I. MEETING CALLED TO ORDER

II. ANNOUNCEMENTS

A. Next Dean’s Council Meeting (Open), Thursday, January 30, 2014 at 3:30 p.m.

B. Review and Approval of Deans’ Council Minutes: December 12, 2013

III. BUSINESS

Discussion and Possible Action regarding:

A. Innovation Academy—Carol Parker, Interim Sr. Vice Provost (5 minutes)
   i. Interim Sr. Vice Provost Carol Parker stated that a committee has been formed for the Innovation Academy Provost Office initiative.
   ii. The Provost stated that this initiative was voted in by the Regents but that there were concerns about what the academic returns were. He stated that this will be designed as an academy. Carol Parker will be leading this initiative and will be assembling the teams that will put in a structure for the academic part of the Innovation Academy.
   iii. All questions regarding the Innovation Academy should go to Carol Parker.

B. Academic Calendar—Carol Parker, Interim Sr. Vice Provost (5 minutes)
   i. Carol Parker showed the deans how to access the new Academic Affairs calendar.
   ii. Nearly all deadlines are driven by policies and the deans were asked to look at the deadlines and decide if any policies needed to be updated to be more accommodating of their needs.
      1. To access the calendar please go to:
         http://www.unm.edu/~acadaffr/academic-affairs-calendar.html

C. Faculty Bonus Payments and Merit Compensation—Carol Parker, Interim Sr. Vice Provost; Virginia Scharff, Associate Provost for Faculty Development (10 minutes)
i. Carol Parker gave the deans a handout (see attached) which discussed the process for Faculty annual performance assessments.

   1. Carol Parker is asking each unit to develop their own set of metrics because it doesn’t make sense for there to be only one set of metrics when each unit/department is different.

   2. It was stated that there should be Program/Department/College-Level Annual Performance Assessments as well as Faculty Annual Performance Assessments within each unit to measure collectively.

   3. It was stated that written guidelines for assessing individual faculty performance should be discipline-appropriate and include quality, community engagement and longitudinal components, as well as quantifiable measures of success (outcomes). These goals should reflect unit’s strategic goals as well as individual goals and

   4. The incentives/rewards program will be controlled at the dean level as part of a 3-tiered UNM2020 rewards & incentives compensation plan which Carol Parker and Jewel Washington are currently developing. The performance based compensation increases and/or 1x bonuses should not occur unless the workload exceeded the typical load and/or other clear evidence of exceptional performance exists in faculty member’s accomplishments during previous year.

ii. Carol Parker and Virginia Scharff distributed handouts to the deans (see attached) and presented on the UNM2020 Financial Recognition and Rewards Proposal.

   1. The handout displays a pyramid with program-based strategic initiatives at the top, merit compensation in the middle, and across the board compensation for individuals at the bottom.

   2. Please see the back page of the handout for a detailed outline of the current state of metrics for such programs.

D. Policy Updates—Pamina Deutsch, Director (10 minutes)

   i. Pamina Deutsch discussed the development of a Code of Ethics, which will not be part of the administrative policy manual.

   ii. Also discussed was the process that will be followed to address concerns raised about proposed changes to the UAP 2710, the Education Abroad policy.

E. UNM Policy on Freedom of Speech & The Use of Designated Campus Spaces for
Demonstrations —Geraldine Forbes, Dean; Tomas Aguirre, Dean of Students (20 minutes)

i. Tomas Aguirre, Dean of Students, presented (presentation attached) to the deans on the UNM Policy on Freedom of Speech and how the language is not very specific and/or helpful.
   1. Dean Aguirre presented the deans with a brief history and break down of Policy 2220.

ii. Dean Aguirre stated that when it comes to the use of designated campus spaces for demonstrations have few limitations on time, place and manner and that few rules are enforced.

iii. Dean Aguirre asked the deans to take a look at the Berkeley Campus Regulations Implementing University Policy which outlines jurisdiction, maps out enforcement and accountability.
   1. It was argued that UNM is a Public University and that the Freedom of Speech needs to guard that right.

F. Executive and Professional Education Center—Audrey Arnold, Director (15 minutes)

i. Audrey Arnold and Jackie Hood presented about the new and improved Executive and Professional Education Center (presentation attached).

ii. The deans were asked to participate in an activity. There were a number of quotes on the wall and each dean had to pick which quote was their favorite, or matched their leadership style.

iii. Any information that is needed regarding the EPEC, please contact Audrey Arnold.

G. Foundation Accounts—Nicole Dopson, Financial Analyst; Rod Harder, UNM Foundation (15 minutes)

i. This topic is under clarification and Nicole Dopson will follow up at a later date.

H. ROM Forecasting Demo—Nicole Dopson, Financial Analyst; Andrew Cullen, AVP for Budget, Planning, and Analysis; Norma Allen, Associate Director for Budget Operations (20 minutes)

i. Nicole Dopson and Norma Allen pulled up the ROM Forecasting Tool and went through each category with the deans.
   1. The deans requested a 2 hour meeting to go over the ROM Tool and be able to ask questions, however, due to the Legislative Session, this
meeting has not been able to be scheduled.

IV. OTHER BUSINESS

V. ADJOURN