

Proposition: 10-23/24

Proposal Type: Bill Resolution Memorial Joint Proposition Other
(If Joint proposition, also select type)

Title: Two-year contracts for temporary part-time faculty and allow and support them to be PIs for grants

Date Submitted: March 20, 2024

Sponsor(s): Jamie Bronstein, Ilhuiyolitzin Villicana-Pedraza

Proposed Committee: Diversity, Equity & Inclusion

Prior Approvals: None

Rationale:

There are currently 314 temporary part-time faculty at DACC, compared to 123 full-time faculty according to the 2022-2023 DACC College Employee Demographic Profile. The Alamogordo and Grants campuses each employ about fifty temporary part-time faculty and fewer than 25 full-time faculty. Finally, the NMSU main campus employs approximately 207 temporary part-time faculty. These numbers highlight the vital role that temporary part-time faculty play for our institution and underscore the importance of supporting these valuable members of our community.

The current economic climate has placed a significant burden on temporary part-time faculty. As a result of their short contracts, part-time faculty are prevented from serving as lead PIs on grant proposals. Giving temporary part-time faculty longer contracts has the dual benefit of providing such faculty with more stability and encouraging them to apply for grants as lead PIs.

Proposal:

1. Two-Year Contracts for Part-Time Faculty: Offering part-time faculty two-year contracts will incentivize temporary part-time faculty to secure grants as principal investigators. These longer contracts will also help to alleviate some of their economic hardships. Job stability is crucial in these uncertain times.

2. Grant Principal Investigator Status to Temporary Part-Time Faculty: Allowing temporary part-time faculty to be Principal Investigators (PIs) on grants can open new avenues for research, thus allowing faculty to develop professionally by publishing grant-funded research and transmitting their findings. Finally, these grants will provide NMSU with additional money from IDC (**indirect costs are currently 50 percent of direct costs minus equipment purchase for research grants except where the sponsoring agency has a ceiling for indirect costs**).