

3-28-2006

## Faculty Senate Summarized Minutes, 3/28/2006

UNM Faculty Senate

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# FACULTY SENATE SUMMARIZED MINUTES

**2005-2006 Faculty Senate  
March 28, 2006**

The Faculty Senate meeting for March 28, 2006 was called to order at 3:08 p.m. in the Lobo Room, Student Union Building. Senate President Chris Smith presided.

## **1. ATTENDANCE**

**Guests Present:** Provost Reed Dasenbrock, Associate Professor Mary Ellen Hanson (University Libraries), and Deputy Provost Richard Holder.

## **2. APPROVAL OF THE AGENDA**

The agenda was approved with one modification. An agenda item pertaining to the Budget Summit was added as number eight before new business and open discussion.

## **3. APPROVAL OF SUMMARIZED MINUTES FOR FEBRUARY 28, 2006 MEETING**

The minutes for the February 28, 2006 meeting were approved as written.

## **4. POSTHUMOUS DEGREE FOR VICKIE DAUGHTREY**

Senate Graduate Committee Chair Mary Ellen Hanson presented the following posthumous degree request for Vickie Daughtrey.

*At its March 2, 2006 meeting the Senate Graduate Committee voted to approve a request to retroactively approve a posthumous degree. The situation was brought to SGC's attention by interim dean Amy Wohler. Briefly, the sequence of events is that Vickie Daugherty, as Family Studies student, had defended her master's thesis with distinction shortly before her death. The manuscript needed minor corrections, which were made and approved by her committee as well as the program and college faculty. Unfortunately, no one involved in OGS or COE knew that there was a formal process for awarding posthumous degrees, so that administrative/academics protocol was not followed and Ms. Daughtrey's master's degree was awarded Fall 2005.*

*The Senate Graduate Committee's approval is based on three points. Ms. Daughtrey had completed the bulk of the work required for the degree, with only minor editorial changes to the manuscript remaining to be made. Secondly, we believe this was an honest mistake/oversight by University employees who were trying to help. Finally, we would like to eliminate any additional distress for her family if at all possible. Therefore, we request that the Faculty Senate support the retroactive awarding of a master's degree to Vickie Daughtrey. We also request that this item be put on the Senate's March agenda if at all possible. The Family Studies Department is extremely concerned on behalf of Ms. Daughtrey's family that this situation be resolved quickly*

The posthumous degree was unanimously approved by the Faculty Senate.

## 5. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

- The Budget Summit will be at 1:00 p.m. on March 31, 2006 in the Student Union Building (SUB) Ballroom.
- President Smith will be meeting with the Provost and the president of the Associated Students of the University of New Mexico (ASUNM) regarding a review period before finals week. Please email any opinions to either [chsmith@ece.unm.edu](mailto:chsmith@ece.unm.edu) or [senate@unm.edu](mailto:senate@unm.edu).
- Faculty senate presidents from across the state will be meeting with Higher Education Secretary Beverly McClure on March 29, 2006.  
The discussion will be about faculty issues at the legislative level and the governor's Higher Education Department level.
- There is a meeting regarding the Higher Education Reauthorization bill currently before the United States Congress. The meeting will be held in the Faculty Club on Monday, April 3, 2006 at 5:30 p.m.

## CONSENT AGENDA

### 6. APPROVAL OF FORMS C FROM THE CURRICULA COMMITTEE

The following Forms C were approved by unanimous voice vote of the Faculty Senate:

- Revision of M.A. in Theatre and Dance, *Theatre and Dance*
- Revision of M.A. in Latin American Studies, *Latin American Studies*
- Revision of Anthropology Concentration in Latin American Studies, *Latin American Studies*
- Revision of Sociology Concentration in Latin American Studies, *Latin American Studies*
- Revision of Spanish Linguistics Concentration in Latin American Studies, *Latin American Studies*
- Revision of Spanish American Literature Concentration in Latin American Studies, *Latin American Studies*
- Revision of Economics Concentration in Latin American Studies, *Latin American Studies*
- Revision of Spanish American Literature Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Sociology Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Political Science Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Art History Concentration in Latin American Studies, *Latin American Studies*
- Revision of History Concentration in Latin American Studies, *Latin American Studies*
- Revision of International Management Concentration in Latin American Studies, *Latin American Studies*
- Revision of Brazilian Literature and Culture Concentration in Latin American Studies, *Latin American Studies*
- Revision of Political Science Concentration in Latin American Studies, *Latin American Studies*
- Revision of Economics Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Anthropology Concentration with Three Emphases in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Art History Concentration with Three Emphases in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Brazilian Literature and Culture Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of Gender Studies Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*

- Revision of History Concentration with Two Emphases in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of M.S. of Computer Science, *Computer Science*
- Revision of Concentration of MPH, *MPH Program*
- Revision of Human Rights Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Revision of International Management Concentration in Latin American Studies and for the LAS Dual Degree, *Latin American Studies*
- Name Change of Emphasis in Community and Regional Planning, *Community and Regional Planning*
- New Concentration in Community and Regional Planning, *Community and Regional Planning*
- Deletion of Concentration in M.A. in Writing, *English*
- Deletion of Concentration in M.A. in Rhetoric and Writing, *English*
- Revision of Degree and Major in M.A. of Educational Psychology, *Education*
- Revision of Concentration in Organizational Management, *Anderson Schools of Management*
- Revision of Degree and Major in M.S. of Speech and Language Pathology, *Speech and Hearing Sciences*
- New Concentration in Pediatric Nurse Practitioner, *Nursing*
- Revision of Degree and Concentration in Operations Management MBA, *Anderson Schools of Management*
- Revision of Concentration in Ph.D. of Sports Administration, *Physical Performance and Development*
- Revision of Concentration in M.S. of Sports Administration, *Physical Performance and Development*
- New Concentration in M.S. of Physical Education, *Physical Performance and Development*
- Revision of Major, Minor and Second Major in Women's Studies, *Women's Studies*
- Deletion of Minor in Latin American Studies, *Latin American Studies*
- Deletion of Major in Latin American Studies, *Latin American Studies*
- Revision of Minor in Chemistry, *Chemistry*
- New Concentration in B.A. of Chemistry, *Chemistry*
- Revision of Test in Learning Assurances, *Anderson Schools of Management*
- Revision of Admission Requirements, *Anderson Schools of Management*
- Revision of Major in Native American Studies, *Native American Studies*
- Revision of M.A. and Ph.D. in Economics, *Economics*
- Revision of Degree in MPH/MSN Dual Degree, *MPH Program*
- Revision of Major, Minor in Comparative Literature and Cultural Studies, *FLL/CLCS*
- Revision of Degree and Major in B.S. of Physics, *Physics*
- Revision of Degree in B.A. of Native American Studies, *Native American Studies*
- New Certificate in Peace Studies Program, *Peace Studies Program*
- Revision of degree and Concentration in Comparative Literature and Cultural Studies, *Foreign Languages and Literature*
- New Concentration in Psychology, *Psychology*
- Revision of Departmental Honors in Philosophy, *Philosophy*
- Revision of Major in German, *Foreign Languages and Literature*
- Revision of Spanish Concentration Linguistics for Latin American Studies, *Latin American Studies*
- Revision of Concentration for Ph.D. in Spanish and Portuguese, *Spanish and Portuguese*
- Revision of B.S. in Radiologic Sciences, *Radiology*
- Deletion of Concentration in Hospital Pharmacy, *Pharmacy*
- Revision of B.A. in Dance, *Theatre and Dance*

#### **FORMS C IN NEW ONLINE APPROVAL PROCESS**

- Revision of Graduate Degree Program, *English*
- Revision of Concentration in Math and Statistics, *Math and Statistics*

- Revision of Degree in Math and Statistics, *Math and Statistics*
- New Degree in Mass Communication, *Communication and Journalism*
- New Minor in Math, *Math and Statistics*
- New Minor in Statistics, *Math and Statistics*
- Revision of Concentration in Mass Communication, *Communication and Journalism*
- Revision of B.A. in Communication, *Communication and Journalism*
- Revision of B.A. in Journalism, *Communication and Journalism*
- Revision of Concentration in English, *English*
- Revision of Concentration in Intercultural Communication, *Communication and Journalism*
- Revision of Concentration in Liberal Arts, *English*
- Revision of Concentration in Journalism and Mass Communication-Broadcast, *Communication and Journalism*
- Revision of Minor in Peace Studies, *Peace Studies*
- Revision of Concentration in Organizational Communication, *Communication and Journalism*
- Name Change of Concentration in Rhetoric Communication, *Communication and Journalism*
- Revision of Minor in Social Welfare, *Sociology*

## AGENDA TOPICS

### 7. PROPOSED AMENDMENTS TO PROCEDURE FOR APPOINTING DISTINGUISHED PROFESSORS

Deputy Provost Richard Holder presented the proposed amendments to the procedure for appointing Distinguished Professors. The proposed procedures were passed by a unanimous voice vote. The procedure was passed as follows:

#### **Procedure for Appointing Distinguished Professors**

Approved by the Faculty Senate April 27, 2004

Amended by the Faculty Senate: March 28, 2006

#### **Introduction**

The highest faculty rank the University of New Mexico bestows is that of Distinguished Professor. The *Faculty Handbook* at **2.2.5** (attached) sets forth the governing policy. Notwithstanding the availability of this rank, only a few faculty members from units reporting to the Provost (all from the College of Arts and Sciences on the main campus) have been awarded this title. It seems likely a number of meritorious individuals have not been recognized because there is no systematic procedure for implementation of the policy. Accordingly, the following procedure will be utilized.

#### **Procedure**

- At the beginning of the fall semester each academic year the Deputy Provost will solicit nominations by notifying all academic departments.
- Nominations will consist of a letter, a completed nomination form to be made available, and a curriculum vita. These will be sent to the Deputy Provost.
- The Deputy Provost will submit completed nomination packets to the academic department and/or college faculty with which the candidate is affiliated for a recommendation and, if the recommendation is positive, a list of four to six outside evaluators who can assess the impact of the nominee's research, scholarship, or creative activities.
- The academic department and/or college will return the nomination packet and its recommendation to the Deputy Provost. If the recommendation is positive the Deputy Provost will write the outside evaluators and solicit letters of recommendation.
- After the letters have been received the completed packets will be submitted to a University-wide committee established as set forth in the Policy. The University-wide

committee shall review the dossiers and make appropriate recommendations to the Provost who makes the appointments.

- The Provost shall seek the advice and recommendations of the relevant Deans at a point in the process determined by the Provost.
- In the event a Distinguished Professorship is to be awarded as part of a senior outside hire the hiring file shall be reviewed by the University-wide committee who shall make a recommendation to the Provost.
- The role of the Provost will be carried out by the Executive Vice President for Health Sciences for faculty members who hold appointments in the Health Sciences.

## **8. PROPOSED CHANGES TO GRADUATE STUDENT POLICY**

Senate Graduate Committee Chair Mary Ellen Hanson presented the following proposed changes to the Graduate Student Policy. After much discussion the proposed changes were voted down and sent back to the Senate Graduate Committee for further review. Many senators disapproved of the proposed \$500.00 reinstatement fee from the Reinstatement Fee Policy section. In the current version of the catalog the fee was \$50.00. Many senators felt the proposed amount was excessive as well as prohibitive to students who were returning to the university to try to complete their graduate degrees. Proponents felt that there are students that due to the lack of a substantial fee, fail to register to avoid having to pay tuition while working on their dissertation or thesis. The \$500.00 amount is close to the amount that it would cost had the student remained enrolled in the necessary 599 or 699 level class. The fee is intended so the university does not create a financial incentive for students to drop out for a few semesters. The Senate Graduate Committee Chair Mary Ellen Hanson requests senators review the proposed changes and send her any feedback.

### **REINSTATEMENT FEE POLICY (p. 56 after Reapplication Process\*)**

Students are expected to maintain enrollment in 599 or 699 once registration has begun. However, if extenuating circumstances necessitate a student to discontinue enrollment in thesis or dissertation hours, he/she can petition for either reinstatement or readmission.

The student's petition to the graduate unit requesting return to graduate studies must include justification for his/her return and time line for completion of degree requirements. The graduate unit will evaluate the petition and determine whether or not the student is eligible for return to graduate study and which process (reinstatement or readmission) is appropriate.

#### **Reinstatement is valid if:**

1. Student has not been enrolled for up to 3 semesters (not including summer).
2. Student is in good standing.
3. Graduate Unit approves.
4. Only remaining requirement is completion of thesis or dissertation (599/699).
5. Time to complete the degree is one calendar year or less.
6. The petition presents an adequate rationale for failure to request a Leave of Absence.

If reinstatement is the appropriate choice, the department will submit the approved petition to OGS for processing. Payment of the reinstatement fee (\$500.00) must be completed at the Bursar's Office before the student's reinstatement is complete.

The student's petition to the graduate unit requesting return to graduate studies must include justification for his/her return and time line for completion of degree requirements. The graduate unit will evaluate the

petition and determine whether or not the student is eligible for return to graduate study and which process (reinstatement or readmission) is appropriate.

**Readmission is valid if:**

1. Student has not been enrolled for more than 3 semesters AND/OR the student must re-take examination (master's or doctoral comprehensive) AND/OR the student must take additional course work.
2. The student is in good standing.
3. Graduate Unit approves.
4. Student is within time-to-degree limits, or submits petition for extension with a timeline for completing the degree.

If readmission is the appropriate choice, the department will submit the approved petition to OGS. The student must complete the readmission process (including payment of the application fee) through the Office of Graduate Studies.

**UNDERGRADUATE EDUCATION REQUIREMENT - (P 58 replaces Undergraduate Education Requirement paragraph)**

Graduate applicants must have an earned degree that is equivalent to the U.S. bachelor's degree. Some non-U.S. bachelor's degrees are based on three-year programs that may or may not be equivalent to the U.S. bachelor's degree. In these cases, the applicant must submit an independent credential evaluation report from a credential evaluation service that is a member of the National Association of Credential Evaluation Services ([www.naces.org](http://www.naces.org)).

If the credential evaluation report confirms that the applicant does have the equivalent of a US bachelor's degree, the applicant will be considered for graduate study.

If the report states that the applicant may be considered for graduate study but does not confirm the equivalent degree, the applicant may petition the Dean of Graduate Studies for consideration of equivalency. The petition must include the support of the graduate unit and College Graduate Committee, along with a complete application packet, a copy of the credential evaluation report, and an explanation of the suitability of the applicant's undergraduate preparation. This documentation must be submitted to the International Admissions Office.

If the Dean approves the petition, the graduate unit may proceed with an offer of admission. A student admitted under this policy will be classified as a regular graduate student with the same rights and responsibilities as any other student in graduate status.

**PROPOSED LANGUAGE - REFLECTS FORM C CHANGES (P. 63 - replace second paragraph under "Regional and/or Target Programs")**

The Western Regional Graduate Programs available at The University of New Mexico are as follows: Art of the Americas, and Art of the Modern World (Art History MA and Ph.D. concentrations); Latin American Studies (MA, Ph.D.); Nursing & Latin American Studies (MSN and MA in Latin American Studies); Optical Science & Engineering (MS, Ph.D.); Printmaking (Art Studio MFA concentration); Water Resources (MWR).

**DOUBLE NUMBERED COURSES (P. 68 following Applied Credit\*)**

Double numbered courses (3xx/xx or 4xx/5xx) are considered equivalent courses and repeat rules are enforced. Exceptions may be allowed on a case-by case basis through a petition process initiated by the student and supported by the faculty member teaching the graduate-level course.

## **FACULTY APPROVALS POLICY (P. 72 Following The Tom L. Popejoy..\*)**

The Office of Graduate Studies must approve all members of student committees' prior to appointment to the committee. Approval is requested by completing the Faculty Approval Form (add web address when form is modified) and submitting it, together with curriculum vitae to the Office of Graduate Studies. The Faculty Approval form should be submitted to OGS a minimum of two weeks before the student's committee is announced.

The categories of faculty approvals for service on student committees (with the approval of the unit faculty and the Office of Graduate Studies) are as follows:

**Category One:** UNM tenured or tenure-track faculty or UNM-National Laboratory Professors. Role: chair or a member of any master's or doctoral committee in any discipline, regardless of their FTE status.

**Category Two:** Tenured or tenure-track faculty at other institutions. Role: external member on dissertation committee.

**Category Three:** Individuals whose primary employer is UNM and who hold the titles of research professor, research associate professor, research assistant professor; clinician educators with the rank of professor, associate professor assistant professor. Role: chair, co-chair, or member of master's or dissertation committee; may only chair or co-chair committees if within the student's major.

**Category Four:** Others who are considered experts in the field. Role: voting member of the committee.

### **Committee Compositions**

1. Master's Exam and/or Thesis Committees:
  - A minimum of three members approved for committee service
  - Two members must be in Category 1 or 3
  - The chair of the committee must be in Category 1, or 3 if within the student's major
  - One member must be from Category 1
  - No more than one voting member can be in Category 4
2. Doctoral and MFA Comprehensive Exam Committees:
  - A minimum of three members approved for committee service
  - Two members must be in Category 1 or 3
  - The chair of the committee must be in Category 1, or 3 if within the student's major
  - One member must be from Category 1
  - No more than one voting member can be in Category 4
3. Doctoral and MFA Dissertation Committees:
  - A minimum of four members approved for committee service
  - Two members must be Category 1
  - The chair must be Category 1, or 3 if within student's major
  - One member must be Category 1 AND outside the student's major, or in Category 2
  - One member must be Category 1, or 3 within the student's major
  - One member may be in Category 4 if the above requirements are met. (No more than one voting member may be in Category 4.)

**Emeriti Faculty:** The department must notify OGS when a faculty member who is chairing a thesis or dissertation committee retires. If the graduate unit approves, Emeriti/Emeritae faculty



are allowed to continue to chair existing thesis committees for up to one calendar year from the date of their retirement. They may not be appointed chair of any new thesis committees once retired. If the student has not completed his/her thesis within one year of the chair's retirement, the retired faculty member may continue to serve on the thesis committee as a co-chair or member of the committee. The approval is subject to renewal.

**Faculty Resignations:** The department must notify OGS when a faculty member serving on a committee in Category 1 or 3 leaves the university for another position. The graduate unit may submit a Faculty Approval Form for Categories 2 or 4. In addition, they may serve as co-chair of existing student committees for which they served as chair.

**FACULTY TITLE TABLE FOR CATEGORIES 3 and 4**

TITLE	CATEGORY 3	CATEGORY 4
Clinician Educator	YES	
Lecturer I		YES
Lecturer II		YES
Lecturer III		YES
Instructor		YES
Assistant Instructor		YES
Visiting Scholar		YES
Other Visiting Titles		YES
Research Professor	YES	
Research Associate Professor	YES	
Research Assistant Professor	YES	
Research Lecturer		YES
Artist in Residence		YES
Adjunct Lecturer		YES
Adjunct Assistant Professor		YES
Adjunct Associate Professor		YES
Adjunct Professor		YES
Clinical Associate		YES
Clinical Instructor		YES
Clinical Assistant Professor		YES
Clinical Associate Professor		YES

Clinical Professor		YES
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### **THESIS/DISSERTATION GRADES (P.68 following Faculty Approvals\*)**

Semester grades available for thesis (599) and/or dissertation (699) hours are PR (progress) and NC (no credit). At the time of graduation the student's transcript will indicate that he/she earned either 6 hours of thesis (599) or 18 hours of dissertation (699) credit (CR), dependent on the degree earned.

**\* These policies will be referred to in each appropriate section of the Catalog. For example, reference to the Reinstatement Policy will be added to P. 74 under Thesis Credit. "Students who have enrolled in 599 and subsequently stopped enrollment for one or more semesters (not including summers) must follow the Reinstatement Policy described earlier in the Catalog."**

### **1. TRANSCRIPTED MINORS**

A PhD degree student may declare a transcribed minor in a different graduate unit.

1. Transcribed minors must be fully approved through the UNM curricular process. A list of approved minors is available on the OGS web site.
2. Approved minors have a minimum of 9 credit hours of course work; the program may require more.
3. Eighteen (18) hours of course work must remain exclusive to the PhD.
4. The student must submit a "Transcribed Minor" form to OGS, approved by both the major and minor units, with the Program of Studies.
5. Approved minors may use no more than 25% of the course work required for the PhD degree.
6. The minor must be outside the student's major code.

The student's comprehensive exam committee must contain one faculty member from the minor field, unless the minor department on the Transcribed Minor form waives this requirement.

### **2. MASTER'S ENROUTE TO PhD (p. 72 immediately preceding Master's-General Requirements)**

Students admitted directly to a PhD without a master's degree may earn a master's degree en route to the PhD (same major/subject code) by seeking approval from the doctoral program. The student must then follow the master's degree requirements as outlined in the Master's Section of this catalog. With prior approval by the program faculty and the OGS, a doctoral comprehensive examination may serve as the master's examination for students pursuing a master's en route to the PhD (same subject code). With prior approval by the program faculty and the OGS, a doctoral qualifying examination may serve as the master's examination provided that the committee composition fulfills the requirements for the master's examination.

### **3. MEMBER ATTENDANCE AT THESIS/DISSERTATION DEFENSE**

All members of a student's thesis or dissertation committee must be present at the manuscript defense. The chair must be physically present. Although physical presence is strongly encouraged for all members, other members may participate by telephone/video conference when necessary.

### **4. SIGNATURE PROXIES**

An original signature of each committee member is required for each examination and thesis or dissertation defense form. In the rare cases where an original signature cannot be provided, the

committee member may request a proxy signature by submitting the Proxy Request Form (see below) at least two weeks prior to the student's examination.

DRAFT

**PROXY SIGNATURE REQUEST**

**DATE:** \_\_\_\_\_

**FROM:** \_\_\_\_\_

**TO:** Office of Graduate Studies

**RE:** Proxy Signature

**Graduate Unit:** \_\_\_\_\_

**Student Name:** \_\_\_\_\_

**Student ID:** \_\_\_\_\_

**Examination Type:** Thesis Defense / MFA Defense / Dissertation Defense

I serve on the examination committee indicated above. Although I will be present by video/teleconference at the examination, I will not be present in person. For the reason(s) listed below I request that the Office of Graduate Studies accept a proxy signature. I will provide an email outlining my response/vote to \_\_\_\_\_ (proxy).

Reason(s):  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Approved:  
  
\_\_\_\_\_  
Graduate Unit Chair (date)

\_\_\_\_\_  
Office of Graduate Studies (date)

**9. REPORT FROM THE BUDGET COMMITTEE**

Budget Committee Chair Jeanne Logsdon (Anderson Schools of Management) presented the proposed statement from the faculty for their position at the Budget Summit. President Smith explained that there is no binding agreement for the regents to accept the scenarios the various groups put forth. The regents however, have followed the scenarios that have gathered favor during the budget summit process. If faculty have any other input Chairwoman Logsdon asks that senators email her with suggestions. Her email address is logsdon@mgt.unm.edu. In order to have real input and influence in the budget process, the faculty need to be involved from the month of May in the year before the legislative session and budget summit. By the time the budget summit occurs, UNM has already received what it is going to be allotted by the legislature.

In regard to item letter B below, Senator and Chair of the North Campus Caucus (NCC) Nikki Katalanos (Director, Physician Assistant Program) explained that the statement from the NCC should not be taken as a unanimous motion for across the board pay raises. There were not enough members present for a quorum and many others changed their position after further thought. As a result of this discovery, the senate has removed the sentence in question, it appears as the stricken text below.

The Senate voted to approve, with one dissension, the statement as the position of the faculty for the 2006 Budget Summit.

- A. The 4.5% increase in compensation passed by the Legislature and signed by the Governor is a good step to keep Main Campus faculty salaries in line with our peer institutions. However, UNM currently ranks #14 of 17 in its peer group. The Environmental Scan points out that UNM's average salary in 2004-2005, the most recent data available, was \$71,755, compared with its peer institutions' average of \$77,202, a difference of 7.1%. We recommend a longer term effort to achieve at least the average among our peers over the next few years, with some attention given to the issue of salary compression.
- B. We support the efforts of the North Campus Faculty Senate Caucus to participate in a more transparent budget process. ~~To begin to mitigate the stagnation in salaries (only a 1% raise in the past three years), the Caucus has recommended an across the board salary increase this year.~~ Addressing salary issues in the Health Sciences Center is essential to raise morale, retain excellent faculty and staff, and attract new faculty and staff. We support the Caucus goal of developing a budget summit process within HSC to elicit meaningful input from North Campus faculty and other constituencies.
- C. Increased funding of \$750,000 for libraries is necessary to simply maintain our position of 69th in the Association of Research Libraries (ARL) ranking. In 1995-96, UNM's libraries were ranked 47th in the ARL. This precipitous decline is caused primarily by the rapid increase in costs for journals and subscriptions. Such a decline threatens both our research and teaching missions. Library funding will continue to be a pressing problem and requires a change in approach. Possibilities include getting a higher allocation from funded research (F&A), shifting an inflation factor in library subscriptions to the "must have" budget, or including a library component in student fees. Faculty supports the \$750,000 library budget increase for next year. The request for \$500,000 for technology improvements is also quite important for the Library to be able to fulfill its mission. But most importantly for the long term, we recommend a collective effort to examine funding sources for a more permanent solution to library funding.
- D. We support the proposal by UNM staff to reduce the cost of health insurance for UNM's lowest paid employees by raising the threshold salary below which UNM pays 80% of premiums from \$25,000 to \$30,000.
- E. Legislative increases in student tuition should be labeled for what they are, rather than as the "tuition credit." Faculty continue to support full formula funding by the Legislature.
- F. UNM ranks #16 of 17 peer institutions in average total compensation. UNM's average total compensation is \$86,711 vs. the peer average of \$97,216, a difference of 10.8%. The difference is primarily due to UNM's relatively low contribution to retirement, compared to its peers. It is our understanding that the Legislature initially supported an increase of 1.5% in contributions for retirement, but this was adjusted downward to .75%. While the .75% is appreciated, we encourage the pursuit of additional University contributions to achieve the 2:1 employer-to-employee ratio that typifies our peer institutions.
- G. Faculty value wise and capable University administrators. Their average increase in compensation should equal the average raise for faculty and staff, no more but no less. Bonuses should not be given, except as stipulated in employment contracts.

## 10. NEW BUSINESS

No new business was raised.

**11. ADJOURNMENT**

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,  
Rick Holmes  
Office of the Secretary