

**Minutes of the Regular Meeting of
The Board of Regents of the University of New Mexico
March 9, 2020
Open Session - Ballroom C; Executive Session - Cherry Silver Room
Student Union Building, Main Campus**

Members present

Douglas Brown, President; Kim Sanchez Rael, Vice President; Sandra Begay, Secretary/Treasurer; Rob Doughty; Robert Schwartz; Melissa Henry

Members not present

Marron Lee

Administration present

Garnett S. Stokes, President; James Holloway, Provost and EVP for Academic Affairs; Paul Roth, EVP and Chancellor for Health Sciences Center; Teresa Costantinidis, SVP for Finance and Administration; Loretta Martinez, Chief Legal Counsel; Francie Cordova, Interim Chief Compliance Officer, Director of OEO, ADA Coordinator; Richard Larson, Executive Vice Chancellor, HSC; Assata Zerai, VP for Equity and Inclusion; Patricia Henning for Gabriel Lopez, VP Research; Eliseo 'Cheo' Torres, VP Student Affairs; Eddie Nunez, Athletic Director; Dan D. Garcia, VP Enrollment Management; Ava Lovell, Sr. Executive Officer for Finance & Administration, HSC; Dorothy Anderson, VP HR; Liz Metzger, University Controller; Terry Babbitt, President's Chief of Staff

Advisors present

Beverly Kloeppel, Retiree Association President; Finnie Coleman, Faculty Senate President; Ryan Gregg, Staff Council President; Muhammad Afzaal Hussain; GPSA President; Adam Biederwolf, ASUNM President

Presenters in attendance

Martha McGrew, Vice Dean, Family and Community Medicine; Alice Letteney, Chancellor for UNM-Valencia; Deborah Rifenburg, Dean, College of Education; Victor Griego, Interim Director, Internal Audit

Others in attendance

Members of administration, faculty, staff, students, the media and others.

CALL TO ORDER AND CONFIRMATION OF A QUORUM

Regent President Douglas M. Brown called the meeting to order at 9:05 AM and confirmed a quorum with five members present in person. Six members were present when Regent Sandra Begay joined the meeting at 9:20 AM.

VOTE TO ADOPT THE AGENDA

Regent President Brown proposed one modification to the agenda: move the Health Sciences Center Committee action item, *Approval to name Valerie Romero-Leggott as the first holder of the "Health Sciences Center Professorship for Equity in Health"*, to be presented before the FY21 budget presentation.

The motion to adopt the agenda as modified passed unanimously (1st Schwartz; 2nd Henry).

APPROVAL OF MINUTES

The motion to approve the minutes of the February 18, 2020 regular meeting passed unanimously (1st Henry; 2nd Sanchez Rael).

PUBLIC COMMENT

Ernesto Longa, Professor, Law Library, spoke about United Academics' commitment to compensation increases for faculty.

John Cochran, a UNM community neighbor, urged the Regents to not transfer the parcel of land near the Cancer Center to the City for the Gateway Homeless Shelter. The area is very close to vulnerable populations, and there may be a much better use for the property in the future.

Jan Davis, long-time Spruce Park neighbor, spoke against placing the homeless shelter on UNM property; it is too near to UNM campus. Several organizations have spoken out against the proposal,

including the UNM Cancer Center, UNM Safety Council, UNM Children's Campus, UNM Sororities, Netherwood Park, Spruce Park and other surrounding neighborhoods, as well as businesses along Central Avenue. Looking at examples around the country, the average life-span of homeless shelters is about 2 years, mostly due to lack of funding. Why would UNM enter into an agreement like this, given its budget constraints?

Allen Parkman, a Spruce Park neighbor, spoke in opposition to donating the UNM land for purposes of the Gateway Homeless Shelter and questioned whether the City has done enough work planning for this type of project. The concept sounds good, but inquiries about details have not been adequately answered, especially concerning the plans and financing.

Matias Fontenla, Associate Professor in the Department of Economics, spoke in favor of better compensation for adjunct faculty.

David Witherington, Associate Professor in the Department of Psychology, spoke on behalf of Gary Cook, faculty member at UNM-Taos, and in favor of better compensation for part-time and adjunct faculty so they get the pay and benefits they deserve.

Tom Lemp, a Spruce Park neighbor, spoke against giving the UNM land for the Gateway Center, it will have a very negative affect on the area.

April Land, Law School Professor, requested the Regents keep an open mind about the Gateway Homeless Shelter. UNM is a university that is supposed to act on science, and is already providing great service learning opportunities at the west side shelter. Also a neighbor to campus, there are misconceptions about what the problems and potential solutions are. This presents an opportunity to work with the City and County to address valid safety concerns. The homeless are not just the people we see on the streets; there are also hidden populations of homelessness.

Mario Atencio, adjunct faculty member at UNM-Gallup and on Main Campus, spoke in favor of better compensation for adjunct faculty; it's a working poor job. Adjunct faculty need to receive greater respect for their contributions to the University.

David La Porta, a new ABQ resident, said he looked forward to the Board's decision on the UNM Seal.

Billy Brown, a PhD in Mathematics with over 30 years teaching Mathematics and Statistics, and 12 years working in industry at Intel, is a part-time instructor, by choice, at UNM and loves teaching. He spends about 260 hours per semester per course, which comes to slightly less than \$16/hr. when earning \$4,000 per course. A living wage at the least should be paid to all faculty and workers at other UNM. In the Mathematics/Statistics department, the non-tenured track faculty are teaching 70-80% of undergraduate credit hours offered in the department. The work of the adjuncts and graduate students frees up valuable time so that the really outstanding research professors in Mathematics are able to do fabulous research and publications every year. An R1 university such as UNM ought to be supporting those who teach thousands of student hours yet at very low wages.

Cris Elder, Associate Professor in the Department of English, read a statement from Juvenal Gomez, temporary part-time faculty member at UNM-Gallup. His teaching hours are capped, even after 12 years of service. Adjuncts are told they are important to the mission of the University, but are not treated like they are. A raise and health insurance benefits would be fair and life-changing.

Stephanie Straley (sp?), President-Elect of the COPH Undergraduate Network, expressed student concerns about the College of Population Health undergraduate differential tuition proposal. The students acknowledged appreciation for administration's intent to provide high-quality education and opportunities for students, but after recently speaking with students, it was evident that many were unaware of the proposal and do not understand the reason for it. Therefore, the student network cannot be supportive of the proposal and requests a deferral of its implementation to allow students to more fully understand the needs of the college and also allow time for student input as well.

COMMENTS FROM REGENTS (no comments)

ELECTION OF OFFICERS

Regent Rob Doughty moved nomination of Doug Brown to continue as President of the Board; Regent Kim Sanchez Rael seconded; all members voted in favor with Regent Brown abstaining from the vote; motion passed.

Regent Rob Schwartz moved the election of Kim Sanchez Rael as Vice President of the Board and Sandra Begay as Secretary/Treasurer of the Board; Regent Doughty seconded; all members voted in favor; motion passed.

ANNUAL DETERMINATION OF REASONABLE NOTICE OF MEETINGS

Regent President Brown addressed the resolution regarding annual determination of reasonable notice of public meetings. **[ATTACHMENT A]**

The motion to adopt the resolution passed unanimously (1st Schwartz; 2nd Begay).

Regent Brown noted the proposed meeting schedule for the FY 2020-2021 academic year that was made available in the eBook. The schedule will be formally adopted at the next Board meeting.

Regent Sandra Begay added there was dialogue a year ago to ensure the March Board meeting does not coincide with Spring Break.

Approval Item [HSC Committee]: Approval to Name Valerie Romero-Leggott as the first holder of the "Health Sciences Center Professorship for Equity in Health"

Richard Larson, Executive Vice Chancellor for the HSC, introduced the item which celebrates one of the most accomplished professors at the Health Sciences Center. He asked the Board's approval on two things: 1) the creation of the HSC Professorship for Equity in Health, and 2) to place the first recipient of that professorship with Dr. Valerie Romero-Leggott. This professorship will be at the HSC Chancellor and EVP level and was a very generous \$500K gift from Dr. Peter Kunstadter. After this professorship exists with Dr. Romero-Leggott, it will be open to all of the colleges and schools in terms of the next faculty member that occupies this named professorship. Today, Dr. Valerie Romero-Leggott is nominated to be the first to hold this professorship. Dr. Larson has worked with Dr. Romero-Leggott for many years, while she was in her capacity as a professor, Associate Dean of Diversity, and now as the Vice Chancellor for Diversity, Equity, and Inclusion. She is also the Executive Director of the BA/MD program. Dr. Romero-Leggott is a native of New Mexico, born in Espanola. She got her bachelor's degree from Harvard, but then returned to UNM for medical school and has been here ever since. Her career has been dedicated to advancing diversity, equity and inclusion through the UNM Health Sciences Center to communities in New Mexico. To name just a few areas, Dr. Romero-Leggott was instrumental in launching the Communities to Careers pipelines, a program that encourages students in middle-school and high-school to pursue degrees and careers in a variety of healthcare areas. These programs touch more than 600 students every single year. Dr. Romero-Leggott has also been involved in developing a successful peer-to-peer mentoring program within the HSC, and on the national level, in the Urban Servings Universities coalition and The Association of Public Land Grant Universities, she has been a strong advocate for building a diverse workforce in academia and healthcare. Dr. Romero-Leggott is a tireless role model for young, female students, both at the HSC and throughout New Mexico. Her ability to link diversity with her excellence using the skills and knowledge she has developed as an administrator, a leader, a professor, and a Native of New Mexico, has been quite impressive. She is steadfast and a great colleague to work with, and there is much more to come from her. Dr. Larson introduced, Dr. Loretta Cordova de Ortega, and Dr. Martha McGrew, Vice Dean for Family and Community Medicine, who both spoke in support of their colleague and friend.

Regent Rob Schwartz thanked Dr. Romero-Leggott for her work which has been remarkably effective and will no doubt continue to be in the future.

Dr. Romero-Leggott thanked everyone, Drs. Larson, Cordova de Ortega, and McGrew for their kind words, and Dr. Kunstadter, for his generous gift that honors this line of work. Our individual successes are outcomes of collective efforts. Dr. Romero-Leggott thanked the University and its leadership, Dr. Roth and others, colleagues, her parents, family and friends. It's an honor to be able to continue to advance diversity in our healthcare workforce, and to strive for social justice, equity and inclusion.

The motion to the creation of the HSC Professorship for Equity in Health, and to place the first recipient of that professorship with Dr. Valerie Romero-Leggott, passed with a unanimous vote in favor (1st Schwartz; 2nd Begay).

FISCAL YEAR 2020-2021 UNM CONSOLIDATED BUDGET:

Introduction and Remarks

Regent President Brown asked President Garnett S. Stokes to give her introduction and remarks about the consolidated FY21 budget proposal.

President Stokes opened her briefing with communication of the assurance that UNM is taking the coronavirus threat very seriously. The University of Washington has already asked all of its instructors to conduct classes and exams online, and other universities are following suit. Some universities are requesting students, faculty and staff who have recently returned from abroad to quarantine. The crisis is a real one, and while there has not yet been a case identified in New Mexico, institutions like UNM where there are thousands of people in close proximity to one another every day, need to be prepared. UNM leadership is staying abreast of the guidelines provided by the CDC, for actions that can be taken to plan and prepare so the UNM community can be ready in the event of an outbreak. This includes reviewing all of the emergency operations plans in place across the campuses, including the protocols for travel as well as assuring important information can be shared quickly and effectively with leadership and healthcare officials. UNM leadership is continuing to monitor and to mobilize so to be ready at a moment's notice during this time so to protect the health and safety of everyone.

President Stokes briefly talked about the 2020 Census and impressed the importance that everyone be counted. Accurate census data is not just about congressional districts and representation, a bad count can actually cost the state money and services. Census data impacts how funds from Head Start and school lunch programs are allocated; it affects infrastructure, student loans, public health and public safety. It is important to encourage everyone to complete the census.

President Stokes turned to the main tasks of the meeting and gave a brief introduction to the FY21 budget that would be proposed to the Board for approval. President Stokes thanked the Budget Leadership Team (BLT) whose members have worked so much to deliver the budget document that is presented. The work of the BLT is a collaborative effort, involving the Provost, Deans, faculty, staff and students. The budget process started in July 2019, and the hard work of the BLT will show in what will be presented. A budget is not just about numbers, but is also a statement about fundamental principles: who we are, where we are going, and what we believe in. UNM's top priorities are straight forward: campus safety, enrollment, compliance, and the academic mission and improving the health and healthcare for those the institution serves. There were many tough decisions made during the crafting of the budget. President Stokes thanked the members of the BLT for the very serious thought and consideration given to every single item. There is still a long way to go, more work in coming weeks and months to get the budget approved.

FY21 Budget Approval Items from Committees IF&F and HSC Committee

Senior Vice President for Finance and Administration, Teresa Constantinidis, introduced the item. The Board of Regents will be approving the overall university-wide budget in May, as is regularly scheduled; however, in order to build the budget, it is critically important that several of the key budget assumptions, namely, tuition, fees, and compensation, are approved by the Regents in advance so that the University can build the budget out of those key assumptions. The budget has three component parts: Branch Campuses, the Main Campus, and the Health Sciences Center. Budget proposals for each of those components were provided in advance to the Regents. [see ATTACHMENT B].

Branch Campuses [Gallup, Los Alamos, Valencia, and Taos] – Tuition, Fees, Compensation Proposal:

Alice Letteney, Chancellor for UNM-Valencia Branch Campus, presented the budget assumptions for all four Branch Campuses: UNM-Taos, UNM-Los Alamos, UNM-Gallup, and UNM-Valencia. Three of the four advisory boards from the branch campuses have met, and have voted for no tuition and fee increase. The UNM-Taos Advisory Board is scheduled to meet later in the month, and Chancellor Valdez has assured the BLT that they do not anticipate asking for an increase in tuition and fees. All four advisory boards have indicated that they support a 4% compensation increase.

Main Campus – Overall Budget Scenario; Tuition and Fees; Compensation:

SVP Costantinidis addressed the overall Main Campus budget scenario. In order to understand the recommendations for tuition, fees and compensation, an overall budget scenario was provided which included best assumptions for State Appropriations as currently provided by the executive branch. State Appropriations are projected to increase by \$13.4 million from last year's original budget, specifically \$194.4 million in the FY20 budget to \$207.8 as the FY21 budget estimate. The assumptions underlying the State Appropriations increase are, 1) a funding formula increase of approximately 2.5% [\$4.9 million], and 2) state funding toward the 4% compensation increase [\$8.5 million funding from the state].

On the revenue side, total tuition revenues are projected to be down \$692K. This is made up of a \$10.2 million decrease due to reduced enrollment, offset by the proposed tuition and fee increases that are estimated to generate approximately \$9.4 million. On the enrollment reduction side: the current year's decline vs. that which was budgeted, contributes an approximate \$3.5 million decrease, and added to that will be a \$6.7 million decrease from an estimated 6% enrollment decline between FY20 and FY21. There is also a \$4.1 million reduction in one-time revenues between last year's budget and the FY21 proposed budget, because there was \$4.3 million use of one-time funds in the FY20 budget and only \$186K proposed for the FY21 budget. Lastly, the major components of the transfers in/out are for financial aid and also the pass-through I&G funding that goes to the Colleges of Nursing, Pharmacy, and Population Health at the HSC. The net change from last year for transfers in/out is a \$1.95 million change in the negative on the revenue side.

Mandatory student fee revenues are estimated at \$33 million, this is a reduction of \$458K from last year. Student fee revenue is also a product of enrollment and the fee rates charged. While student fees show on the revenue side, the same amount is also shown on the expense side.

Summing all of the revenue components mentioned, total projected FY21 revenue for Main Campus is \$336 million.

On the expense side, the 4% compensation increase will be a \$9.5 million increase to expenses. A base allocation budget reduction of 3.7%, implemented across all of Main Campus, will yield a \$10.3 million reduction in expenses. There are no changes projected for utility expenses. New, recurring funding requests that support UNM priorities will increase expenses by \$2.2 million. Must fund increases are estimated at \$5.4 million increase to the expense side. [page 6 of ATTACHMENT B].

SVP Costantinidis asked Provost Holloway to present the tuition and fee proposal.

Provost Holloway outlined the proposed tuition changes. For resident, undergraduate tuition, a 2.6% increase in tuition is proposed. This follows the current Higher Education Price Index, an inflationary index that is calculated by looking at the costs to universities as a sector within the economy. Also proposed is a change to the current credit-hour block. Currently, UNM has a discount on a credit-hour block, a flat amount is charged for 15, 16, 17, & 18 credit-hours, as opposed to charging per credit-hour. At 19 hours and above, charges go back to per credit-hour, but with a discount. The proposal is to change the block to 15+ credit-hours and charge a flat amount, calculated at the amount 14 credit-hours cost, with a \$400 discount. So a discount will remain, but it will be less of a discount than currently, which can be about \$850. The discount, implemented years ago, was put in place to give an incentive to students to encourage them to complete in four years. Now there are other incentives that have been put into place over the years, including the 'Finish-n-4' Scholarship, which pays the last semester of tuition if a student finishes in 4 years. The Lottery Scholarship also requires 15 credit-hour loads for the student to be eligible for the funds. For non-resident, undergraduate student, the same 2.6% tuition increase is proposed with a block discount applying to 12+ credit-hours. The rate charged on the 12+ block; however, will increase by 5% each year for the next 3 years. UNM, as an R1 institution, is still very reasonably priced for out-of-state students.

For graduate tuition, resident and non-resident, the same 2.6% tuition increase is proposed on the base tuition. Tuition structures at the graduate level are complicated, with differential tuitions and premiums that can add on. Additionally, the proposal includes folding-in to the base tuition, the current \$35 premium that is charged. This will greatly simplify what is presented to students. Another change at the graduate level is to have a flat rate of \$1,181 for dissertation students across all of the schools, again

simplifying the tuition structure. This is basically equivalent to 3 credit-hours. The proposal includes continuing the additional non-resident rate per hour above 6 hours.

Provost Holloway outlined two differential tuition requests. The Global and National Security Program is requesting establishment of a \$150 per credit-hour differential tuition for both resident and non-resident tuition. The School of Public Administration requests an increase to the current rate from \$50 to \$100 per credit-hour for both resident and non-resident. Also, regarding differential tuitions already being charged in the various colleges and schools, the plan is to begin charging all differentials by major and not by course.

Regarding changes in Mandatory Student Fees, there is a two-part proposal. First, is to increase the rate by 5.45% (7.77% for graduate students), and secondly, to change the ASUNM fee (Associated Students at UNM) to a head-count model and increase it from \$20 to \$25. Provost Holloway asked Adam Biederwolf to explain more about the ASUNM fee proposal which had also been discussed in the Regents' Finance and Facilities Committee. The new fee structure will allow ASUNM to more accurately predict its annual funding, and if approved by the Regents, the change will go to the student body for approval.

SVP Costantinidis addressed the last piece of the Main Campus proposal, that being compensation. The proposal is for the creation of a 4% pool, an average increase pool effective July 1, 2020. As mentioned, the increase will result in a \$9.5 million increase to expenses, an estimated \$8.5 million to be funded from the state. The remaining \$1.0 million will be funded by UNM from other budget reductions as mentioned earlier.

Regent Sandra Begay requested SVP Costantinidis explain the current status of the State's budget process. Both branches of the legislative body have submitted the budget to the Governor and she has a certain amount of time to make adjustments to that proposal, primarily through line-item vetoes. In that proposal is the 4% compensation increase for universities. Provost Holloway added that the HED (Higher Education Department) also has latitude as to how funds are distributed.

Health Sciences – Tuition and Compensation Proposal:

Ava Lovell presented the Health Sciences Center budget proposal. **[ATTACHMENT C]** This is a proposal that is very similar to Main Campus' proposal. For undergraduate tuition, the 2.6% tuition increase with the 15+ credit hour block, and the \$400 discount reduction to the block, is the same as that which was mentioned by Provost Holloway for Main Campus. For graduate tuition, the only change from what Main Campus proposes is the HSC will not increase the base tuition due to folding in premiums, because the \$35 premium has not previously been charged at the HSC. The other difference is proposing a 1% reduction in the School of Medicine, M.D. tuition rate, which has been done annually over the last few years. The goal is to eventually be able to afford zero tuition for M.D. students.

Ms. Lovell talked about the College of Population Health (COPH) differential tuition proposal. The COPH proposes a \$100 per hour differential tuition for undergraduate students, to be phased in over two years at \$50 per year. Since its inception in 2016, the COPH has grown quickly and has been challenged financially with receiving adequate tuition to cover instructional costs. The differential tuition will allow the college to hire enough faculty to meet the demand. Right now, there are 95 students who have declared their major, and that number is expected to grow to 225 students in the next 3 years. A good portion of the tuition revenue will go to those students who are most in need.

Ms. Lovell addressed the HSC compensation proposal. [page 9 of ATTACHMENT C] The proposal is for a 4% increase in the budget for total compensation. For the College of Nursing, an average 4% increase would produce a \$419K impact to the expense side, and it is estimated State funding for compensation, and also funds from the new funding formula, together would partially cover that with \$319K, leaving a deficit of about \$96K, which the college would have to pay from its own funds. Ms. Lovell outlined the compensation impacts to other colleges, including the School of Medicine (SOM). For SOM faculty, a 4% compensation increase would look like around \$8 million. If not applying any compensation funding from the State, and \$940K of new line-item State funding for SOM, along with a UCP salary contribution of \$3.3 million from UNM Hospital, that would leave a shortfall of \$3.9 million, which would need to be filled with clinical revenue. The total shortfall of funds for all of HSC with the

4% compensation increase will be approximately \$5.0 million, which the various colleges and departments will have to cover.

Ms. Lovell discussed the SOM faculty compensation, which follows a different type of plan than other units. In the FIBCI (faculty incentive base compensation initiative), a large portion of the salary is incentive based. There is a contract salary, and the incentive base is above that. In the past, any increase to salaries was put in the incentive part, and through time that has pushed many of the faculty below the 25th percentile for their disciplines, nationally. The current compensation philosophy is to try to bring the contract salary to the 25th percentile. So, if the 4% is approved, the plan is to put the compensation increase into the contract salary, as opposed to into the incentive base. For those who still fall below the 25th percentile, some of their incentive will move into the contract salary.

Dr. Roth added that the contract salaries, plus the incentive, makes up total compensation. It's the total compensation that is compared to AAMC and other colleges. The HSC compares itself to other public institutions, and currently about 1/3 of the faculty fall below the 25th percentile, nationally. The request from the Chairs and faculty in the SOM this past year was for their contract salary to at least be at the 25th percentile of total compensation against their peers, nationally. The HSC was fortunate this past year, that due to some changes in Medicaid reimbursement, that there have been some additional discretionary funds that would allow for contributing toward the very large shortfall that would be generated from a 4% compensation increase. So, as a result of putting all the comp increase into the contract salary, it will look like a larger than 4% increase if one were just looking at that part, and not at total compensation which includes the other part, the incentive base.

Ms. Lovell addressed the compensation proposal of a 3% increase for UNM Hospitals Compensation, in the budget for total compensation, which was approved by the Hospital Board of Trustees. That concluded the HSC budget proposal presentation.

Regent President Brown opened the floor for questions from the Regents regarding any component of the budget proposal.

Regent Rob Schwartz inquired about the proposed 3.7% Main Campus budget reductions and asked how those reductions would be made -- would that be across the board, or based on strategic decisions, and if so, what would be the process for the decision-making? SVP Costantinidis responded that at this point it is planned that the 3.7% cut would be allocated across the different divisions, and it is expected the respective leaders of each division would come up with a differential methodology for allocating the 3.7%. After so many years of budget reductions, across the board cuts cannot happen in some as there is nothing more to take out. The divisions are basically three, the Finance/Administration Division under SVP Costantinidis, the Academic Affairs Division under the Provost, and the President's Organization. Regent Schwartz inquired to the Provost how he will go about deciding how to allocate the 3.7% cuts. Provost Holloway responded the cuts will be in the area of \$6-7 million total, and conversation already started last fall, with Deans involved, about how budget reductions would be made. A number of academic units have reserves, and so there would be the option to use those funds as a bridge over a year or two while they make adjustments. Other areas of consideration will include looking at areas that have recently seen growth, total credit hours, total budget and amount of reserves, as well as strategic decisions that consider enrollment impacts, such as the office of Enrollment Management. Regent Schwartz inquired how leadership will address supplying adequate funding to those areas that are deemed high priorities like campus safety and student mental health. Provost Holloway responded that future enrollment is key. Specific requests were made to the legislature this year for high-priority areas. The \$2.2 million budget proposal for high priority initiatives is a minimum and not adequate funding for every area. There was a discussion about non-resident students and when they are eligible to pay in-state tuition.

Regent Schwartz asked Provost Holloway to talk about the long-term plan for differential tuitions. Provost responded that differential tuition revenues usually flow directly to the unit, and so it is an activity-based piece of the budget model. The plan is to eventually eliminate differential tuitions in order to simplify the tuition structures and alleviate confusion to students.

Regent Schwartz inquired regarding faculty salary levels, if the 25th percentile is about where those are at Main Campus. Provost Holloway confirmed the 25th percentile.

Regent Sanchez Rael asked Provost Holloway to discuss why the Higher Education Price Index makes sense as a benchmark for the proposed tuition increase and how common of a practice it is across higher education to use that. Additionally, did the BLT do any scenario planning around what would a zero percent tuition increase look like? Provost Holloway responded the utilization of the Higher Education Price Index is fairly common. While most costs do increase, the largest cost to universities are the people, and the metric is largely focused on personnel costs. The BLT did look at other tuition scenarios, and a zero tuition increase scenario looks like about a \$20 million reduction in the budget which is pretty hard on the academic enterprise.

Comments from Regents' Advisors on Budget Proposal

Finnie Coleman, Faculty Senate President, spoke in support of fair compensation for adjunct faculty.

Muhammad Afzaal Hussain, GPSA President, thanked the BLT for its work on the budget proposal and spoke in favor of the tuition and fee proposal.

Adam Biederwolf, ASUNM President, commended SVP Costantinidis and Provost Holloway for their leadership during the budget process and gave 100% support for the BLT budget proposal.

Ryan Gregg, Staff Council President, spoke in favor of the BLT process and the assumptions that were adopted, and affirmed the budget recommendations are exactly where UNM should be.

APPROVAL: BOARD OF REGENTS VOTE ON BUDGET PROPOSAL

Regent President Brown noted the Boards approval would be conceptual, depending upon the final State budget that will be passed by the Governor on April 11 and the full detailed budget that will be approved in May.

The motion to approve the budget proposal, in concept, passed with a unanimous vote in favor (1st Begay; 2nd Schwartz).

Regent Brown and the other Regents commended President Stokes and others for the good work and clear presentation.

OTHER BUSINESS - FROM REGENTS' COMMITTEES:

CONSENT DOCKET

Regent Brown addressed the consent docket. No items were removed for discussion.

1. [ASAR & HSCC] Approval of the Establishment of the Department of Ophthalmology and Visual Sciences
2. [ASAR] Approval of Deletion of BS Athletic Training
3. [ASAR] Approval of MS Athletic Training
4. [ASAR] Approval of MS Project Management
5. [ASAR] Approval of Deletion of Sustainable Building Certificate [UNM-Valencia]
6. [ASAR] Approval of CERT Structural Integration [UNM-Taos]
7. [F&F] Approval of Disposition of Surplus Property for Dec.2019 and Jan.2020
8. [F&F] Approval of Contract for UNM Print Management Program
9. [F&F] Approval of Reappointments and Appointment to the STC.UNM Board of Directors
10. [HSCC] Approval of the creation of the "Health Sciences Center Professorship for Equity in Health"
11. [HSCC] Approval of Elks Parking Project – Capital Project
12. [HSCC] Approval of UNM Hospital Capital Projects
 - a) CTH-Radiology-EOS Imaging Machine and Spatial Reconfiguration, \$525K
 - b) UH Main 2nd Floor Sterile Processing Dept. Decontamination Renovation, \$690K
 - c) UH Main 4th Floor Pulmonary Lab Renovation, \$545K
 - d) UNMH New Hospital Tower and New Parking Structure Preliminary Site Work (Reconstruction of North Yale Blvd.), \$5.2M

The motion to approve all items on the consent docket passed with a unanimous vote in favor (1st Henry; 2nd Rael).

ACADEMIC/STUDENT AFFAIRS AND RESEARCH COMMITTEE

Approval of the College of Education Name Change

Deborah Rifenburg, the Dean of the College of Education, presented the item. The presentation slides were provided in the eBook. Approximately 1,700 or 53% of combined undergraduate and graduate students are enrolled in human sciences programs. Faculty and students from these programs do not believe the current name "College of Education" fully reflects their disciplines. A number of peer institutions have the name, sciences or human sciences, in their title. A name that includes human sciences would help to ensure improved access to research support from more diverse funding sources. Currently the undergraduate programs include: Athletic Training; Community Health Education; Exercise Science; Family & Child Studies, with concentrations in Early Childhood Education & Development and Human Development & Family Relations; Nutrition & Dietetics; and Human Sciences Minor. Graduate programs currently include: Counselor Education; Counseling; Educational Linguistics; Educational Psychology; Family & Child Studies; Health Education; Language, Literacy & Sociocultural Studies; Nutrition; Physical Education; Sport Administration; and Exercise Science.

Dr. Rifenburg talked about the process that led to the name change request. There was an extensive, inclusive and thoughtful two-year process that included faculty, staff, students and community members. It is important that the Regents are aware that conversations about the name change started as far back as 2005, because many of the faculty and students in the health sciences portion felt that their disciplines were not accurately reflected. The data that was gathered included surveys of currently enrolled graduate and undergraduate students, faculty and staff forums, and a full faculty vote. The institutional Form C process was followed and approved at every level, including the Regents' Subcommittee ASAR. The analysis involved research on ten peer institutions, including Texas Tech, Iowa State and University of Idaho.

The College of Education was the first college at the University. It was in Hodgkin Hall and it was called, A Normal School. Many colleges in the late 1800 went by that name. The college has evolved with added programs and departments. In the mid-70's it offered Home Economics, Vocational Education, and Business Education, all of which reflected the trends in education at that time. Dr. Rifenburg said the name change is appropriate and reflects what is happening in the context of the educational arena today.

The motion to approve the name change for the College of Education to, The College of Education and the Human Sciences, passed with a unanimous vote in favor (1st Henry; 2nd Rael).

UNM Seal Recommendation (information item)

Student Regent Melissa Henry invited Assata Zerai, Vice President for Equity and Inclusion (VPEI), to the podium to present the item and reminded the Board that this an informational item that may come to the Board for approval at a later date.

Dr. Zerai shared the results of a survey that was implemented last year by the UNM Seal Committee, and as an introduction, Dr. Zerai briefly talked about the purpose of the University Seal and outlined the history of the Seal and a timeline that led to the establishment of the UNM Seal Committee in 2016. The use of the seal is specifically defined in Regents' Policy 2.7. It is for use only on diplomas, academic transcripts, enrollment certifications, or other official university documents; therefore, the seal is not a logo, nor is it a design for marketing purposes. Dr. Zerai provided a chronology of the University's seal since the late 1800's. During 2015 and 2016, a number of forums were held at UNM to gain feedback about the seal and regarding concerns that had been raised by the Kiva Club and other stakeholders. In November 2016, the Regents voted to, determine an appropriate mechanism for redesigning the new seal, under direction of the Provost, by appointing an inclusive committee, and engage in a comprehensive cost analysis that determines the phased-out plan for eliminating the seal and replacing it. In August 2019, Dr. Zerai, after becoming the new VPEI, became chair of the Seal Committee and established a revised timeline for making recommendations. The charge and intentions of the Seal Committee over time have been to change the seal by replacing it something more inclusive, aspirational, honoring diversity, and/or defining UNM an institution of higher education.

Dr. Zerai talked about the process for carrying out solicitation of seal designs and conducting the survey to rank the design submissions. A call went out in 2019 for design submissions, and 50 submissions were received by the November 15, 2019 deadline. The Seal Committee rated all 50 of the submissions, utilizing a rubric that included creativity, originality, quality & execution, and adherence to theme. The 42-member committee met on November 25th and selected four finalists. The committee also recommended the university commercial logo to be a 5th image of consideration. [see ATTACHMENT D] Next, broad campus and community, including statewide, communication went out in the form of posters, comment cards, and online, soliciting input for ranking the 5 designs. There was also effort to solicit feedback from alumni both nationally and internationally. Participants were encouraged to rank the submissions and also to provide open-ended feedback. Over 8,000 responses were received. Design A was the most popular out of the online rankings as well as the physical comment cards. Dr. Zerai also showed what the rankings were based on location; design A was also the most popular for Albuquerque. The other location categories were: other states; New Mexico; and American Indian Community. Design E was most popular among the broader state community, in other states, and also in the American Indian Community. Over 2,000 open-ended comments were received; Dr. Zerai highlighted frequent comments and constructive negative and positive responses. In addition to over 200 zip codes represented in responses from survey participants residing in New Mexico, pueblos and American Indian nations, responses from 39 additional states throughout the U.S. were also received.

Dr. Zerai conveyed from the Seal Committee's members their appreciation for having had the opportunity to take part in creating an inclusive process. Dr. Zerai also conveyed the committee's recommendations: 1) to take the popular input into account; 2) closely examine and consider both the qualitative and quantitative input received; and 3) consider input from UCAM on needed edits to the selected design so it can be embroidered, embossed, and appear neatly in other formats. Dr. Zerai closed by thanking all of the members on the Seal Committee and others who helped put the survey results together.

The Regents thanked Dr. Zerai for her presentation, and Regent Brown confirmed this item would come before the Board as an action item at the May meeting.

Recruiting and Enrollment Strategy and Key Performance Indicators (information item)

Regent Henry invited Dan Garcia to the podium to give his enrollment report. Mr. Garcia spoke to slides that were included in the eBook and opened addressing the question about what are Enrollment Management's (EM) key performance indicators (KPI). The KPI's are those that are most commonly understood and accepted in terms of reflecting the health of the institution, where it is currently and where it has been. Key performance indicators are commonly-acknowledged measurements that are directly related and critical to the mission and health of the institution. Performance indicators (PI) are important measurements that are indirectly related to the mission and support the KPIs, such as ACT scores or gender ratio of applicants. Examples of KPI's regarding populations are: total undergraduates; total graduates; new freshmen; new transfers; diversity; and residency status. Examples of KPI's regarding activity are: applications; admits; acceptance rates; enrolled rates; and graduation rates. Utilizing the image of a funnel, prospective students enter the funnel at different stages, for example as prospects, as applicants, or as inquirers. About 1/3 of all applicants to most universities, including UNM, have not prior engagement with the institution recorded in the system. This is most probably due to students receiving 85% of the information they gather being from the university's website. Total enrollment is probably the most important KPI. For EM, tracking trends of KPI's and PI's is also very important. Looking at the last three years, freshman applications are up 14% and admits are up 11% compared to last year at this time. The admit rate is expected to go up to 68-69% as in previous years. The yield rate for this year is not yet known. There is a decrease in NM resident applications, but the total number of students admitted is roughly on par with previous years. A significant uptick has been seen in non-resident applications, recently almost a 59% increase. The admit rate will probably also go up, but Enrollment Management will admit only those applicants that meet the qualifications as established by the University. Transfer applications are up somewhat but number of admits has not changed much. Typically, transfer students apply a little bit later than their first-year student peers.

Mr. Garcia talked about the three key strategies EM is engaged in at the high level: 1) improved communications, 2) improving the process, and 3) leveraging resources and technology, and Mr. Garcia touched on detailed examples of EM activities and focus in each of the areas.

Regent Brown thanked Mr. Garcia for the excellent work and commended him for tackling multiple fronts including focusing also on the transfer student population. Regent Brown reminded everyone that the cohorts moving through to their 2nd, 3rd, and 4th years are of lower enrollment, so it will take a few years to recover overall enrollment numbers.

AUDIT AND COMPLIANCE COMMITTEE

Meeting Summary Report (information item)

Victor Griego, Interim Director of Internal Audit Department, presented the item. Mr. Griego gave a brief overview of the committee's February 24th meeting summary report. At that meeting six audit reports were presented and approved, including the Related Party Transactions audit; three patient account credit balances audits; a routine department audit on emergency medicine operations; and an internal audit quality assessment review. Regarding the RFP for external auditors, the cutoff date was February 24, so the search committee will conduct the review for selecting the University's next external auditors. The search committee is hoping to make its selection by the end of March, so a special meeting of the Audit & Compliance Committee will be scheduled to request approval of the selected audit firm that will perform the FY2020 external audit.

Vote to Close the Meeting and Proceed in Executive Session

Regent Brown asked for a motion to close the meeting and clarified he would take a roll call vote; Regent Doughty motioned; Regent Schwartz seconded; the following votes were taken: Regent Doughty-yes; Regent Schwartz-yes, Regent Brown-yes; Regent Sanchez Rael-yes; Regent Begay-yes; Regent Henry-yes vote; motion passed. The meeting closed at 11:48 AM; members proceeded to the Cherry Silver Room on 3rd level of the SUB to address the following agenda:

Executive Session Agenda

- A. Discussions of bargaining strategy preliminary to collective bargaining and collective bargaining between a policymaking body and an employee bargaining unit, as permitted by Section 10-15-1.H(5), NMSA (1978)
- B. Discussions subject to attorney-client privilege pertaining to threatened or pending litigation as permitted by Section 10-15-1(7), NMSA (1978)
- C. Discussion and determination where appropriate of potential purchase, acquisition, or disposal of real property, as permitted by Section 10-15-1.H(8), NMSA (1978)
- D. Discussion of personally identifiable information about a student, as permitted by Section 10-15-1.H(4), NMSA (1978), as amended

VOTE TO RE-OPEN THE MEETING AND CERTIFICATION

The meeting re-opened at 1:03 PM; the doors to the Cherry Silver Room were opened. Regent President Brown certified that only those matters described in the closed session agenda were discussed. The following action was taken in open session:

The motion for the Board to exercise discretion not to hear the appeal of a student, dated December 13, 2019, passed unanimously with six members voting (1st Doughty; 2nd Schwartz).

ADJOURN

There being no further business, Regent Brown asked for a motion to adjourn; Regent Henry motioned; Regent Begay seconded; motion passed unanimously; the meeting adjourned at 1:04 PM.

Approved:



Douglas M. Brown, President

Attest:

Sandra K. Begay Digitally signed by Sandra K. Begay
Date: 2020.05.14 15:26:20 -0700

Sandra K. Begay, Secretary/Treasurer

ATTACHMENT A



Resolution Making Annual Determination of Reasonable Notice of Public Meetings

WHEREAS, the Board of Regents is required by section 10-15-1(D) of the New Mexico Public Meetings Act to determine annually in a public meeting what notice is reasonable for a public meeting of the Board.

THEREFORE, be it resolved that the Regents affirm Regent Policy 1.3 (attached) concerning public notice of Regents' meetings; and

BE IT FURTHER RESOLVED that the Regents hereby determine that such policy provides reasonable notice of public meetings held by the Board.



Regents' Policy Manual - Section 1.3: Public Notice of Regents' Meetings

Adopted Date: 09-12-1996

Amended: 12-08-1998

Amended: 03-11-2002

Amended: 09-09-2003

Amended: 03-14-2005

Amended: 06-12-2012

Amended: 05-01-2013

Amended: 05-01-2014

Amended: 12-13-2016

1. Policy

This policy is adopted pursuant to the New Mexico Open Meetings Act, NMSA 1978, § 10-15-1, et seq.

2. Regular Meetings

Regular meetings of the Board of Regents will be held on the second Monday in March and at regular pre-announced intervals, which are generally monthly, unless otherwise announced in the Notice of Regular Meetings pursuant to this policy.

Notice of Regular Meetings

Notice to the public of the regular meetings of the Board of Regents will specify the date, time, and place thereof and will state that a copy of the agenda will be made available on the public regents.unm.edu website, at least seventy-two (72) hours prior to the meeting. Notice will be given to those newspapers and broadcast stations that have filed a written request with the University Communication and Marketing Department for such notices of meetings. Notice will be by email at least ten (10) days prior to the meeting and the written Notice will be placed on the public regents.unm.edu website.

3. Special Meetings

Special meetings of the Board of Regents may be called by the Board President or any four (4) members of the Board.

Notice of Special Meetings

Notice to the public of special meetings of the Board of Regents will specify the date, time, and place thereof and will state that a copy of the agenda will be made available on the public regents.unm.edu website, at least seventy-two (72) hours prior to the meeting. Notice will be given to those newspapers and broadcast stations that have filed a written request with the University Communication and Marketing Department for such notices of meetings. Notice will be by email at least seventy-two (72) hours prior to the meeting and the written notice will be placed on the public regents.unm.edu website.

4. Emergency Meetings

Emergency meetings of the Board of Regents may be called by the Board President or any four (4) members of the Board only in the event of unforeseen circumstances that, if not addressed immediately by the Board, will likely result in injury or damage to persons or property or substantial financial loss to the University. The Board will avoid emergency meetings whenever possible.

Notice of Emergency Meetings

Notice to the public of emergency meetings of the Board of Regents will specify the date, time, place, and subject matter thereof and will be given to those newspapers and broadcast stations that have filed a written request with the University Communication and Marketing Department for such notices of meetings. Notice will be by email, at least twenty-four (24) hours prior to the meeting or by such other notice as soon as possible and as may be practicable under the circumstances.

Report to the New Mexico Attorney General

Within five (5) days of taking action on an emergency matter, the Board of Regents shall report to the New Mexico Attorney General's Office the action taken and the circumstances creating the emergency.

5. Compliance with the Americans with Disabilities Act

In addition to the information specified above, all notices shall include the following language:

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in a meeting of the Board of Regents, please contact the University Communication and Marketing Department with as much advance notice as possible to allow for arranged services. Public documents, including the agenda and minutes, can be provided in various accessible formats. Please contact the University Communication and Marketing Department if an accessible format is needed.

6. Remote Participation in Meetings

A member of the Board of Regents may participate in a regular, special, or emergency meeting of the Board by means of a conference telephone or other similar communications equipment when it is otherwise difficult or impossible for the member to attend the meeting in person. Each member participating remotely must be identified when speaking, all participants must be able to hear each other at the same time, and members of the public attending the meeting must be able to hear any member of the Board who speaks during the meeting. The minutes of any meeting at which there is remote participation shall identify any Regents who were not physically present but who participated remotely.

7. Closed Meetings (Executive Sessions)

Exceptions to Open Meetings Act

Meetings of the Board of Regents may be closed, according to the procedures set out below, only if the matter to be considered falls within one of the enumerated exceptions defined in § 10-15-1(H) of the Open Meetings Act or if closure can be implied from or required by other laws or constitutional principles which specifically or necessarily preserve the confidentiality of certain information.

Closing an Open Meeting

Closing of a meeting shall be by a majority vote of a quorum of the Board during the open meeting, with the vote of each member being recorded. The motion shall state: (1) the authority for the closure (the statutory provision); and (2) the subject to be discussed with reasonable specificity. The matter to be discussed must have been included on the agenda, except for emergency matters.

Calling a Closed Meeting Outside of an Open Meeting

Notice that a meeting will be closed, in whole or in part, will be given as specified above for a regular, special or emergency meeting, as appropriate, by so specifying either in the notice of the meeting or on the agenda. The notice shall state the specific provision of the law authorizing the closed meeting and shall state the subject to be discussed with reasonable specificity.

The minutes of the next open meeting shall contain information about the closed meeting, including the date, time, place, and subject matter of the closed meeting, the names of the Regents present at the closed meeting, the names of the absent Regents, and a statement that the matters discussed in the closed meeting were limited only to those specified in the notice of the closed meeting.

Action

Any final action taken as a result of discussions in a closed meeting shall be made by a vote of the Board of Regents at an open public meeting, with the exceptions allowed under § 10-15-1(H).

8. Agendas

A copy of the agenda for each regular and special meeting of the Board of Regents will be available at least seventy-two (72) hours prior to the meeting (and the notice of the meeting shall so state) and will be placed on the regents.unm.edu website. Except for emergency matters, the Board shall take action only on items appearing on the agenda.

9. Public Input at Meetings

An opportunity for public input regarding agenda items shall be provided at each regular meeting during Board consideration of the agenda item in question. The Board President shall determine the length of time to be allowed for public input for each agenda item, the sequence in which individuals may address the Board, and the length of time that will be allowed for each person to address the Board. The Board President may request that a group designate a spokesperson.

10. Minutes

The Board of Regents shall approve and keep written minutes of all its meetings. The minutes shall include, at a minimum: (1) the date, time, and place of the meeting; (2) the names of Regents in attendance and those absent; (3) a statement of what proposals were considered; and (4) a record of any decisions made by the Board and how each Regent voted.

Draft minutes shall be prepared within ten (10) working days after the meeting and must be available for public inspection. The draft minutes must clearly indicate that they are not the official minutes and are subject to approval by the Board.

Draft minutes shall be approved, amended, or disapproved at the next regular meeting where a quorum is present. Minutes shall not become official until approved by the Board of Regents. Official minutes are subject to public inspection.

No minutes need to be kept during closed sessions, but information about the closed session must be recorded as specified in the "Closed Meetings" section of this resolution.

Recordings of Board of Regents' meetings shall be kept for, at minimum, three (3) years.

11. References

- NMSA 1978, § 10-15-1 et seq. ("Open Meetings Act")
- NMSA 1978, § 21-7-5 ("Annual Organization Meeting of Board; Election of Officers; Bond of Secretary-Treasurer; Conditions")

UNM-Gallup

ATTACHMENT B

Chancellor Malm reports that the Advisory Board met Tuesday, Feb. 18 and voted not to increase tuition and fees.

UNM-Los Alamos

Chancellor Rooney reports that the Advisory Board met on March 2 recommended no changes in tuition and fees for the 2020-2021 academic year.

UNM-Taos

Chancellor Valdez reports that although the Advisory Board has not formally met to approve tuition and fees, his Board does not favor an increase at this time.

UNM-Valencia Campus

Chancellor Letteney reports that the Advisory Board met Wednesday, Feb. 26 and voted on no tuition and fees increase at this time.

**All branch campus chancellors indicate that their Advisory Boards support a 4 percent compensation increase.*



Current Tuition Comparisons

Gallup Branch Per Semester					
Resident			Non-Resident		
Tuition	Fees	Total	Tuition	Fees	Total
70.10	10.40	80.50	185.76	10.40	196.16
841.20	124.80	966.00	2,229.12	124.80	2,353.92

Los Alamos Branch Per Semester (5)					
Resident			Non-Resident		
Tuition	Fees	Total	Tuition	Fees	Total
82.00	4.50	86.50	227.50	4.50	232.00
984.00	54.00	1,038.00	2,730.00	54.00	2,784.00

Taos Branch Per Semester (6)					
Resident			Non-Resident		
Tuition	Fees	Total	Tuition	Fees	Total
75.00	3.00	78.00	195.00	3.00	198.00
900.00	36.00	936.00	2,340.00	36.00	2,376.00

Valencia Branch Per Semester					
Resident			Non-Resident		
Tuition	Fees	Total	Tuition	Fees	Total
74.50	3.75	78.25	210.00	3.75	213.75
894.00	45.00	939.00	2,520.00	45.00	2,565.00

UNM-Los Alamos students pay a one-time per semester \$10 fee for print management.

UNM-Taos students pay a one-time per semester \$15 fee for support services.



Main Campus Overall Budget Scenario

Main Campus					
	Category	FY 20 Original Budget	Fiscal Year 2021 Scenario	\$ Change	% Change
	State Appropriations	194,396,100	207,842,403	13,446,303	6.9%
	Tuition Revenue	114,381,311	113,688,887	(692,424)	-0.6%
	One-Time Revenues	4,270,113	185,700	(4,084,413)	-95.7%
	Other/Net Transfers Out	(16,958,471)	(18,812,215)	(1,853,744)	10.9%
	Total I&G Revenues	296,089,053	302,904,776	6,815,723	2.3%
	Mandatory Student Fees	33,519,606	33,061,553	(458,053)	-1.4%
	Total Revenues	329,608,659	335,966,329	6,357,670	1.9%
	Base Allocation	279,099,407	268,765,393	(10,334,014)	-3.7%
	Utilities	16,989,646	16,989,646	-	0.0%
	Funding Requests	-	2,219,853	2,219,853	
	Must Fund Increases	-	5,418,035	5,418,035	
	Compensation 4%	-	9,511,849	9,511,849	
	Total I&G Expense	296,089,053	302,904,776	6,815,723	2.3%
	Mandatory Student Fee Allocations	33,519,606	33,061,553	(458,053)	-1.4%
	Total Exp	329,608,659	335,966,329	6,357,670	1.9%



Budget Development

Revenue Assumptions

- State Funding Formula increase of approximately 2.5% or \$4.9M
- Estimated State Funding for a 4% compensation increase-\$8.5M (Main I&G only funded at approx. 89.3%)
- Tuition Revenue-net decrease of \$692K or .6%
 - Tuition and Fees proposal includes a small inflationary increase according to the Higher Education Price Index and changes to the block tuition discount. Projected tuition revenue generation approximately \$9.4M
 - Tuition revenue decrease of \$10.2M
 - Current FY 20 enrollment decline of \$3.5M
 - Forecasted 6% FY 21 enrollment hedge of \$6.7M
- Reduction in One-Time Revenues by approximately \$4.1M
- Net Transfers Out of \$1.9M (Student Aid and HSC Formula Generation)
- Mandatory Student Fee Revenue-net decrease of \$458K
 - Student Fee Review Board and ASUNM fee proposal, supported by the BLT, includes increases and changes in order to support critical student support services and provide more transparency. Projected fee revenue generation approximately \$2.2M
 - Fee revenue decrease of \$2.7M
 - Current FY 20 enrollment decline of \$700K
 - Forecasted 6% FY 21 enrollment hedge of \$2.0M



Budget Development

Expense Assumptions

- \$9.5M-Model a 4% compensation increase pool for faculty, staff, GA/TA, and students on July 1, 2020
- (\$10.3M) Budget Reductions of 3.7%
- \$2.2M in new recurring funding requests, including:
 - Academic Affairs \$991K- new dean start-ups and other Provost initiatives
 - President's Units \$150K- Division for Equity and Inclusion operations and initiatives
 - Campus-wide initiatives \$1.1M- Enrollment, Safety, Mental Health, and Compliance
 - Enrollment Management and University Marketing efforts
 - Police Department
 - Mental Health and Counseling Support
 - Compliance and the Office of Equal Opportunity
 - \$5.4M increased funding to Must Fund expenses
 - \$1.3M-Group Health Insurance (4.9% employer and employee) (19.3% Student Health Insurance)
 - Faculty Promotions \$759K and GA/TA tuition waivers \$300K
 - University Wide Initiatives-\$2M
 - Minimum Wage Increase \$10.50 per hour January 1, 2021 \$400K
 - Property, liability, worker's compensation, and unemployment insurance increases \$667K
- (\$458K) Budget Reductions of 1.4% for Mandatory Student Fee Recipients



Main Campus Proposed Tuition Changes

UG Resident Tuition

- Increase the 1-14 hour tuition rate by 2.6% (current Higher Education Price Index)
- Increase the block range to 15+ hours
- Reduce the discount on the block to \$400 (Result will be a discount of approximately 11%)

UG Non-Resident tuition

- Increase the 1-11 hour tuition rate by 2.6%
- Increase the block range to 12+ hours
- Increase the block rate by 5% (and another 5% for each of the following 2 years). Rationale-Our Non-Resident pricing is not in line with other flagship Research 1 institutions across the region and this sends the message we are not competitive.



Main Campus Proposed Tuition Changes

GR Resident Tuition

- Increase the base tuition rate by 2.6%
- Professional Programs-fold the current \$35 premium rate into the base tuition on 1-11 hours and add \$455 to the block rate.
- All Other Programs-fold the current \$35 premium rate into base tuition.

GR Non-Resident Tuition

- Increase the base tuition rate by 2.6%
- Fold the current \$35 premium rate into the base tuition on 1-11 hours and add \$455 to the block rate.

Dissertation Including HSC and SOM:

- Combine the base rate, premium and A&S and Engineering Differentials into one flat rate of \$1181
- Continue additional Non-Resident rate per hour above 6 hrs.
- Note: Current A&S and Engineering Differentials are \$100 and \$200 flat rate respectively. This proposal eliminates them.



Main Campus Proposed Tuition Changes

Graduate Differential Tuition Requests

- Global and National Security Program
 - Establish a \$150 per credit hour for both resident and non-resident
- School of Public Administration
 - Increase the current rate from \$50 to \$100 per credit hour for both resident and non-resident
- Begin charging all differentials by major and not course

Note: Currently, SAAP, SPA, ASM (non-ASM major) charge by course.



Main Campus Proposed Fee Changes

Undergraduate

- Increase the block to 15+ hours (Resident) and 12+ hours (Non-Resident)
- Increase the Mandatory Student Fee Rate by 5.45%
- ASUNM Fee
 - Convert it to a headcount model
 - Increase the Fall and Spring amount by \$5 (From \$20 to \$25)
 - Summer will remain at \$10
 - This will allow ASUNM to be more transparent with its student body.
 - Converting to a headcount model will allow ASUNM to predict annual funds more efficiently.

Graduate

- Increase the Mandatory Student Fee Rate by 7.77%



ASUNM Student Fee Increase

<u>Fiscal Year</u>	<u>Head Count Undergraduates</u>	<u>Fees Collected</u>
FY15-16	19,885	≈ \$850,000
FY16-17	19,647	≈ \$830,000
FY17-18	18,912	= \$781,920
FY18-19	17,321	= \$754,133
FY19-20	16,170	= \$661,454

<p><u>Last Fee Increase (2002)</u> ASUNM funded 226 Student Organizations & 6 Student Service Agencies</p> <p><u>Today</u> ASUNM funds 460+ Student Organizations & 8 Student Service Agencies</p>	<p><u>Projected Funding for FY20-21 without fee increase</u> \$652,493.00</p> <p><u>Projected Funding for FY20-21 with fee increase</u> Summer: \$43,917 Fall: \$387,257 Spring: \$345,046 \$776,219.00</p>	<p><u>Student Support</u></p> <p>Members of ASUNM have led an effort to outreach to students in regards to this proposed fee increase. In total, we have gained input from the following:</p> <p>459 Students 30 Student Organizations</p> <p>and our efforts are still continuing.</p>
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Based on data and information from the Student Government Accounting Office, the Office of Planning, Budget and Analysis, and ASUNM



Final Proposal

- The ASUNM Fee shall be \$25 for every undergraduate student based on a headcount model.
- After speaking with over 500 students and 40 student organizations, 430 of those students were in favor of increasing the student fee with a headcount model as opposed to the original prorated model.
- This change will allow ASUNM to support over 400 student organizations who apply for funding, and will help us take the next step to enhancing the Lobo experience.
- This amendment will be on the ASUNM Presidential/VP voting ballot on March 9-11 for approval from the student body, and will be presented at the Board of Regents meeting on March 9th for approval contingent to the student body's vote.



FY 21 President's Recommendation Main Campus Tuition and Fees Proposal

	Proposed Changes
Undergraduate Tuition and Fees	
Base Tuition Increase (1-14 Hours)	2.6% Resident (1-14 Hours) and Non-Resident (1-11 Hours)
Resident Tuition Block Discount	Reduce discount from \$881 (24%) to \$400 (11%)
Non-Resident Tuition Block	Increase the block rate by 5% (and another 5% for each of the following 2 years)
Increase Tuition Block Hour Range	Resident from 15-18 Hours to 15+ and Non-Resident from 12-18 Hours to 12+
Increase Fee Block Hour Range	Resident from 15-18 to 15+ and Non-Resident from 12-18 to 12+
Mandatory Student Fees Increase	5.45%
ASUNM Fee	\$25 Fall and Spring \$10 Summer by Headcount (Convert to a Headcount Model)
Resident Lower Division Tuition and Fees Increase 15 Hours (1)	\$631 semester, 16.69%
Resident Upper Division Tuition and Fees Increase 15 Hours (1)	\$631 semester 14.66%
Non-Resident Lower Division Tuition and Fees Increase 12 Hours (1)	\$586 semester, 5.03%
Non-Resident Upper Division Tuition and Fees Increase 12 Hours (1)	\$586 semester, 4.86%
Graduate Tuition and Fees	
Base Tuition Increase	2.6% Resident and Non-Resident
Resident Professional Programs and Non-Resident	Fold \$35 premium into the base tuition rate (1-11 hours) and add \$455 to the block rate
Resident All Other Programs	Fold \$35 premium into the base tuition rate
Mandatory Student Fees Increase	7.77%
Graduate Resident Tuition and Fees Increase 12 Hours (2)	Professional Programs \$192 semester, 4.06%
Graduate Non-Resident Tuition and Fees Increase 12 Hours (2)	All Other Programs \$157 semester, 3.32%
	\$404 semester, 3.13%
Dissertation and Differential Tuition	
Dissertation-Including HSC and SOM (3)	Combine base rate, premium, A&S differential, and SOE differential into one flat rate of \$1181. Continue additional Non-Resident rate per hour above 6 hours.
Graduate Differential Tuition-Global National Security	Establish a \$150 per credit hour for both resident and non-resident
Graduate Differential Tuition-School of Public Administration	Increase the current rate from \$50 to \$100 per credit hour for both resident and non-resident
Differential Tuition	Begin charging all differentials by major and not course
(1) Doesn't include ASUNM fee	
(2) Does not include differentials or dissertation tuition	
(3) Current A&S and SOE Differentials are \$100 and \$200 flat rates respectively. This proposal eliminates them.	



Main Campus Compensation Proposal

FY 21 -4% average increase effective July 1, 2020

	4% Compensation with Fringes				
	President's Organization	Academic Affairs	SVP for Administration	Total	
Faculty	59,063	4,436,058	0	4,495,121	
Staff	291,081	2,095,795	1,793,522	4,180,398	
GA/TA	0	658,375	0	658,375	
Students	6,829	129,163	41,962	177,955	
Total	356,974	7,319,392	1,835,483	9,511,849	
Estimated Compensation Funding From State	318,864	6,538,004	1,639,535	8,496,403	89.3%
Shortfall	(38,109)	(781,388)	(195,949)	(1,015,446)	

Note: Overall Compensation Package in the Budget Proposal includes a Mandatory \$10.50 minimum wage per hour effective January 1, 2021. Table above includes only the 4% Increase





Health Sciences

FY21 Proposed Tuition and Compensation

HSC Proposed Tuition Changes

UG resident tuition

- Increase the 1-14 hour tuition rate by 2.6%
- Increase the block to 15+ hours
- Reduce the discount on the block by \$400 for Main, CON, COP, CoPH (10.6%)
- Reduce the discount on the block by \$380 for SOM Health Professions (10.6%)

UG non-resident tuition

- Increase the 1-11 hour tuition rate by 2.6%
- Increase the block range to 12+ hours
- Increase the block rate by 5% (and another 5% for each of the following 2 years)
 - ✓ \$11,400.72 new rate for Main, CON, COP, CoPH
 - ✓ \$10,836.76 new rate for SOM Health Professions

HSC Proposed Tuition Changes

GR resident tuition

- Increase the hourly tuition rate by 2.6%
 - ✓ ***\$293.88 new hourly rate for CON, COP, CoPH**
 - ✓ **\$279.34 new hourly rate for SOM Health Professions**
- MD tuition decrease of (1%)
- PharmD tuition increase of 2.6%
- Charge same flat amount for dissertation hours across all programs

GR non-resident tuition

- Increase the hourly tuition rate by 2.6%
 - ✓ ***\$992.18 new hourly rate for CON, COP, CoPH**
 - ✓ **\$943.10 new hourly rate for SOM Health Professions**
- MD tuition decrease of (1%)
- PharmD tuition increase of 2.6%
- Charge same flat amount for dissertation hours across all programs

**Please note that HSC does not have Graduate premiums to add to Graduate tuition rate.*

HSC Differential Tuition Request

**College of Population Health – UG courses \$100/hour
phased in over two years**

(\$50 in FY'21 and an additional \$50 in FY' 22)

Why We need to Do This

- The College of Population Health (COPH) has been challenged financially with receiving adequate tuition to cover instructional costs since its inception in 2016.
- Current COPH faculty cannot cover all curricular needs. As a result, the majority of the BSPH curriculum has been taught by adjunct faculty.
- The BSPH is growing rapidly and additional instructors are needed. The MPH program could grow if we have additional instructors.
- The differential will allow us to hire instructors to meet BSPH and MPH instructional needs.
- The differential will also allow set asides to support those students who are most in need.

Market Analysis - BSPH

The University of New Mexico					
2020-21 Tuition Projections					
College: Population Health					
Program: Undergraduate - BSPH					
Undergraduate Resident - Regional					
Resident	Tuition and University Fees/Semester (1)	Differential for Peer College/Program (2)	FY 2020 Projected Tuition @ 2% Increase	Proposed Differential	Total Proposed Tuition
University of New Mexico	\$ 4,119		n/a	\$ 1,200	\$ 5,319
Peer Median	\$ 4,684	n/a	n/a	n/a	\$ 5,336
2 New Mexico State University*	\$ 3,906		\$ 78	n/a	\$ 3,984
6 Texas A&M University**	\$ 5,249		\$ 105	n/a	\$ 5,354
9 Northern Arizona University*	\$ 5,948	\$ 360	\$ 126	n/a	\$ 6,434
12 University of Arizona*	\$ 6,346	\$ 600	\$ 139	n/a	\$ 7,085
(1) Tuition is based on full time status, (12 credit hours for undergraduate tuition per semester) Fall and Spring semesters					
(2) Please indicate the peer's differential tuition based on the college/program your unit is comparing to.					


Communication

Meetings with Students to Discuss the Tuition Differential

- 10/21/2019- Student Forum (open to all students)
- 10/23/2019- Student Forum (open to all students)
- 12/2/2019 Meeting with Students (from both programs)
- 12/5/2019 Meeting with Population Health Undergraduate Network (PHUN) - undergraduate student association
- 12/5/19 PH350 Health Management Class
- 2/26/2020 Updates on Tuition - leaders of both the undergraduate (PHUN) and graduate programs (Public Health Student Association [PHSA])

Student Survey

We surveyed students who have at least another year in each program



TUITION DIFFERENTIAL - STUDENT SURVEY

1. In which program are you currently a student? (Please check one)

BSPH
 MPH

2. The College of Population Health is growing! We want to offer high-quality courses that students can access each academic year. To sustain the College, more funding is needed. The tuition differential is needed now. Fundraising, which can offer more resources, is underway but it requires more time to build relationships. With this information, please check below as to which two options you support for the tuition differential.

\$100/credit hour for the undergraduate program
 \$150/credit hour for the graduate program
 \$50/credit hour in FY21 and an additional \$50/credit hour in FY22 for the undergraduate program
 \$75/credit hour in FY21 and an additional \$75/credit hour in FY22 for the graduate program
 Another option between \$50-\$75/credit hour _____

3. How do you currently pay for credits? (Please check all that apply)

Working
 Grants
 Loans
 Lottery scholarship
 Family contribution
 Savings

4. For which of the options below will the tuition differential impact you/your family?

Remaining in the program
 Housing
 Transportation
 Food
 Healthcare
 N/A

5. Please rate on a scale of 1 to 5 how much the tuition differential will represent a hardship to you or your immediate family? 1-no hardship at all 2-only a minor hardship 3-moderate hardship 4-significant hardship 5-extreme hardship (not sure whether I will be able to pay for it.) _____

If you would like to meet with Dean Collins, please provide your contact information
 Email _____ Phone _____ Best time to reach you am pm

Student Survey Summary - BSPH

Survey Questions	BSPH Students PH 221/PH 311 55 responses of 68 enrolled 80% response	% of Responses
Program 55 responses		
BSPH	50	91%
Write in: BSPH Minor	4	7%
Write in: Taking class for fun	1	2%
Supported Differential 43 BSPH related responses		
\$100/credit hour BSPH	2	5%
\$50/credit hour FY21 - \$50/credit hour FY22 BSPH	37	86%
Another option between \$50-\$75/credit hour	4- \$50 \$60 \$50.01	\$50 9%
Current Payment Methods (check all that apply) 149 responses		
Working	30	20%
Grants	24	16%
Loans	19	13%
Lottery Scholarship	27	18%
Family Contribution	26	17%
Savings	21	14%
Write in: Other scholarships	2	1%

Survey Questions	BSPH Students PH 221/PH 311 55 responses of 68 enrolled 80% response	% of Responses
Impact of Tuition Differential (check all that apply) 142 responses		
Remaining in the Program	33	23%
Housing	33	23%
Transportation	28	20%
Food	27	19%
Healthcare	12	8%
N/A	9	6%
Hardship rating (1 per student) 55 responses		
5 - Extreme hardship	10	18%
4 - Significant hardship	22	40%
3 - Moderate hardship	8	15%
2 - Only a minor hardship	11	20%
1 - No hardship	4	7%

*Responses are relevant to a given program for which a student was enrolled. Students may have not selected a response for the BSPH program; they may have provided a response for the MPH program.

HSC Compensation Budget Proposal

HSC Compensation Analysis for FY2021
(4% increase in the budget for total compensation)

All HSC Unrestricted	College of Nursing	College of Pharmacy	College of Population Health	HSC VP Research and HSLIC	School of Medicine - Staff	School of Medicine - Faculty	VP HSC Admin	Total HSC
Grouping	4% w Fringe	4% w Fringe	4% w Fringe	4% w Fringe	4% w Fringe	4% w Fringe	4% w Fringe	4% w Fringe
Faculty	290,735	222,976	73,275	73,472		8,161,973	264,418	9,086,849
Staff	128,043	143,223	25,470	135,545	2,759,155		752,920	3,944,356
Grand Total	418,778	366,199	98,744	209,017	2,759,155	8,161,973	1,017,338	13,031,205
State new comp 4%	260,472	253,505	67,729	12,651	2,357,870		567,362	3,519,589
State new Formula and HSC I&G line item	62,100	65,000	5,000		126,300	940,800		1,199,200
UCP Salary Contribution						3,301,984		3,301,984
Shortfall	(96,206)	(47,694)	(26,015)	(196,366)	(274,985)	(3,919,189)	(449,976)	(5,010,432)

Data excludes faculty incentive pay, housestaff, students and Health Systems salary agreements

Includes RPSPs except CPH and CTH



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School of Medicine Faculty Compensation

SOM Goal to make Contract Salary equal to the 25th percentile of the AAMC

1. All salary increases for FY21 will go into Contract Salary
2. Some Incentive pay will move into Contract Salary to equal the 25th percentile

UNM Hospitals Compensation

1. 3% increase in the budget for total compensation approved by the Hospital Board of Trustees



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THE UNIVERSITY OF NEW MEXICO'S SEAL DESIGN FINALISTS

ATTACHMENT D



Design A



Design B



Design C



Design D



Design E



We are gathering community input to help choose a new seal design.

Please rank your favorites at sealdesign.unm.edu



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