

Proposition number: 22-16/17

Title: A Memorial Protesting the reduced support for teaching faculty via increased teaching loads and refusal of grant funded course buyouts.

Sponsors: Steve Hanson (ACES), Christopher Brown (A&S), Gary Rayson (A&S),

Proposed Committee: Faculty Affairs or University Affairs.

Assigned Committee:

Prior Approvals:

Proposition:

Support for NMSU's research mission has and continues to decline. Past impacts have included reduced support for research infrastructure, reduced support for the VPR's office, and reduced support for graduate students, decreased support for NMSU's libraries, and more. Many of these prior actions were made in response to fiscal challenges faced by NMSU and were undertaken with little or no input from faculty.

More recently, several colleges (including HSS and the School of Business) have instituted changes that adversely impact faculty with research appointments. These recent changes include increasing the teaching loads of faculty with research appointments, refusal of teaching buyouts for faculty who have garnered research grant supported buyouts, and the elimination of the Associate Dean for Research in the college of Health and Social Services. These recent changes threaten to erode NMSU's core mission by reducing the effectiveness of NMSU's research enterprise. These actions also place an unrealistic burden on faculty, especially those seeking tenure, who find themselves trying to engage in meaningful scholarship while being tasked with increased teaching responsibilities and / or denied grant funded course buyouts that they specifically earned to support their scholarly activity. These actions have also been taken by NMSU's administration without input from faculty.

Proposed Action:

By this memorial, the Faculty Senate and URC respectfully request that the Provost and VPR engage senior leadership in these bodies and other research-active faculty at NMSU on issues related to administrative support for research faculty, working together to identify and resolve barriers that exist to advancing NMSU's research mission.

Rationale:

Increasing of teaching loads, refusal of grant funded research buyouts, and reduction in support positions that can advocate for and guide research faculty, such as Associate Dean for Research position in HSS, are actions that negatively ability of faculty to perform scholarly activity and are thereby contributing to the continued erosion of NMSU's core research mission. These actions also substantially reduce the morale of faculty who find themselves faced with ever increasing demands and dwindling support. This is especially true with regard to promotion and tenure where these actions are placing unrealistic burdens on faculty who are still be evaluated on scholarly activity even as they undertake increased teaching responsibilities and are denied the option of grant funded buyouts.