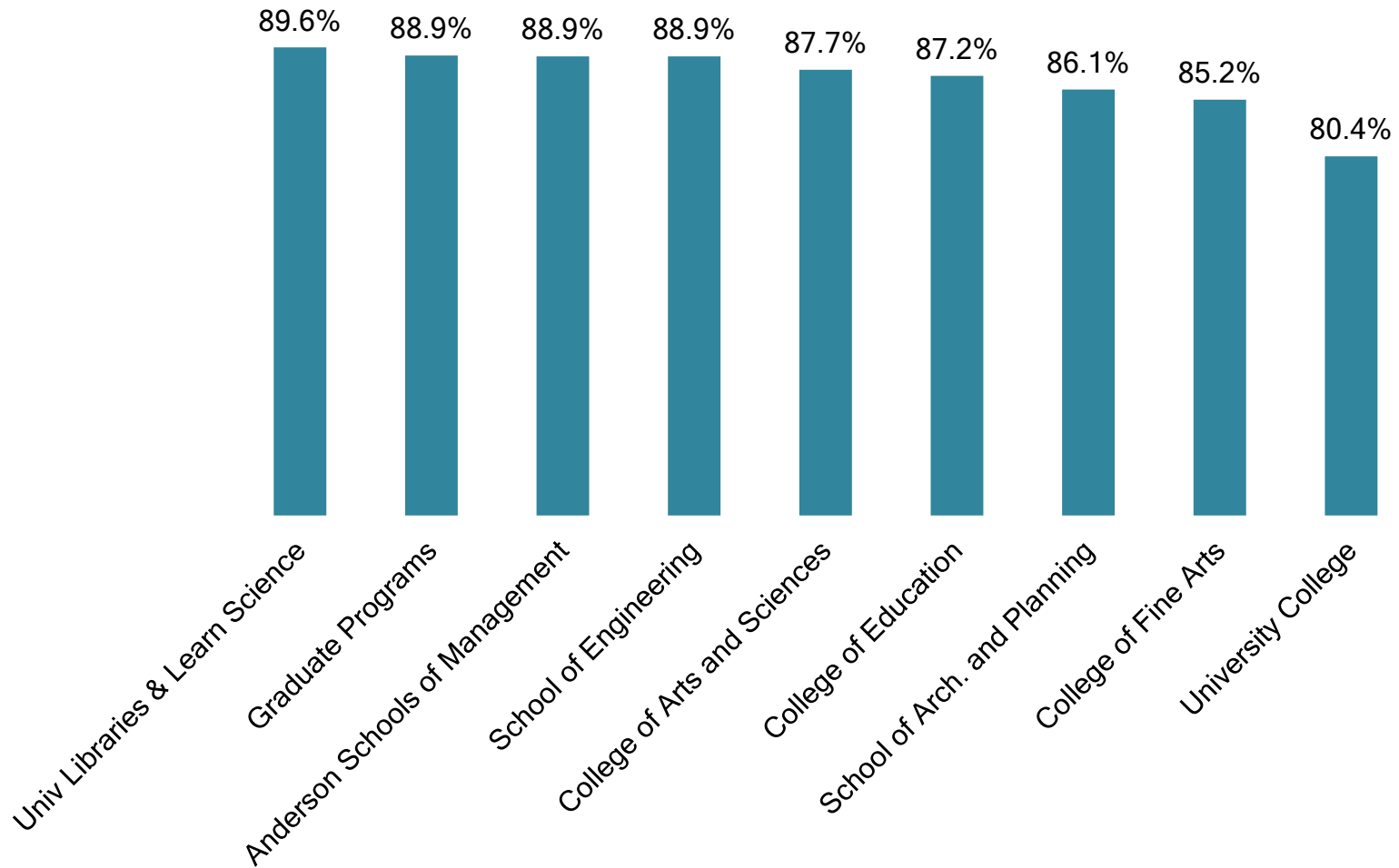
These are the annual totals of new students entering UNM.

New Transfers



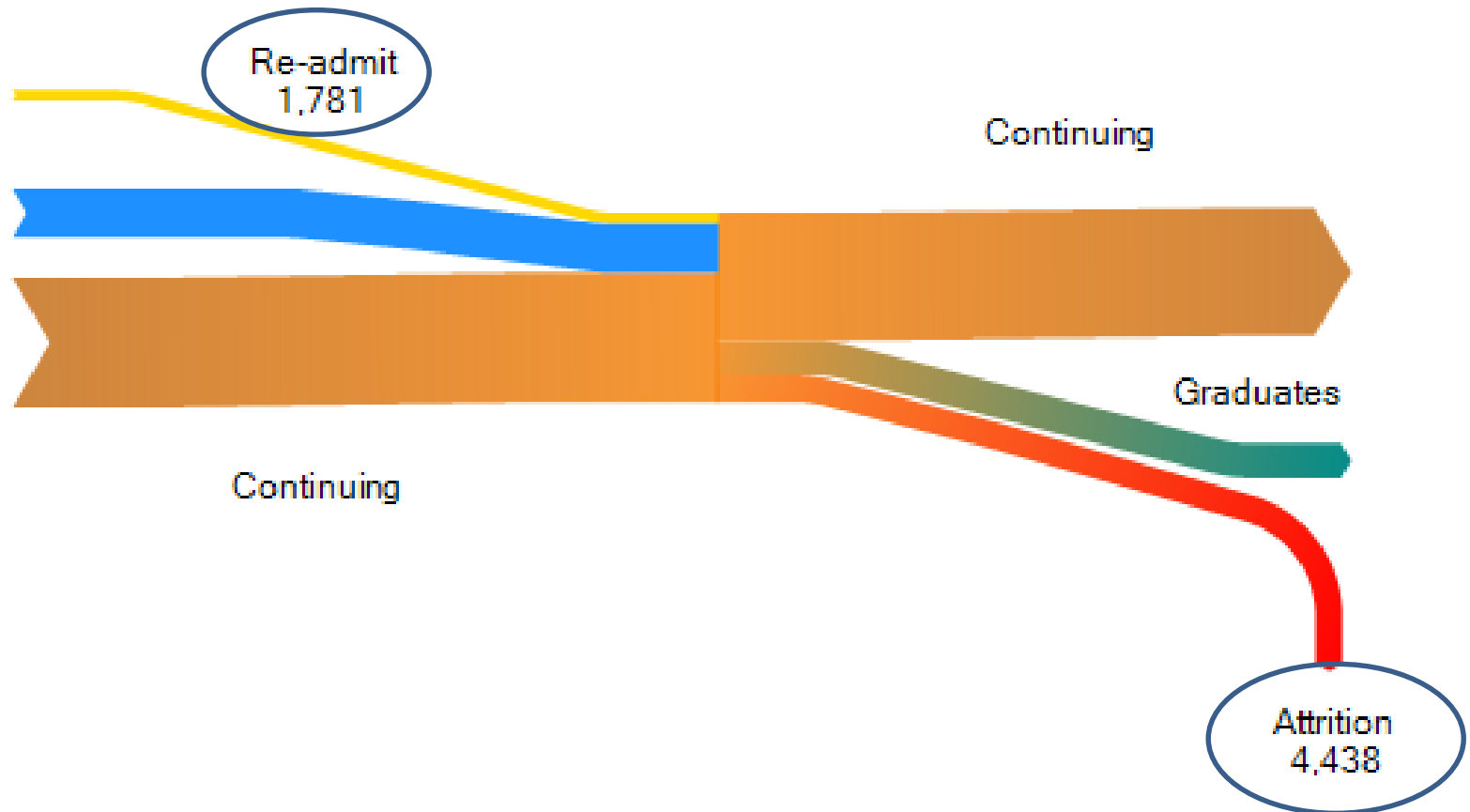
New transfers entering UNM on an annual basis have grown steadily.

ASE Retention



ASE retention is the percentage of all students returning to the next regular term. Graduates and suspensions are excluded from the denominator.

Concerns in the Ecosystem



The revolving door of departure and re-entry disrupts student and institution.

THE UNIVERSITY OF NEW MEXICO: UPDATE ON GLOBAL EDUCATION AND INTERNATIONAL STUDENT ENROLLMENT INITIATIVES

June 2015

Dr. Mary Anne Saunders
Special Assistant to the President
for Global Initiatives

THE UNIVERSITY'S INTERNATIONAL PROFILE

INTERNATIONAL STUDENTS 1,339
students from 97 different countries
during 2014-15



TOP ENROLLING COUNTRIES AT UNM 2014-15

China: 178
India: 156
Brazil: 115
Iran: 67
South Korea: 64
Mexico: 62
United Kingdom: 53
Saudi Arabia: 63

UNM 2020 GOAL: 2012-2015 (1 QTR) INCREASE INT'L PROGRAMMING BY 20%

Progress towards goals

Increase number of international students

- **26.23% increase** in enrolled international students overall (Fall 2012-Fall 2014). Within that number we have a **68.4% increase** in Center for English Language & American Culture enrollment (AY12/13-AY13/14).
 - **50%** of intensive-English program graduates enroll in degree study at UNM.

Increase number of students participating in Education Abroad Programs

- **34% increase** in UNM students studying abroad (AY12/13 – AY14/15-Projected)

Improve Global Relationship Management

- Completed **43 new international collaboration agreements** with university partners around the globe (AY13-14).



New Mexico campuses seeing drop in student enrollment

Although overall UNM Enrollment decreased by 3% in the past year, the enrollment of international students increased by 21%

Sources:

<http://krqe.com/ap/new-mexico-computes-seeing-drop-in-student-enrollment/>

<http://www.obqjournal.com/586183/news/nms-higher-education-enrollment-drops-63.html>

UNIVERSITY ENROLLMENT IN DECLINE

Since May of 2014, enrollment at colleges and universities in the U.S. has declined by 1.9 percent.

Five states with the sharpest declines



INTERNATIONAL ENROLLMENT SNAPSHOT

	2010	2011	2012	2013	2014
Total Enrolled Students	916	1016	1060	1104	1339
Total Practical Training	97	113	110	133	146
Total Students	1013	1129	1170	1237	1485
Population Growth Over Previous Year (Enrolled Students)	1.00%	11.45%	3.63%	5.73%	20.05%

International “Total Enrolled Students” population at UNM has grown:

- 26% from 2012 to 2014 (under GEO reorganization)
- 21% of the growth occurred in one year (from fall 2013 to fall 2014)

Fall 2015 New Int’l Students (Projection): 70 undergraduates, 205 graduates

NEW INTERNATIONAL STUDENTS (AS OF 5/19/15)

Number of International Undergraduate Applications by Semester

Applications	Fall 2013(August-Final)	Fall 2014 (August-Final)	Fall 2015(As of today)	Fall 2014 (1 year ago)
Confirmed	65	72	74	55
Not Confirmed, Other	210	288	342	258
Total Applications	275	360	416	313

Number of International Graduate Applications by Semester

Applications	Fall 2013 (August-Final)	Fall 2014 (August-Final)	Fall 2015 (As of today)	Fall 2014 (1 year ago)
Confirmed	178	279	215	240
Not Confirmed, Other	706	1132	1237	1157
Total Applications	884	1411	1452	1397

DIVERSIFIED RECRUITMENT ACTIVITIES

- Government Sponsored Students
- Direct outreach recruitment travel to targeted countries
- Recruitment Agents
- Updates to Marketing Design & Digital Advertising Outreach
- Short-term, tuition-paying students
- Dual Degrees
- Academic, Research, & Career Development Programs
 - Non-credit, non-degree recruitment based programs hosted on campus
- Recruitment and collaboration offices abroad in Beijing, China and joint-initiative with the City of ABQ & State of NM in Mexico City
 - Expansion planned in India
 - Tuition Discount Packages

THANK YOU

Contact: Mary Anne Saunders
Special Assistant to the President, Global Initiatives
masaunders@unm.edu

Information Item

Faculty Compensation Project
Main & Branch Campus Faculty
AY2015-2016

Carol Parker
Senior Vice Provost
June 4, 2015

Project Goals

- Ensure UNM Main and Branch campus faculty rates are equitable and fair
- Ensure that best practices and policies that achieve UNM 2020 Goal 7 – *establish policies that encourage and reward faculty innovation* – govern all compensation decisions on Main and Branch campuses

Best Practices for Preventing Inequities

- **Assess**
 - Conduct statistically valid analyses
- **Adjust**
 - Make filling any gaps a budget priority
- **Prevent**
 - Adopt effective policies to prevent inequities
- **Repeat**
 - Every 3-5 years

Main Campus Studies: Past and Future

- 2007 Study showed gender/race/ethnicity gaps
 - Fixes were stalled by transition in leadership, recession
- 2012 Study showed further gaps from salary “compression and inversion by rank”
 - Faculty loyal to UNM are penalized over time
 - \$1,874,000 distributed to 385 Main campus faculty
- 2015 Fall Study will look for both problems
 - Did past adjustments cure the problem?
 - \$600,000 available for distribution in AY2015/16

2-Part Process for Fall 2015 Project

- **Part One—Data Analysis & Comp Adjustments**
 - Develop capacity to routinely and regularly undertake compensation data analysis
 - Economists at UNM’s Bureau of Business & Economic Research (BBER) will work with UNM’s Faculty Data Stewards
 - Methodology for both analysis and any adjustments will be overseen by faculty steering committee
- **Part Two – Policy Analysis**
 - Policy analysis & recommendations for administrators and Faculty Senate Policy Committee
 - Faculty steering committee oversight

Process Improvement Goals

- Prevent creation of new problems when setting salaries for new hires
 - Obtain better market data to guide hiring offers
 - Establish policies that ensure equity analysis occurs before salary offers are made
 - Establish policies that make hiring officers responsible for not creating further inequities through new hire offers (must first take care of existing faculty)

Process Improvement Goals

- Prevent creation of new problems through subsequent compensation adjustment process
 - Establish policies and provide resources to guide supervisors through subsequent compensation adjustments for merit, etc.
 - 2007 Study showed that the reward/merit structure and workload assignments were not uniform across Main Campus colleges and departments

More Robust Policies are Needed to Manage Faculty Compensation Setting

- **Factors in Initial Hire Negotiations**
 - Market demand (e.g., peer institution rates, salary surveys)
 - Credentials attained (e.g., terminal degree required, multiple degrees)
 - Years of relevant experience
 - Discipline-based differentials (e.g., professional schools, STEM currently command higher salaries than arts, humanities, social sciences , education)
 - Implications for pre-existing faculty (i.e., need to avoid creating new compression or inversion by rank problems)
 - Availability of recurring revenue (budget constraints)

More Robust Policies are Needed to Manage Faculty Compensation Setting

- **Factors in Subsequent Comp Adjustments**
 - Merit Increases for Performance
 - Across-the-Board Increases
 - Promotions in Rank or Title
 - Retention Counter-Offers (market demand)
 - Correcting for Compression and/or Inversion by Rank (“Loyalty Tax”)
 - Equity analyses (formal compensation adjustment programs to correct statistically-validated anomalies not explainable by workload or performance)
 - Availability of recurring revenue (budget constraints)

Actions Items and Timeline

- Summer 2015 stakeholder convening, data collection, methodology development
- Fall 2015 data and policy analyses
- December 2015 final reports anticipated
- Spring 2016
 - Invest \$600,000 now available in FY16 budget
 - FY17 budget requests justified if gaps still exist
 - Policy development underway with Faculty Senate, senior administrators



UNM

Sanctions for Violations of the Student Code of Conduct and the Matter of Public Record

ASAR

Dr. Tomás A. Aguirre

June 18, 2015

University of New Mexico



What penalties may be imposed for violations of the Student Code of Conduct? **(this includes both administrative and Title IX and are the only sanctions available to UNM)**

Sanction	Description
4.2.1. "Verbal warning"	An oral reprimand.
4.2.2. "Written warning"	A written reprimand.
4.2.3. "Disciplinary probation"	The establishment of a time period during which further acts of misconduct may or will result in more severe disciplinary sanctions depending on the conditions of the probation. Conditions of probation can include community service, attendance at workshops and/or seminars including but not limited to alcohol, drug or safety workshops and/or seminars, mandatory mental health evaluation and/or counseling or other educational sanctions.



What penalties may be imposed for violations of the Student Code of Conduct?

Sanction	Description
4.2.4. "Suspension"	Losing student status for a period of time specified in the terms of the suspension. A suspension may commence immediately upon a finding of a violation or it may be deferred to a later time.
4.2.5. "Expulsion"	Losing student status for an indefinite period of time. Readmission may not be sought before the expiration of two years from the date of expulsion, and it is not guaranteed even after that time.
4.2.6. "Dismissal"	Termination of student employment, either for a stated time period or indefinitely.
4.2.7. "Barred from campus"	Being barred from all or designated portions of the University property or activities.

- Tuition and scholarships are forfeited when a student is suspended or expelled.
- For Title IX related cases, OEO has found one student responsible over the past academic year. That student was suspended and this case is currently under appeal.
- While not specifically mentioned in the Student Code of Conduct, the following types of sanctions are also available: educational, community service and restitution.



What factors determine the imposed sanction?

4.3 The sanction imposed shall be set based upon numerous factors, including:

- the severity of the offense
- the amount of harm created
- the student's record
- and sanctions imposed in recent years for similar offenses.

In considering the harm created, there shall be taken into account

- whether any harm or injury was targeted against a person or group because of that person or group's race, color, religion, national origin, physical or mental handicap, age, sex, sexual preference, ancestry, or medical condition.
- For Title IX related cases, the Student Conduct Officer or the Student Conduct Committee is responsible for assigning sanctions.
- For all other violations of the Student Code of Conduct the Student Conduct Officer, his professional intern, or the Student Conduct Committee may assign the sanction.
- A complainant may remain anonymous, but it limits the University's ability to investigate and subsequently determine responsibility.

Which processes and subsequent sanctions can be shared with the public?

Option	Confidential Reporter	If found responsible, public record?
Civil	No	Yes - outside the university
Criminal	No	Yes - outside the university
Administrative/Title IX	No	Yes - within the university (required under Cleary)
Resources Only	Depends	NA

- A confidential reporter is a predetermined UNM office or personnel who have been deemed to be confidential reporting entities.
- “Resources Only” is a complainant that does not wish to pursue any particular process and only desires to receive information about available resources or UNM accommodations.





University of New Mexico

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Q&A