

Academic Deans Council

Notes from May 24, 2016

1. Minutes approved.

2. Distance education opportunities, Bussmann

- Alamogordo is building online associate degree programs. They are trying to develop online degrees that can be marketed as such. Departments get "credit" for degree in state formula. There are a handful of students already piecing together online degrees. Alamo is currently the only 2-year with fully online associates degree. CCAVPs have discussed.
- ICT program very successful and has done this. They have decoupled first two years from last two years very effectively.
- Online learning can also support ECHS.
- Looking for dean support of this.
- Alamo has used QM since last accreditation as condition of HLC approval of online expansion.
- ICT seeking all QM qualified faculty.
- Moved: ADC supports concept of online degree programs. Seconded

3. Faculty Salary Equity, Ellis and Pena, Galvan, Denham

- Compensation discrimination is becoming an issue.
- We currently have no process for HR assessment of salary equity. They can provide assistance and guidance, training, with goal to provide an appropriate salary.
- Need justification for hiring anybody at more money than existing faculty. Recommendation needs to provide justification and support.
- Currently negotiating a consent decree with DOJ for an equity issue.
 - During 2-year period, will have to report every equity complaint to DOJ.
 - Under law, must raise salary to create equity. Can't lower salary to address equity.
 - Need equity analysis to get hiring proposals confirmed.
- Proposal:
 - Template: degree, field,
 - Can't bring in people higher than existing faculty unless reasons are documented.
 - This is about internal equity.
- HR seeking a data driven process.
- This applies equally to I&G and grant or fee funded positions.
- Administrators can request equity analysis of staff.
- Interim process: Faculty hire requests route through HP for analysis.
- Accounting: Salary inversion discussion. We will need to keep working on this one.
- Retention hires: equity has to be considered here.

4. Rules

- Policies 5.86, 5.87. 5.90
 - Direct comments to Stu on 5.86, 5.87, 5.90
 - FS will go through reconciliation and either opt for re-review or vote up and down, then policies go to UAC if FS votes to forward.
 - Comments: could qualitative criteria be included? This can be included at the college or departmental level. Should it be institutional? Geography Department includes self reflection
 - Collegiality: can this be part of the criteria?
 - Liz can look into this. Might be able to use if we have a definition of this that is acceptable: such a definition could focus on civility or professional discourse.

- Are scholarship and research synonymous? Should references be to scholarship and creative activity?
- Dean or equivalent: should this be dean or designee?
- Comments due to Stu by August 1
- Policy 6.0 Academic Matters
 - This is more on the process of separating policies and procedures
 - Liz is accepting comments until July 1 on this policy

5. Standing Reports

- Enrollment Report, Montoya
 - AWO: these have run well
 - Class fill rate lists are going to Associate deans
 - \$350,000 for enrollment management funds
 - Sign up for AWOs are up compared to last year
 - Trimester model: Lottery considerations, Pell, etc
 - Descubre program is live in Mexico
 - Hoping about 60 students will matriculate
- Faculty Senate Report, Brown and Munson-McGee
 - 35 propositions (degrees increased this number)
 - Senate Leadership sent a letter to regents about tuition increase. Did not go to the press; Faculty Senators did get a copy of the letter.
 - Recognition of outgoing Faculty Senate Chair.
- ADAC, Pollack
 - Action items: Associates in pre-business moved from 66 to 60 credits, Animal Science and BA in Econ both moving from 128 to 120 credits.
 - Motion to approve degree programs from 128 to 120: seconded and passed.
 - Academic integrity: very much needed from ADAC. Seeking resolution by end of June.

6. New Business

- Proposed changes to Crimson Scholar Designation
 - No benefits changes.
 - Transcript changes to enable transfer students to earn CS status.
 - Could this be extended to the community colleges.

7. Provost updates

- Gen Ed
 - This is an assumed practice for HLC. Must be distributed and ~30 credits.
- Strategic Planning Session
 - Regents interested in talking to deans and department heads about retention
 - Thanks to all for progress in moving degree plans from 128 to 120 credits
 - Meta majors: have these been useful in registration?
 - Feedback: not much at this time. Had a student question about this after the Chancellor addressed this in the welcome.

Attendees: D. Howard, G. Fant, D. Smith, C. Menking, N. Kellner, T. Ketelaar, A. Hubbell, B. Pollack, E. Titus, C. Brown, B. Montoya, S. Stochaj, D. Thompson, J. Hoffman, D. Pope-Davis, S. Bussmann, A. Pena, A. Denham, R. Galvan, S. Munson-McGee, J. Bosland, D. Wagner, L. Ellis
 Notified of absence: S. Stovall, K. Boberg, M. Chaiken