

The University of New Mexico

Main Campus Academic & Student Affairs Management Dashboard Faculty Profile Presentation

June 11, 2007



The University of New Mexico



Introduction

The Academic & Student Affairs Management Dashboard has been created to address the requirements of an Administration and Governing Board that are committed to data-based decision making and accountability. The document will provide, on a regular basis, data to the Regents on many of the most important operational areas of the University.

The Management Dashboard converges with the goals of the Administration to improve student retention and graduation rates as well as raise the University's stature. This effort paves the way for informed goal-setting and decision-making at UNM. Much of the data comes from other University Documents such as the *UNM Fact Book* and the Accountability in Government Performance Measures reported in the annual *Performance Effectiveness Report*. The Management Dashboard pulls this information together into one place where it can be used on a regular basis.

There are currently nine categories of data represented. Several categories deal with the undergraduate student population (Enrollment Profile, Student Success, and Student Experience), and one profile category each for Graduate Education, Faculty, & National issues. The attached data report provides the detail behind each indicator showing historical trend data, and frequently, targets and/or peer and referent group comparisons. The data report also contains additional performance indicators that are not on the Management Dashboard but are important to track. This report will be updated annually and complemented by a series of detailed reports highlighting specific categories. **For this presentation we are including only the data report sheets for the Faculty Profile.**

In an effort to put the data into context, we have decided upon two comparison groups. The first comparison group is the peer group developed by the Commission on Higher Education (CHE) for use in the funding formula and for making salary comparisons. The 16 CHE peers are institutions with a similar mix of programs and similar size and mission as UNM. The second comparison group, a Student Referent group, includes institutions with a student body more analogous to UNM than the CHE Peer group. The institutions in the Student Referent group meet the following criteria:

- Public, Carnegie, Doctoral Extensive or Intensive;
- Similar distribution of ACT scores;
- An undergraduate minority population of at least 30%;
- Comparable size, i.e., at least 10,000 full-time undergraduate students

Sixteen institutions met the above criteria, the same number of institutions that are in the CHE Peer group.

Institution Name	Carnegie	Locale	ACT Bottom Quartile Cutoff	ACT Top Quartile Cutoff	Full-time Under graduates	Part-time Under- graduates	Total Full Time Equivalent Students	Minority % For All Under- graduates	Hispanic Under- graduates	American Under- graduates	Percent Native American Under- graduates	Black Under- graduates	Asian Under- graduates	Percent Retention	Percent of Freshmen in Top 10% of Their HS Class
Student Referent Group															
FLORIDA ATLANTIC UNIVERSITY-BOCA RATON	Int	2	20	24	10,612	8,466	17,275	37.5	14.5	0.4	0.4	18.1	4.5	69	na
GEORGIA MASON UNIVERSITY	Int	3	21	26	12,772	3,779	19,981	33.5	7.7	0.4	0.4	8.5	16.9	82	16
GEORGIA STATE UNIVERSITY	Ext	1	21	26	13,354	5,762	21,748	49.1	3.2	0.3	3.2	35.1	10.4	79	15
NEW MEXICO STATE UNIVERSITY-MAIN CAMPUS	Ext	2	18	24	10,360	1,608	13,712	52.4	45.0	3.2	3.2	2.8	1.4	72	19
SAN DIEGO STATE UNIVERSITY	Int	1	20	26	21,370	5,491	27,661	39.6	19.2	0.7	0.7	4.2	15.5	79	na
TEMPLE UNIVERSITY	Ext	1	21	26	18,830	2,628	27,397	32.3	3.2	0.2	0.2	21.0	7.8	82	17
THE UNIVERSITY OF TEXAS AT ARLINGTON	Ext	1	20	25	12,948	5,380	19,783	38.9	13.0	0.8	0.8	13.7	11.3	70	22
UNIVERSITY OF CALIFORNIA-RIVERSIDE	Ext	2	20	26	13,923	1,357	16,429	70.6	23.3	0.4	0.4	6.4	40.5	85	94
UNIVERSITY OF HAWAII AT MANOA	Ext	1	21	26	11,008	2,061	16,562	67.7	1.8	0.3	0.3	0.9	64.8	78	26
UNIVERSITY OF HOUSTON-UNIVERSITY PARK	Ext	1	20	25	18,910	7,114	28,267	56.8	20.8	0.3	0.3	15.1	20.6	79	20
UNIVERSITY OF ILLINOIS AT CHICAGO	Ext	1	20	25	14,252	1,691	22,648	49.9	16.1	0.2	0.2	9.0	24.7	78	23
UNIVERSITY OF MEMPHIS	Ext	1	18	24	11,151	3,621	15,996	40.4	1.4	0.4	0.4	36.0	2.6	75	na
UNIVERSITY OF NEVADA-LAS VEGAS	Int	3	19	25	12,935	6,686	19,329	32.3	10.1	0.9	0.9	7.8	13.5	72	17
UNIVERSITY OF SOUTH FLORIDA	Ext	3	21	26	21,473	9,693	31,363	30.0	10.9	0.5	0.5	12.7	5.9	79	21
VIRGINIA COMMONWEALTH UNIVERSITY	Ext	2	20	26	13,785	2,762	21,222	33.7	3.1	0.7	0.7	21.1	8.8	78	14
WAYNE STATE UNIVERSITY	Ext	1	16	24	10,776	7,798	22,911	40.7	2.5	0.4	0.4	32.4	5.4	76	25
UNIVERSITY OF NEW MEXICO-MAIN CAMPUS	Ext	1	19	24	14,029	3,413	20,682	47.0	34.0	6.9	2.8	3.4	3.4	76	17
CHE Peer Group															
THE UNIVERSITY OF TENNESSEE AT KNOXVILLE	Ext	2	21	26	17,415	1,491	24,853	11.4	1.2	0.3	0.3	7.4	2.5	78	26
THE UNIVERSITY OF TEXAS AT AUSTIN	Ext	1	24	29	34,234	3,246	48,397	35.6	14.4	0.4	0.4	3.7	17.1	92	69
UNIVERSITY OF ARIZONA	Ext	1	21	27	24,105	3,659	32,835	25.4	14.9	1.9	1.9	3.0	5.7	77	34
UNIVERSITY OF ARKANSAS MAIN CAMPUS	Ext	2	22	28	10,865	1,855	14,076	12.1	1.7	1.9	1.9	5.8	2.7	65	36
UNIVERSITY OF COLORADO AT BOULDER	Ext	2	23	28	23,694	1,778	28,489	13.9	5.7	0.7	0.7	1.6	5.8	83	24
UNIVERSITY OF IOWA	Ext	2	22	27	17,701	1,700	26,102	8.5	2.5	0.4	0.4	2.2	3.5	82	21
UNIVERSITY OF KANSAS MAIN CAMPUS	Ext	2	21	27	17,904	2,443	23,262	11.4	3.2	1.2	1.2	3.2	3.9	82	28
UNIVERSITY OF KENTUCKY	Ext	2	22	27	16,234	1,517	22,525	8.0	1.0	0.1	0.1	5.4	1.6	77	28
UNIVERSITY OF MISSOURI-COLUMBIA	Ext	2	23	28	18,993	1,034	24,219	10.4	1.5	0.6	0.6	5.6	2.7	84	29
UNIVERSITY OF NEBRASKA AT LINCOLN	Ext	2	22	28	16,202	1,506	20,235	7.1	2.0	0.5	0.5	2.1	2.5	80	25
UNIVERSITY OF OKLAHOMA NORMAN CAMPUS	Ext	2	15	18	17,996	2,533	23,013	22.2	3.8	7.4	7.4	5.9	5.1	82	36
UNIVERSITY OF OREGON	Ext	2	21	27	14,414	1,170	18,416	11.4	2.8	1.1	1.1	1.7	5.9	82	22
UNIVERSITY OF SOUTH CAROLINA-COLUMBIA	Ext	2	22	28	14,789	1,525	21,771	20.0	1.5	0.3	0.3	15.4	2.8	84	26
UNIVERSITY OF UTAH	Ext	2	21	26	15,066	6,256	23,125	9.3	3.8	0.7	0.7	0.6	4.2	80	25
UNIVERSITY OF VIRGINIA-MAIN CAMPUS	Ext	2	27	32	12,790	189	20,416	22.9	2.9	0.3	0.3	8.8	10.9	97	85
UNIVERSITY OF WASHINGTON-SEATTLE CAMPUS	Ext	1	23	29	23,608	4,354	35,294	31.7	3.5	1.0	1.0	2.6	24.5	90	48

The **Student Referents** were selected by using the following process. The first step was to start with all 166 public Research/Doctoral Extensive and Research/Doctoral Intensive Universities. Data is available on the bottom and top quartile values for all first-time freshmen (SAT scores were converted to ACT equivalents for this purpose). Institutions whose ACT profile was similar to UNM's were selected, such that fifty percent of all first-time freshmen would have an ACT score of at least 16 and no higher than 26. The second criteria was to select institutions where at least 30% of their undergraduate students were minority. And finally, we selected institutions that had at least 10,000 full-time undergraduate students. We were also going to restrict our group to institutions who were relatively urban (see the Locale variable) but the first three criteria only selected institutions that were in either a large or middle-sized city or on the edge of a large city. The above criteria resulted in 16 student referent institutions.

The **CHE Peer** institutions are an existing group that was developed over fifteen years ago by the Commission on Higher Education for use in faculty salary comparisons and in the funding formula.

SOURCE: Integrated Postsecondary Education Data System (IPEDS) Peer Analysis System Data and Data from the 2003 Common Data Set

KEY:

- Carnegie -- Ext is Doctoral/Research Extensive and Int is Doctoral/Research Intensive
- Locale -- Indicates degree of urbanization, "1" is large city, "2" is mid-sized city, and "3" is urban fringe of large city.
- ACT Bottom Quartile Cutoff -- 25% of all freshmen have an ACT score (or the equivalent SAT score) less than this level
- ACT Top Quartile Cutoff -- 25% of all freshmen have an ACT score (or the equivalent SAT score) greater than this level
- Overall, 50% of all entering freshmen have an ACT score between the two ACT Cutoff values.

Academic/Student Affairs Management Dashboard

The University of New Mexico Performance Indicators Five-year Trends		FY 02-03 AY 02-03	FY 03-04 AY 03-04	FY 04-05 AY 04-05	FY 05-06 AY 05-06	FY 06-07 AY 06-07	Target
Undergraduate Enrollment Profile (Fall)	Main Campus Undergraduate Headcount Enrollment (Fall Terms)	16,806	17,545	18,027	18,387	18,199	
	Percent of Top 10% of NM High School Graduates who attend UNM	19.7%	23.3%	23.4%	27.3%	25.0%	
	Mid 50% of Test Scores of First-time Freshmen: ACT & ACT Equiv.	19 to 24	19 to 24	19 to 24	19 to 24	19 to 25	
	Mean High School GPA's of First-time Freshmen	3.31	3.31	3.34	3.33	3.33	
	First-time, Full-time Freshmen by Ethnicity	45.9%	48.6%	50.2%	49.7%	50.4%	
	Number of New Students who are Two-year College Transfers	1,516	1,611	1,617	1,600	N/A	1,610
	Affordability: Main Campus, Undergrad., Resident Tuition & Fees	\$3,169	\$3,313	\$3,738	\$4,108	\$4,336	
Student Experience	Residence Hall Occupancy Rates (Fall)	94%	92%	94%	94%	96%	
	Residence Hall Renewals (Fall to Spring)	82%	76%	79%	77%	90%	
	Number of Student-Chartered Organizations	320	354	387	384	395	
	Visits to the Library: Virtual	590,169	1,263,600	NA	NA	NA	
	Student/Faculty Ratios	18.8/1	19.1/1	20.0/1	19.1/1	19.4/1	
	Continuing Education Enrollment	17,229	18,127	23,018	24,022	NA	
	Degrees Granted Utilizing Extended University & Ext. Services	115	145	154	213	NA	215
Undergrad Student Success	Attainment of New Mexico Lottery Scholarship	68.8%	69.9%	71.2%	70.1%	N/A	
	Second Fall Retention Rates of First-time, Full-time Freshmen	76.3%	76.2%	75.2%	76.0%	74.4%	76.5%
	6-year Graduation Rate	42.5%	40.0%	41.1%	42.7%	N/A	42.5%
Graduate Education Profile	Graduate Students with Assistantships	1,519	1,604	1,632			
	Percent of Full-time Graduate Students receiving Financial Aid (Fall)	74%	76%	77%			
	Master's Degrees Awarded	1,046	1,073	1,197			
	First Professional Degrees Awarded	246	243	250			
	Doctorate Degrees Awarded	162	195	205			
Faculty Profile	Total Tenured & Tenure-track Faculty	1,074	1,084	1,068	1,070	1,044	
	Faculty by Gender: UNM Main Campus Faculty	38.6% Female	38.4% Female	38.9% Female	39.3% Female	40.7% Female	
	% Minority of Tenured & Tenure-track Faculty	18.0%	18.7%	19.2%	20.6%	21.4%	
	New Tenure-track Hires	23	26	38	40	33	
	Average Faculty Salaries	\$65,313	\$68,090	\$71,755	\$73,269	\$76,112	
	% Credit Hours Taught by Tenured & TT Faculty	43.3%	41.9%	37.5%	35.9%	36.5%	
National Profile	Academic Reputation (US News & World Report)	2.9	2.9	2.9			
	Association of Research Libraries (ARL) Ranking	62	69	86	NA	NA	
	# of Contract & Grant Proposals Submitted	2,096	2,137	2,019			
	Total Contract & Grant Awards Received (In Millions)	\$255.72	\$278.40	\$295.40			
	UNM Research & Public Service Expenditures (in Millions)	\$306.30	\$329.20	\$340.50			
	Economic Development: Issued U.S. Patents	28	19	15			
	\$'s per FTE Student (Including Medical School)	11611	11465	\$13,159			
	Total Annual Giving (2004 Data)	\$40.2M	\$39.7M	\$40.1M			

Academic/Student Affairs Management Dashboard

The University of New Mexico Performance Indicators Compared to Student Referent & CHE Peers (2006 data)		The University of New Mexico	Student Referent Group	CHE Peers
Undergraduate Enrollment Profile (Fall 2006)	Main Campus Undergraduate Headcount Enrollment (Fall Terms)	18,387	20,381	21,568
	Percent of Top 10% of NM High School Graduates who attend UNM	16.8%	13.6%	18.7%
	Mid 50% of Test Scores of First-time Freshmen: ACT & ACT Equiv.	19 and 24	19 and 24	22 and 28
	Mean High School GPA's of First-time Freshmen	3.33	3.29	3.60
	First-time, Full-time Freshmen by Ethnicity	49.7%	46.3%	19.5%
	Number of Undergraduate Transfer Students from Two-Year Colleges	1,600	NA	NA
	Affordability: Main Campus, Undergrad., Resident Tuition & Fees	\$4,108	\$5,065	\$5,722
Student Experience	Residence Hall Occupancy Rates (Fall)	96%	NA	NA
	Residence Hall Renewals (Fall to Spring)	90%	NA	NA
	Number of Student-Chartered Organizations	395	NA	NA
	Visits to the Library: Virtual	NA	NA	NA
	Student/Faculty Ratios	19.4	18.3	16.2
	Continuing Education Enrollment	24,022	NA	NA
	Degrees Granted Utilizing Extended University & Ext. Services	213	NA	NA
Undergrad Student Success	Attainment of New Mexico Lottery Scholarship	70.1%	NA	NA
	Second Fall Retention Rates of First-time, Full-time Freshmen	76.0%	77.0%	84.0%
	6-Year Graduation Rate	41.1%	45.0%	64.0%
Graduate Education Profile	Graduate Students with Assistantships			
	Percent of Full-time Graduate Students receiving Financial Aid (Fall)		NA	NA
	Master's Degrees Awarded			
	First Professional Degrees Awarded			
	Doctorate Degrees Awarded			
Faculty Profile	Total Tenured & Tenure-track Faculty	1,044	N/A	N/A
	Faculty by Gender: UNM Main Campus (% Female) - 2005 data	37.4%	32.2%	28.5%
	% Minority of Tenured & Tenure-track Faculty	21.4%	21.4%	13.5%
	New Tenure-track Hires	33	NA	NA
	Average Faculty Salaries	\$76,112	\$81,993	\$83,788
	% Credit Hours Taught by Tenured & Tenure-track Faculty	36.5%	NA	NA
National Profile	Academic Reputation (US News & World Report)			
	Association of Research Libraries (ARL) Ranking	86	84	50
	# of Contract & Grant Proposals Submitted		NA	NA
	Total Contract & Grant Awards Received (in Millions)		NA	NA
	UNM Research & Public Service Expenditures (in Millions)		NA	NA
	Economic Development: Issued U.S. Patents		NA	NA
	\$'s per FTE Student (Including Medical School)			
	Total Annual Giving (2005 Data)			



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* These Indicators are on the Management Dashboard

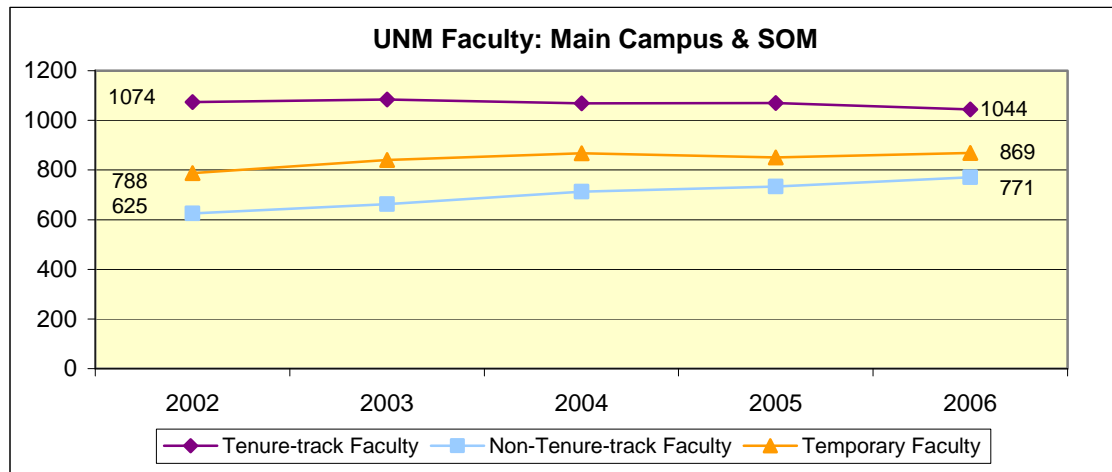
Faculty Profile

Total Tenured & Tenure-track Faculty

Main Campus & School of Medicine Combined*

	Fall Terms				
	2002	2003	2004	2005	2006
Tenure/Tenure-track Faculty:					
Professor	43.8%	44.6%	45.6%	45.2%	45.4%
Associate Professor	31.8%	31.3%	31.7%	33.0%	32.5%
Assistant Professor	24.5%	24.1%	22.7%	21.8%	22.1%
Total Tenure/Tenure-track Faculty	1,074	1,084	1,068	1,070	1,044
Tenure-track Faculty	43.0%	41.8%	40.3%	41.3%	39.4%
Non-Tenure-track Faculty	25.0%	25.5%	26.9%	28.3%	29.1%
Temporary Faculty	31.6%	32.5%	32.7%	32.8%	32.8%
Total Faculty	2,497	2,591	2,653	2,591	2,653

*Includes HSC Faculty



Source: UNM Fact Book, 2006-2007, p. 70 & 72

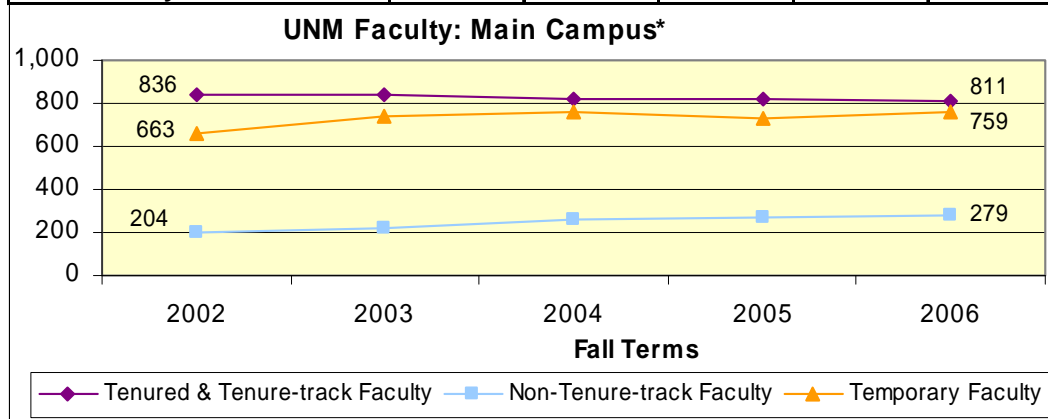
Data is as of October 31 of year listed.

Faculty Profile

Total Tenured & Tenure-track Faculty: Main Campus Analysis

Main Campus*

	Fall Terms				
	2002	2003	2004	2005	2006
Tenure-track Faculty:					
Professor	42.1%	44.0%	44.8%	43.2%	42.5%
Associate Professor	30.9%	30.9%	32.0%	33.3%	32.8%
Assistant Professor	25.8%	24.6%	22.9%	23.2%	24.2%
Total Tenure-track Faculty	836	834	820	825	811
Total Tenure-track Faculty	49.1%	46.4%	44.6%	45.0%	43.9%
Non-Tenure-track Faculty	12.0%	12.4%	14.2%	15.0%	15.1%
Temporary Faculty	38.9%	41.2%	41.2%	40.0%	41.0%
Total Faculty	1,703	1,797	1,837	1,832	1,849



Source: UNM Fact Book, 2006-2007, p. 70

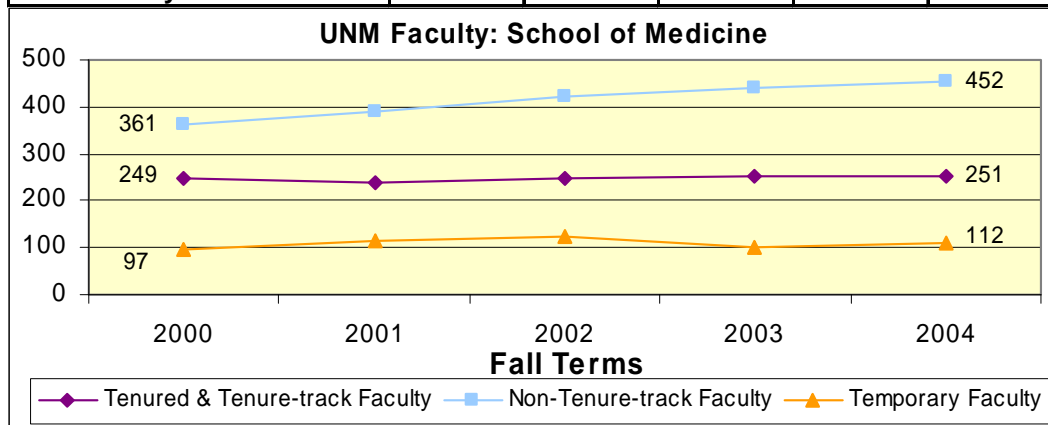
Note: Percents include full- and part-time assignments. Non-tenure-track faculty have annual contracts, while temporary faculty are hired on a per course basis.

Faculty Profile

Total Tenured & Tenure-track Faculty: School of Medicine Analysis

School of Medicine

	Fall Terms				
	2002	2003	2004	2005	2006
Tenure-track Faculty:					
Professor	47.6%	46.1%	47.8%	51.6%	54.4%
Associate Professor	33.5%	31.9%	30.7%	31.5%	30.8%
Assistant Professor	19.0%	22.0%	21.5%	16.9%	14.8%
Total Tenure-track Faculty	248	254	251	248	237
Total Tenure-track Faculty	31.2%	32.0%	30.8%	30.1%	28.2%
Non-Tenure-track Faculty	53.0%	55.3%	55.5%	55.6%	58.6%
Temporary Faculty	15.7%	12.7%	13.7%	14.3%	13.1%
Total Faculty	794	794	815	825	839



Source: UNM Fact Book, 2006-2007, p. 72

Note: Percents include full- and part-time assignments. Non-tenure-track faculty have annual contracts, while temporary faculty are hired on a per course basis.

Faculty Profile

Faculty by Gender: UNM Main Campus (Not SOM)

Tenured & Tenure-track Faculty

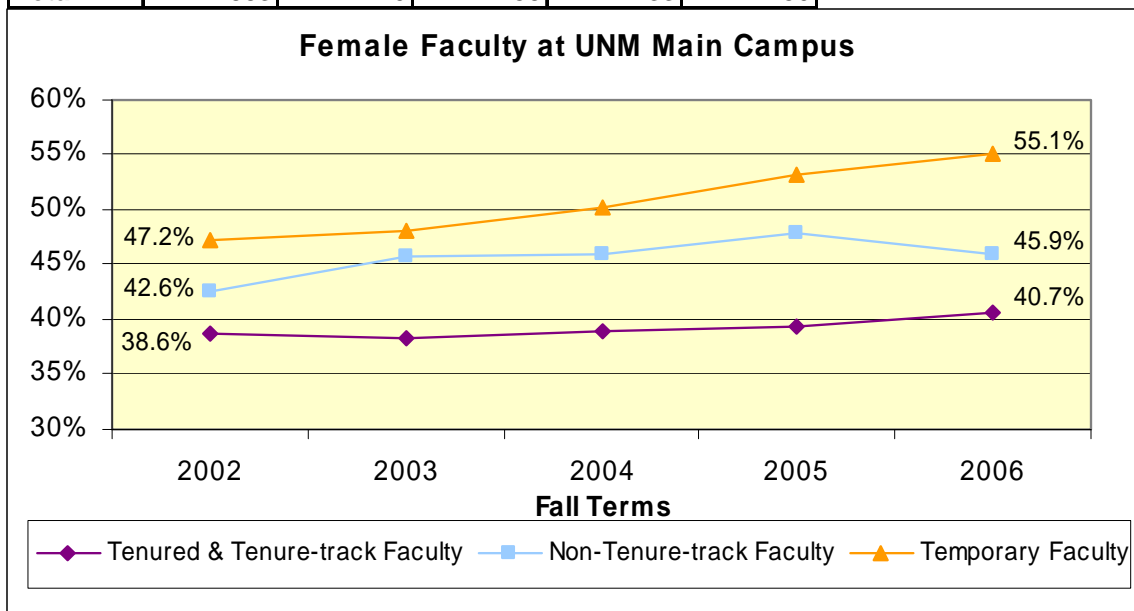
	2002	2003	2004	2005	2006
Female	38.6%	38.4%	38.9%	39.3%	40.7%
Male	61.4%	61.6%	61.1%	60.7%	59.3%
Total	836	834	820	825	811

Non-Tenure-track Faculty

	2002	2003	2004	2005	2006
Female	42.6%	45.7%	46.0%	47.8%	45.9%
Male	57.4%	54.3%	54.0%	52.2%	54.1%
Total	204	223	261	274	279

Temporary Faculty

	2002	2003	2004	2005	2006
Female	47.2%	48.1%	50.1%	53.2%	55.1%
Male	52.8%	51.9%	49.9%	46.8%	44.9%
Total	663	740	756	733	759



Source: UNM Fact Book, 2004-2005, p. 72-73

Faculty Profile

Faculty by Gender: UNM School of Medicine

Tenured & Tenure-track Faculty

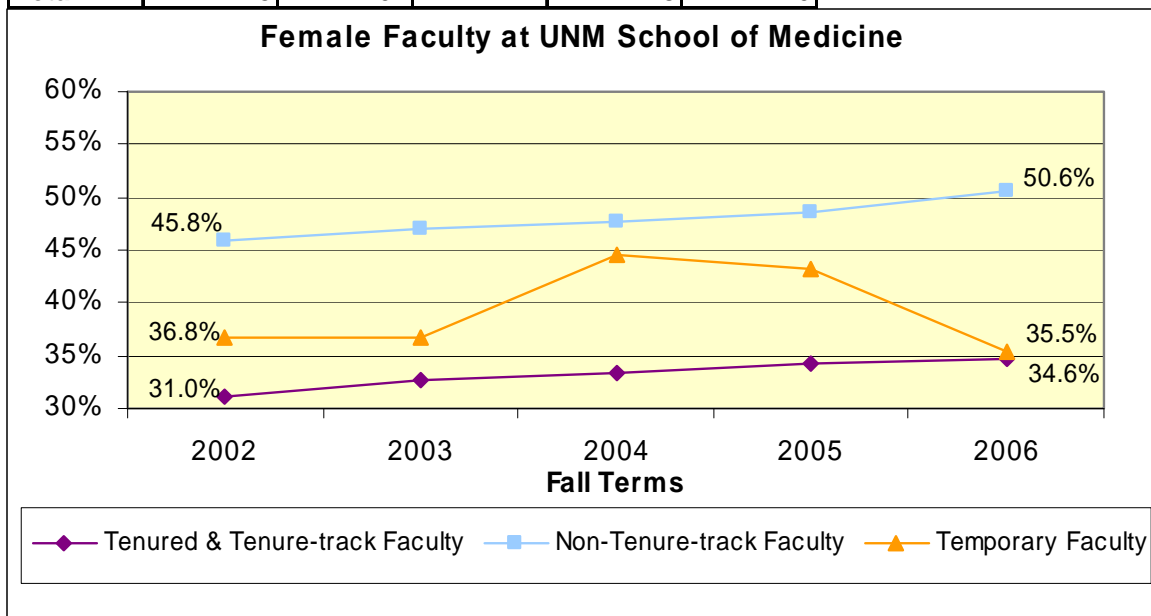
	2002	2003	2004	2005	2006
Female	31.0%	32.7%	33.5%	34.3%	34.6%
Male	69.0%	67.3%	66.5%	65.7%	65.4%
Total	248	254	251	248	237

Non-Tenure-track Faculty

	2002	2003	2004	2005	2006
Female	45.8%	46.9%	47.8%	48.6%	50.6%
Male	54.2%	53.1%	52.2%	51.4%	49.4%
Total	421	439	452	459	492

Temporary Faculty

	2002	2003	2004	2005	2006
Female	36.8%	36.6%	44.6%	43.2%	35.5%
Male	63.2%	63.4%	55.4%	56.8%	64.5%
Total	125	101	112	118	110



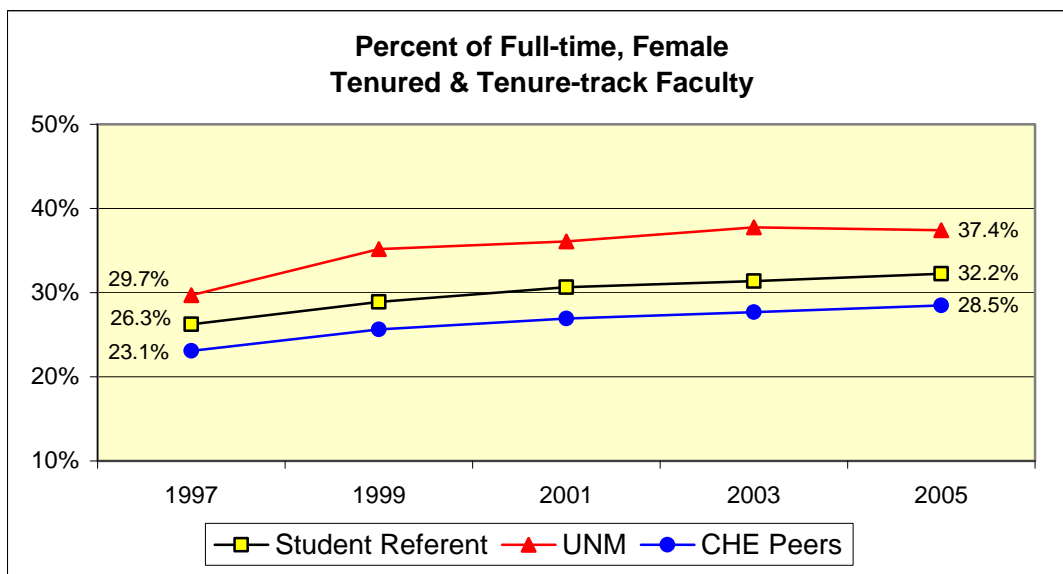
Source: UNM Fact Book, 2006-2007, p. 71-72

Faculty Profile

Peer Comparison: Full-time Faculty by Gender

Percent of Full-time, Female Tenured & Tenure-track Faculty 1997-2005

Fall Semester:	1997	1999	2001	2003	2005
Student Referent	26.3%	28.9%	30.6%	31.4%	32.2%
UNM	29.7%	35.2%	36.1%	37.7%	37.4%
CHE Peers	23.1%	25.6%	26.9%	27.7%	28.5%



Source: IPEDS Peer Analysis System, using IPEDS Fall Staff Data
(Collected in odd-numbered years)

Faculty Profile

Faculty by Ethnicity UNM Main & School of Medicine

Tenured & Tenure-track Faculty

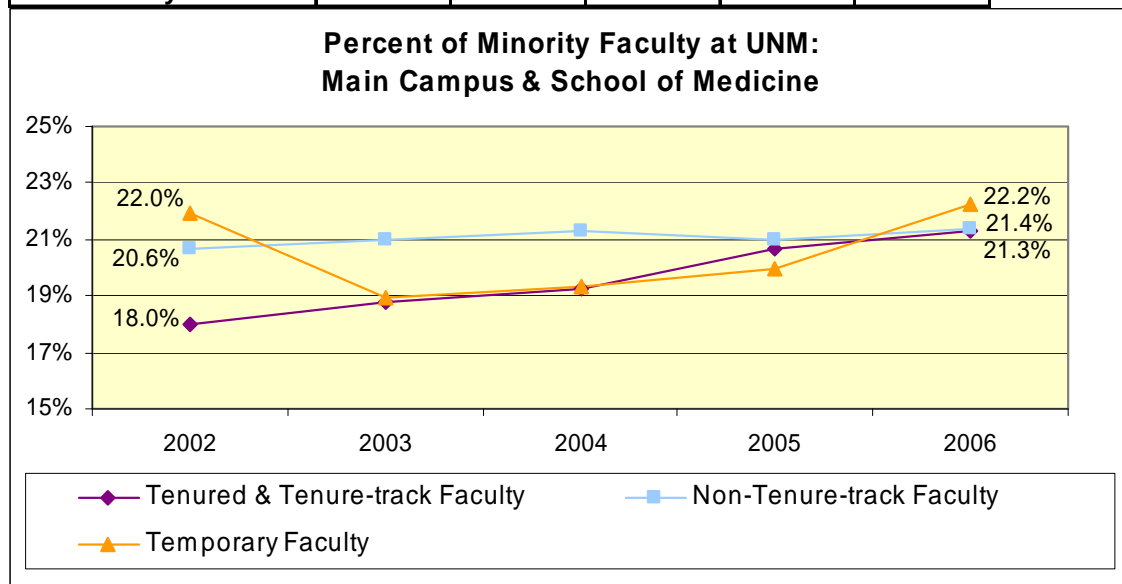
	2002	2003	2004	2005	2006
African American	0.9%	0.9%	0.8%	1.2%	1.0%
American Indian	1.8%	1.8%	2.0%	2.3%	2.3%
Asian/Pacific Islander	5.8%	6.3%	6.7%	6.8%	7.3%
Hispanic	9.5%	9.7%	9.7%	10.3%	10.7%
Total Faculty	1,084	1,088	1,071	1,073	1,046

Non-Tenure-track Faculty

	2002	2003	2004	2005	2006
African American	2.1%	2.3%	1.8%	2.3%	2.6%
American Indian	1.9%	2.3%	2.0%	2.5%	2.1%
Asian/Pacific Islander	7.0%	6.6%	6.5%	7.2%	7.7%
Hispanic	9.6%	9.8%	11.1%	9.0%	9.1%
Total Faculty	625	662	713	733	771

Temporary Faculty

	2002	2003	2004	2005	2006
African American	1.5%	1.3%	1.2%	1.8%	1.5%
American Indian	2.2%	1.4%	1.2%	1.4%	1.3%
Asian/Pacific Islander	7.2%	6.1%	6.6%	6.7%	7.6%
Hispanic	11.0%	10.1%	10.5%	10.1%	11.9%
Total Faculty	788	841	868	851	869

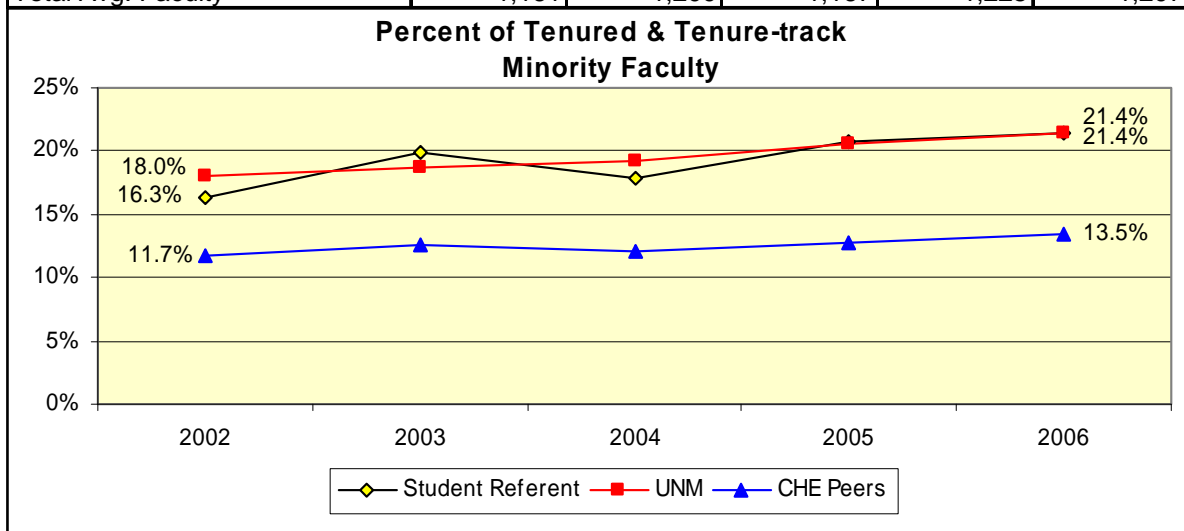


Source: 2006-2007 UNM Fact Book, p. 70-73

Faculty Profile

Peer Comparison: Full-time Tenure & Tenure-track Faculty by Ethnicity (2002-2006) – Total Minority %

	2002	2003	2004	2005	2006
Student Referent					
<i>African-American</i>	3.4%	4.0%	4.6%	4.1%	4.4%
<i>American Indian</i>	0.5%	0.4%	0.5%	0.4%	0.4%
<i>Asian/P.I.</i>	8.4%	11.7%	9.2%	12.2%	11.8%
<i>Hispanic</i>	4.0%	3.8%	3.6%	4.0%	4.8%
Total Minority	16.3%	19.9%	17.9%	20.7%	21.4%
Total Underrepresented Minority	7.9%	8.2%	8.7%	8.5%	9.6%
<i>White</i>	79.3%	76.9%	79.2%	75.0%	74.1%
<i>Other / No Response</i>	3.7%	3.3%	2.9%	4.3%	4.5%
Total Avg. Faculty	818	801	850	815	881
UNM					
<i>African-American</i>	0.9%	0.9%	0.8%	1.2%	1.1%
<i>American Indian</i>	1.8%	1.8%	2.0%	2.3%	2.3%
<i>Asian/P.I.</i>	5.8%	6.3%	6.7%	6.8%	7.3%
<i>Hispanic</i>	9.5%	9.7%	9.7%	10.3%	10.7%
Total Minority	18.0%	18.7%	19.2%	20.6%	21.4%
Total Underrepresented Minority	12.2%	12.4%	12.5%	13.8%	14.1%
<i>White</i>	81.5%	80.6%	80.0%	78.2%	77.6%
<i>Other / No Response</i>	0.6%	0.6%	0.7%	1.1%	1.1%
Total Avg. Faculty	1,084	1,088	1,071	1,073	1,046
CHE Peers					
<i>African-American</i>	2.9%	2.7%	3.1%	2.7%	2.8%
<i>American Indian</i>	0.5%	0.5%	0.4%	0.5%	0.6%
<i>Asian/P.I.</i>	6.1%	6.8%	6.5%	7.0%	7.4%
<i>Hispanic</i>	2.2%	2.6%	2.1%	2.5%	2.7%
Total Minority	11.7%	12.6%	12.1%	12.7%	13.5%
Total Underrepresented Minority	5.6%	5.8%	5.6%	5.7%	6.1%
<i>White</i>	83.3%	82.3%	81.4%	80.6%	79.5%
<i>Other / No Response</i>	4.9%	5.2%	6.3%	6.6%	7.0%
Total Avg. Faculty	1,161	1,200	1,167	1,225	1,207

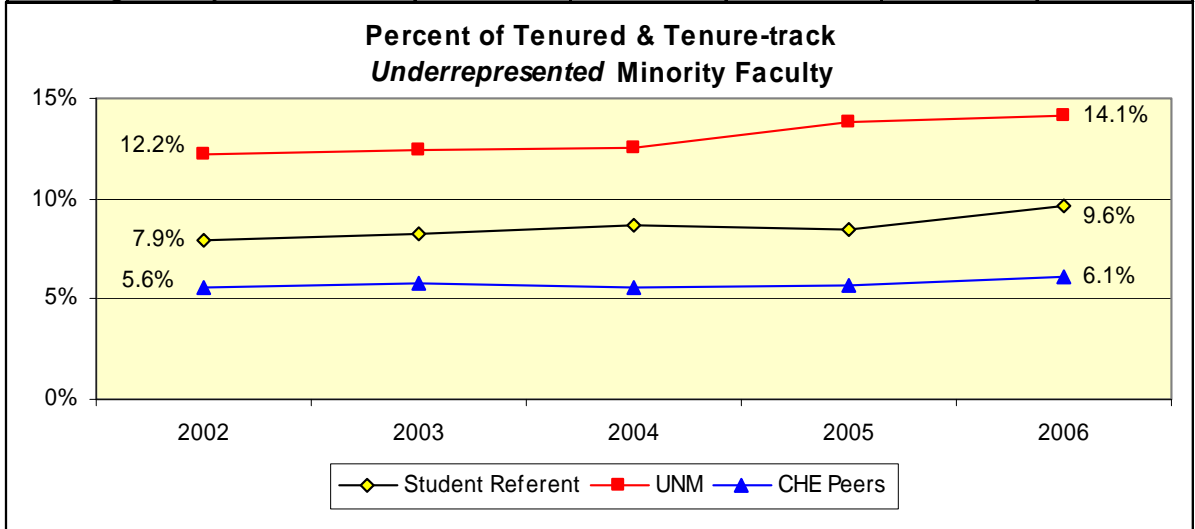


Source: IPEDS Peer Analysis System, using IPEDS Fall Staff Data 2002-2006

Faculty Profile

Full-time Tenure & Tenure-track Faculty (2002-2006) – Total *Underrepresented* Minority %

	2002	2003	2004	2005	2006
Student Referent					
<i>African-American</i>	3.4%	4.0%	4.6%	4.1%	4.4%
<i>American Indian</i>	0.5%	0.4%	0.5%	0.4%	0.4%
<i>Asian/P.I.</i>	8.4%	11.7%	9.2%	12.2%	11.8%
<i>Hispanic</i>	4.0%	3.8%	3.6%	4.0%	4.8%
Total Minority	16.3%	19.9%	17.9%	20.7%	21.4%
Total Underrepresented Minority*	7.9%	8.2%	8.7%	8.5%	9.6%
<i>White</i>	79.3%	76.9%	79.2%	75.0%	74.1%
<i>Other / No Response</i>	3.7%	3.3%	2.9%	4.3%	4.5%
Total Avg. Faculty	818	801	850	815	881
UNM					
<i>African-American</i>	0.9%	0.9%	0.8%	1.2%	1.1%
<i>American Indian</i>	1.8%	1.8%	2.0%	2.3%	2.3%
<i>Asian/P.I.</i>	5.8%	6.3%	6.7%	6.8%	7.3%
<i>Hispanic</i>	9.5%	9.7%	9.7%	10.3%	10.7%
Total Minority	18.0%	18.7%	19.2%	20.6%	21.4%
Total Underrepresented Minority*	12.2%	12.4%	12.5%	13.8%	14.1%
<i>White</i>	81.5%	80.6%	80.0%	78.2%	77.6%
<i>Other / No Response</i>	0.6%	0.6%	0.7%	1.1%	1.1%
Total Avg. Faculty	1,084	1,088	1,071	1,073	1,046
CHE Peers					
<i>African-American</i>	2.9%	2.7%	3.1%	2.7%	2.8%
<i>American Indian</i>	0.5%	0.5%	0.4%	0.5%	0.6%
<i>Asian/P.I.</i>	6.1%	6.8%	6.5%	7.0%	7.4%
<i>Hispanic</i>	2.2%	2.6%	2.1%	2.5%	2.7%
Total Minority	11.7%	12.6%	12.1%	12.7%	13.5%
Total Underrepresented Minority*	5.6%	5.8%	5.6%	5.7%	6.1%
<i>White</i>	83.3%	82.3%	81.4%	80.6%	79.5%
<i>Other / No Response</i>	4.9%	5.2%	6.3%	6.6%	7.0%
Total Avg. Faculty	1,161	1,200	1,167	1,225	1,207



Source: IPEDS Peer Analysis System, using IPEDS Fall Staff Data 2002-2006

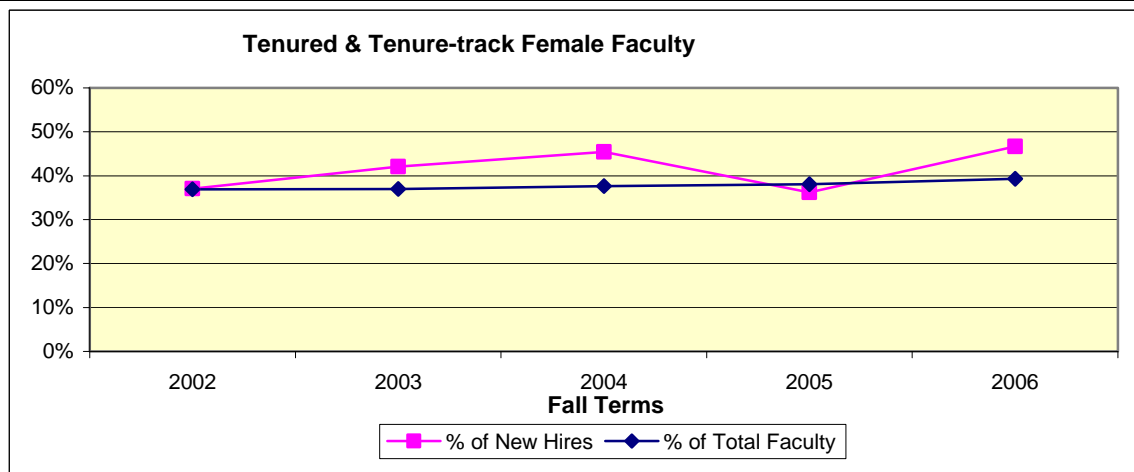
* Underrepresented Minority Consists of African-American, American Indian, and Hispanic Ethnicities

Faculty Profile

Tenured & Tenure-track Faculty New Hires: Main Campus & School of Medicine

Total Female Tenured & Tenure-track Faculty

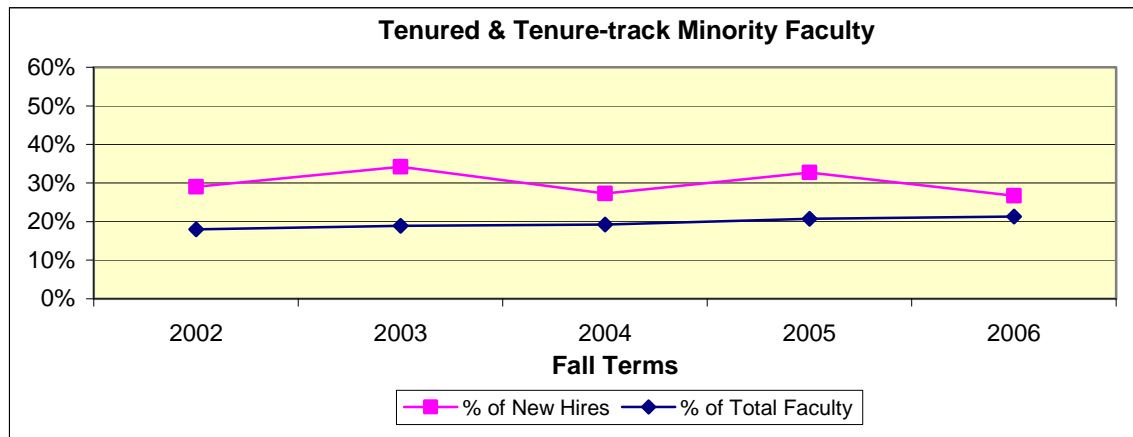
	Fall Terms				
	2002	2003	2004	2005	2006
Total Female Faculty	36.9%	37.0%	37.6%	38.1%	39.3%
Percent Female New Hires	37.1%	42.1%	45.5%	36.2%	46.7%
Total Female Faculty New Hires	23	16	20	21	21



Source: UNM Fact Book, 2006-2007, p. 87 and 89

Total Minority Tenured & Tenure-track Faculty

	Fall Terms				
	2002	2003	2004	2005	2006
Total Minority Faculty	18.0%	18.9%	19.2%	20.7%	21.3%
Percent Minority New Hires	29.0%	34.2%	27.3%	32.8%	26.7%
Total Minority Faculty New Hires	18	13	12	19	12



Source: UNM Fact Book, 2006-2007, p. 87 and 89

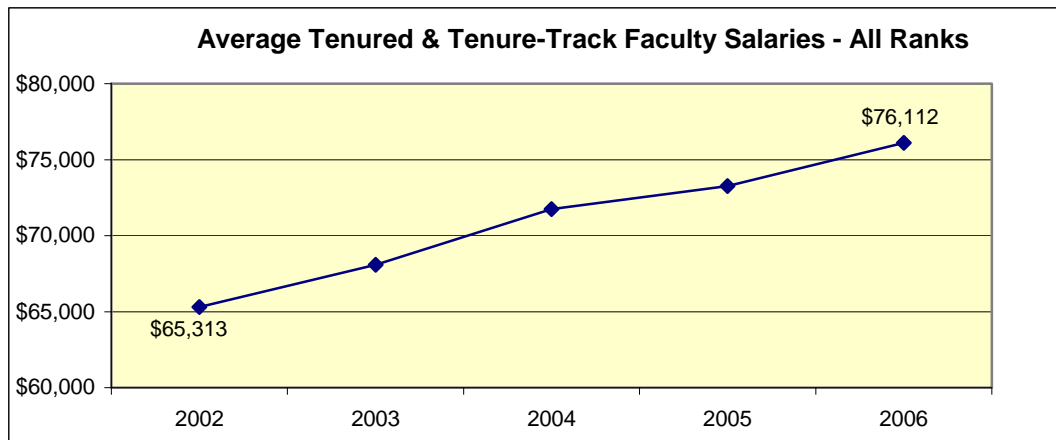
Faculty Profile

Average Faculty Salaries

Full-time, Instructional Faculty - All Ranks Combined*

Fall Semester:	2002	2003	2004	2005	2006
UNM Average Salary	\$65,313	\$68,090	\$71,755	\$73,269	\$76,112

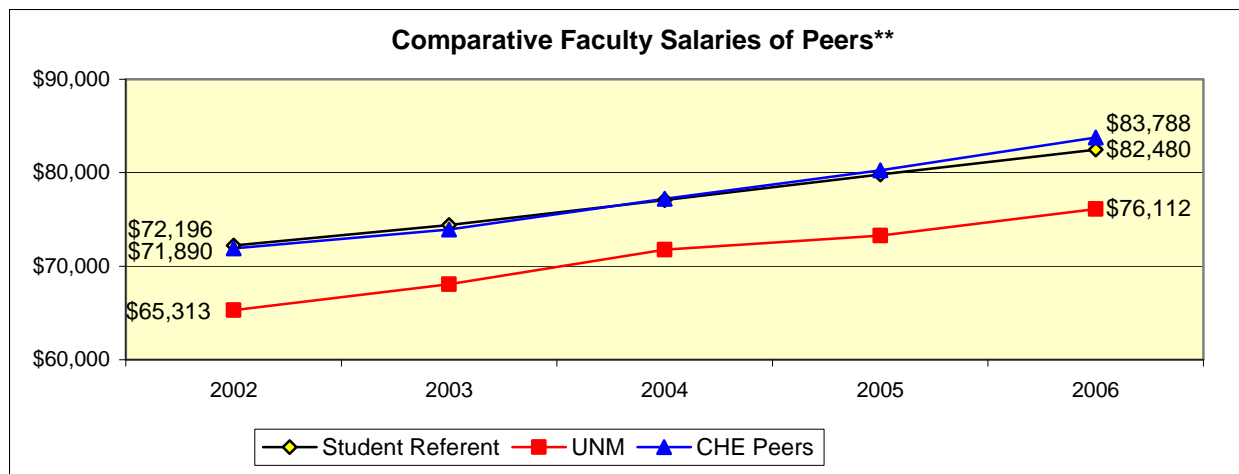
* :Excludes Medical School clinical faculty. Includes Pharmacy and Nursing faculty.



Source: AAUP Academe, March/April 2002-2007; Office of Institutional Research

Student Referent/CHE Peer Comparison

	2002 % of Peers	2003 % of Peers	2004 % of Peers	2005 % of Peers	2006 % of Peers	2006 Avg. Salary
Student Referent		90.5%	93.1%	91.8%	92.3%	\$82,480
CHE Peers	90.9%	92.1%	92.9%	91.3%	90.8%	\$83,788
UNM	N/A	N/A	N/A	N/A	N/A	\$76,112



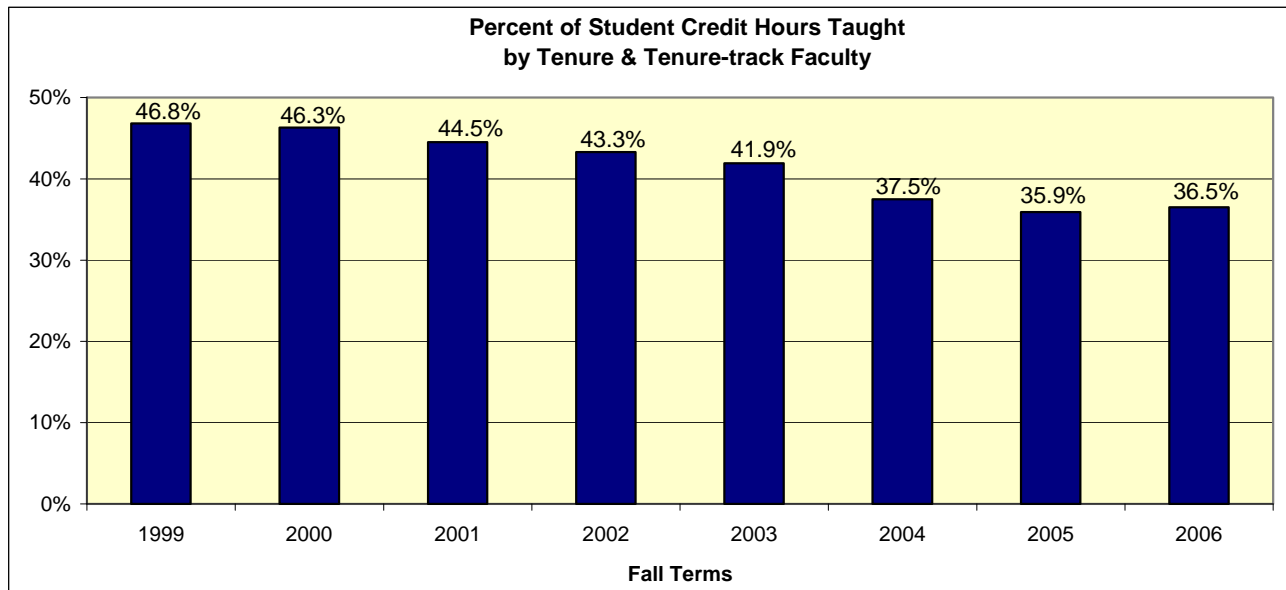
Source: AAUP Academe, March/April 2002-2007; Office of Institutional Research

Note: Salary data for the referent/peer institutions was collected from published data by AAUP, as submitted by each university on an annual basis. This salary comparison does not adjust for cost of living differences in the local community of each university.

Faculty Profile

Percent of Credit Hours Taught by Tenured & Tenure-track Faculty

	Fall Terms							
	1999	2000	2001	2002	2003	2004	2005	2006
% of SCH Taught	46.8%	46.3%	44.5%	43.3%	41.9%	37.5%	35.9%	36.5%



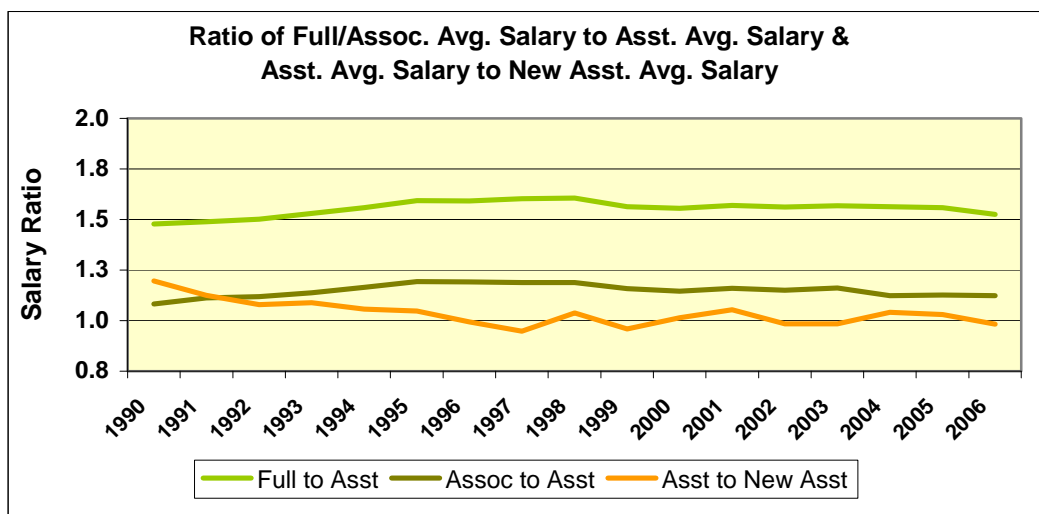
Source: CHE Course File, UNM 21-Day Course Extract File, and October 31 HR Freeze of Employees

Note: This calculation is for regularly scheduled courses. Credit hours for labs, thesis and dissertation courses, applied music, and student teaching are NOT included in this table.

Faculty Profile

Faculty Salary Compression

	UNM Main Campus, Total Instructional Faculty						
	Average Salaries				Ratio		
	Full	Assoc	Asst	New Asst	Full to Asst	Assoc to Asst	Asst to New Asst
1990	51,944	38,063	35,156	29,391	1.48	1.08	1.20
1991	54,217	40,485	36,409	32,341	1.49	1.11	1.13
1992	55,528	41,355	36,992	34,289	1.50	1.12	1.08
1993	57,948	43,074	37,883	34,803	1.53	1.14	1.09
1994	62,143	46,469	39,887	37,714	1.56	1.17	1.06
1995	63,656	47,641	39,938	38,155	1.59	1.19	1.05
1996	64,916	48,631	40,796	41,032	1.59	1.19	0.99
1997	65,171	48,331	40,667	42,914	1.60	1.19	0.95
1998	68,633	50,810	42,755	41,176	1.61	1.19	1.04
1999	71,133	52,688	45,521	47,486	1.56	1.16	0.96
2000	76,878	56,590	49,410	48,713	1.56	1.15	1.01
2001	78,980	58,403	50,329	47,776	1.57	1.16	1.05
2002	79,889	58,855	51,162	51,971	1.56	1.15	0.98
2003	82,817	61,365	52,815	53,649	1.57	1.16	0.98
2004	87,430	62,844	55,941	53,745	1.56	1.12	1.04
2005	89,800	64,900	57,600	55,921	1.56	1.13	1.03
2006	92,600	68,200	60,700	61,778	1.53	1.12	0.98



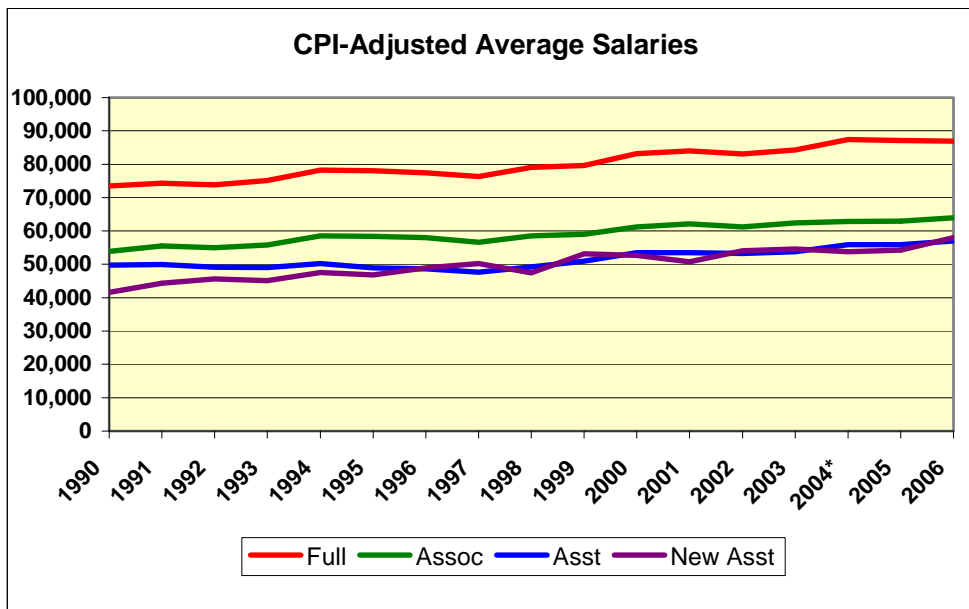
Source: From Salaries & Other Selected Indicators Report, Office of Institutional Research

Faculty Profile

CPI-Adjusted Faculty Salaries

	CPI	CPI-Adjusted Average Salaries			
		Full	Assoc	Asst	New Asst
1990	1.4146	73,480	53,844	49,732	41,577
1991	1.3707	74,315	55,493	49,906	44,330
1992	1.3290	73,797	54,961	49,162	45,570
1993	1.2959	75,095	55,820	49,093	45,101
1994	1.2595	78,269	58,528	50,238	47,501
1995	1.2263	78,061	58,422	48,976	46,789
1996	1.1923	77,399	57,983	48,641	48,922
1997	1.1713	76,335	56,610	47,633	50,265
1998	1.1524	79,093	58,553	49,271	47,451
1999	1.1202	79,683	59,021	50,993	53,194
2000	1.0821	83,190	61,236	53,467	52,712
2001	1.0632	83,972	62,094	53,510	50,795
2002	1.0403	83,109	61,227	53,224	54,065
2003	1.0181	84,316	62,476	53,771	54,620
2004*	1.0000	87,430	62,844	55,941	53,745
2005	0.9703	87,133	62,972	55,889	54,260
2006	0.9383	86,887	63,992	56,955	57,966

*: 2004 is the baseline year for the Consumer Price Index Comparison



Source: From Salaries & Other Selected Indicators Report, Office of Institutional Research; Consumer Price Index taken from U.S. Department of Labor Statistics for West Urban regions.