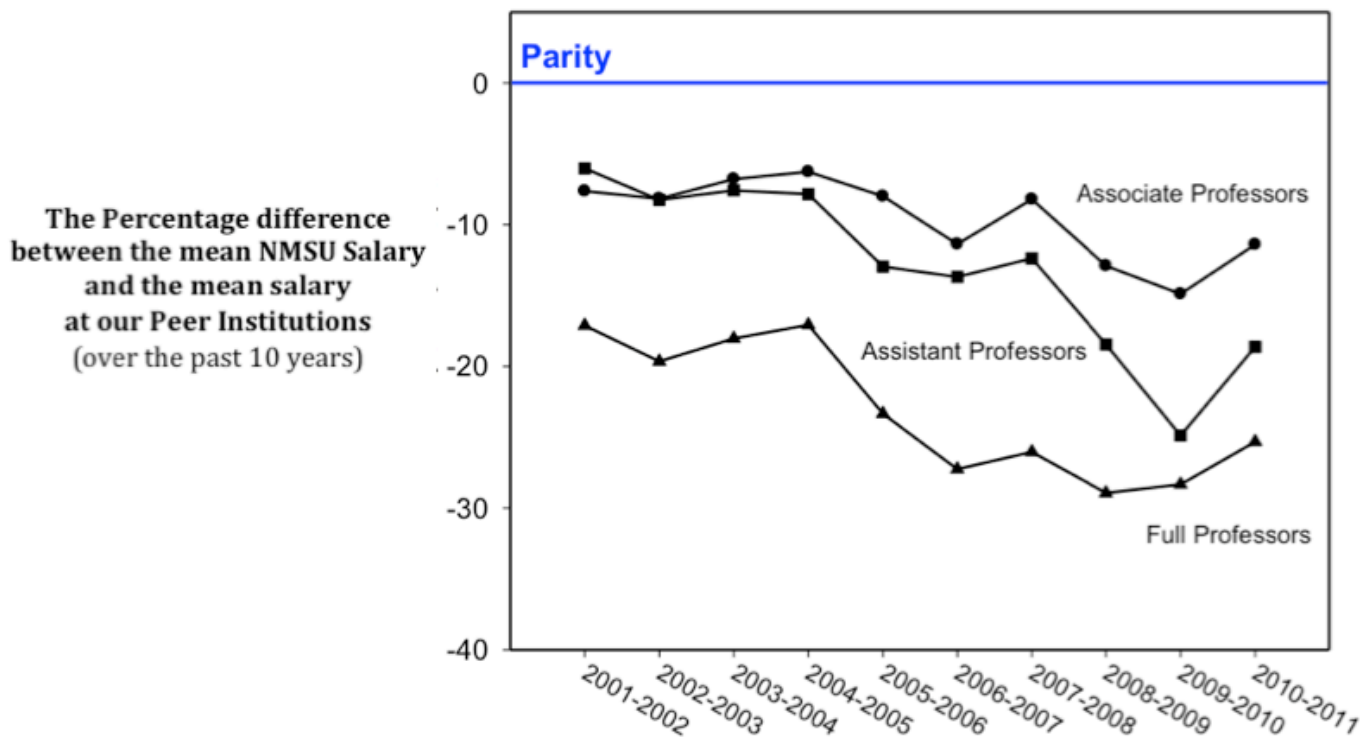


FACT SHEET ON NMSU FACULTY SALARIES

Where are NMSU faculty salaries right now?

Key facts about the current state of NMSU faculty salaries

- **NMSU faculty have not received a cost of living adjustment to their base salary since 2008;** meanwhile consumer prices have increased 5% and health costs 12% over the past 4 years. [source: *Bureau of Labor Statistics*]
- If every NMSU **full professor** received a \$10,000 increase in their base salary, our full professors would still be ranked in the bottom third among our official peer institutions. The salaries of NMSU full professors currently rank the lowest among our official peer institutions. [source: *Chronicle of Higher Education*]



[Source: Chronicle of Higher Education]

- In 2009, NMSU **associate and assistant professors** received a one-time equity adjustment in response to the 2008 Mercer Study of Faculty Salaries. Even with this adjustment the salaries of NMSU associate and assistant professors are currently ranked second lowest and lowest (respectively) among our official peer institutions. [source: *Chronicle of Higher Education*]
- In 2012 all **NMSU professors** had the opportunity to receive a “merit-based” equity adjustment from a pool of \$100,000. The average increase in base salary for faculty who received these “merit-based” equity adjustments was approximately \$5.00 per paycheck.

What do we (the faculty) want?

Let's remind ourselves of the core mission of the university and why we pay our faculty to advance this mission:

New Mexico State University is the state's land grant university, serving the educational needs of New Mexico's diverse population through comprehensive programs of education, research, extension education, and public service. Faculty play a critical role in achieving this mission.

Providing competitive compensation for our faculty allows NMSU to:

1) Retain highly qualified faculty who advance our mission

Faculty are hired, often after a nationwide or international search, to advance the university's mission. We want NMSU to address the challenge of keeping up with increases in the cost of living for these highly qualified faculty.

2) Recruit highly qualified faculty to advance our mission

Unless our faculty salaries by rank and discipline are competitive with our peer institutions, NMSU will not be able to attract top talent. We want NMSU to compare favorably with our peers in regards to providing a competitive wage for attracting highly qualified faculty.

3) Reward faculty who excel in advancing our institutional mission

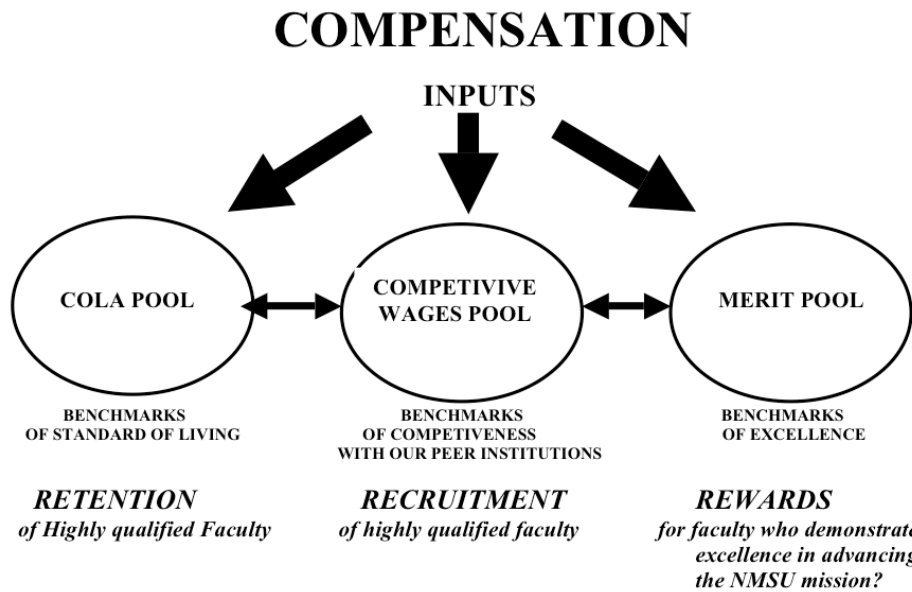
Within this group of highly quality faculty, there are individuals who excel at advancing our institutional mission. We want NMSU to acknowledge and reward these exceptional faculty who make exceptional contributions to "Living the Vision" and "Building the Vision."

NMSU faculty value three aspects of compensation

1) **Cost of living** (Do faculty salaries keep up with inflation?)

2) **Competitive wages** (Are faculty salaries competitive with our peer institutions?)

3) **Merit pay** (Do we reward faculty who demonstrate excellence in advancing our mission?)



OUTPUTS

What can be done?

The 2012 Faculty Senate Working Group on Compensation encourages the NMSU administration to develop and implement a strategy to address our salary needs in a reasonable period of time.

Specific recommendations:

1) Fully implement the 2009 NMSU Faculty Senate Plan for Equity

Pay raises [The Faculty Senate's response to the 2008 Mercer Study findings]

This plan was developed in response to the compensation review of New Mexico State University conducted by the Mercer Group in 2008. The Faculty Senate Plan for Equity Pay Raises was approved by the NMSU Faculty Senate in Spring 2009 and endorsed by interim President Cruzado.

[see: <http://facultysenate.nmsu.edu/wp-content/uploads/2012/03/Prop-200809.pdf>]

This plan calls for the NMSU administration to take action in three phases to achieve market parity (with our official peer institutions) by discipline and rank.

In **Phase I** (the first year of the plan) the disparity between NMSU faculty salaries and the median salary of our peers would be reduced by 50%. In **Phase II** (the second year) the disparity between NMSU faculty salaries and the median salary of our peers would be reduced by a further 50% bringing NMSU salaries to within 25% of the median for our peers. In **Phase III** (the third year) the remaining portion of the disparity between NMSU faculty salaries and the median salary of our peers would be eliminated. Phase I was initiated in 2009; Phases II and III have not yet been implemented.

2) Identify additional sources of funds for addressing our salary needs

We want our institution to identify additional sources of funds for faculty compensation, such as the following sources:

- Reallocating existing funds (including Instruction & General funds)
- Utilizing existing university resources (e.g., leasing land and water rights, etc.)
- Utilizing the NMSU Foundation? (e.g., creating a campaign to address some aspects of salary needs)

3) Seek additional funding from our State Legislature

We want the New Mexico State Legislature to provide additional funds to aid us in implementing an institutional strategy for faculty compensation.

4) Make faculty salaries a budget priority

We want our institutional goal of providing faculty with “competitive, comprehensive compensation packages” to be explicitly addressed in our annual budget [see *Goal #2 of Living the Vision*:

<http://ltv.nmsu.edu/documents/living-the-vision-udated-goals--objectives-approved-by-regents-09-25-09.pdf>].

5) Communicate our institutional progress on this strategy in a timely manner

Just as our institution provides timely updates on our “Doing What Counts” campaign and other initiatives of the NMSU Foundation, we want central administration to provide timely updates to the faculty and university community regarding our institutional progress in addressing our salary needs.