

Living The Vision Committee Minutes - 5/2/05
BAE Dean's Conference Rm - 1-3 p.m.
DRAFT 5-20-05

Members Present: J. Brandon (Health & Social Services); J. Byrne (ASNMSU); G. Carruthers (Business & LTVC Chair); S. Castillo (Engineering); L. Creider (Library, Faculty Senate); G. DeNecochea (Student Services); R. Derlin (IRPOA); C. Gonzales (Extended Learning); P. Gregware for W. Cruzado-Salas (A&S); W. Hamilton (Cooperative Extension); L. Lacey (Graduate School); J. LLorente (University Communications); R. Moulton (Education); Wm. Quintana (Chemistry/Biochemistry & Faculty Senate); J. Thomas (Animal/Range Sciences & Faculty Senate);

Members Unable to Attend: M. Hites (ICT); M. Huerta (DABCC); K. Huddleston (Financial Aid & OAC 2); M. Johnson (Chemistry/Biochemistry & OAC 1); M. Meyer (IRPOA); J. Taylor (Business & Finance). M. Vuk (NMSU at Carlsbad); B. Woods (Human & Physical Resources)

DISCUSSION ITEMS (DISCUSSION LEADER)

I. Review and Approval of Review and Approval of 2/15/05 Minutes
(Available at: <http://ltv.nmsu.edu>) (G. Carruthers)

The minutes of the 2/15/05 meeting were reviewed and approved.

II. Review and Discussion of Proposed Board of Regent July, 2005 Presentation and Revisions to 3/1/05 Discussion Document (Group)

Hard Copies Distributed: LTVC-Dissem-5-2-05FIN.ppt (draft slides); LTVC-5-2-05FIN.doc (Revised Document)

G. Carruthers discussed the University Community support for the general approach (a more simple user-friendly approach) and the annual review process. G. Carruthers also reviewed the consolidation of "Old" Goal 1 (University of Choice) and "Old" Goal 2 (Academic Programs) based on comments forwarded by the University Community online and in various meetings. While there was a consensus that this consolidation was appropriate by the group, there were further revisions to the objectives. Two "Old" objectives will remain in the document: –

- Enroll a competitive proportion of degree-seeking international and out-of-state graduate students; and
- Enroll a competitive proportion of degree-seeking graduate students

A "New" Objective will be deleted:

- Enroll competitive proportions of degree-seeking graduate students

As a result of this change from the Discussion Document distributed at the meeting, "New" Goal 1 will have six objectives.

There was considerable discussion regarding the "Diversity" objectives:

- Achieve diversity among graduate students, faculty and staff similar to peer institutions.
- Achieve diversity among two-year degree and undergraduate students similar to New Mexico's demography.

Two different points of view were presented:

1. Comparing graduate students and faculty with peer institutions set the bar too low since most of the peer institutions were not Hispanic-serving and/or did not have sufficiently diverse faculty or graduate student populations to be inspirational for NMSU. This view supported an objective where diversity for students at all levels, faculty and staff should be comparable to NM's demography.
2. Comparing faculty to NM's demography was not a realistic standard since there were too few ethnic minority faculty (or Ph.D. graduates) in total nationally to allow the standard to ever be met, particularly when NMSU's faculty salaries were considered. This view supported an objective where diversity for all students and staff should reflect NM's demography, but faculty diversity should be achieved comparable to peer institutions.

G. Carruthers agreed to examine information available regarding faculty diversity further and propose revisions to the diversity objective(s).

Concerns were expressed related to the measures to be used in the analysis of performance related to "Old" Goal 4, now "New" Goal 3 (Research). The primary issues related to norming the measures that would be used to reflect different numbers of faculty, salary differentials and differences in teaching load among the institutions (peers vs NMSU). It was noted that the "Appendix - Goals and Examples of Measures under Consideration" identified that norming measures to be per faculty member was intended. G. Carruthers noted that norming for too many factors would reduce the value of external comparison.

The University Community comments related to Cooperative Extension were also discussed. In response to these remarks, it was agreed to revise the objective for "Old" Goal 5, now "New" Goal 4 (Economic Engine), as follows:

- Support university-wide cooperative extension and related efforts to facilitate economic, social, educational and community development

Other recommended changes included the performance standards related to "Old" Goal 6, now "New" Goal 5 (Stewardship). After discussion, it was agreed that the performance standard to be applied should be in comparison to peer institutions, not the internal comparisons proposed in the 3/1/05 Discussion Document.

The point was made that LTV is intended to be a "living" document with an established annual review cycle. As such, it is necessary to recognize that goals, objectives, and related measures will be further developed and modified over time.

III. Other Topics (Carruthers)

The need for another meeting was discussed. It was agreed that an updated discussion document would be circulated along with the minutes of the 5/2/05 meeting. If after reviewing these materials, member email feedback demonstrated that another meeting was needed – it could be scheduled.