

Proposition: 07-11/12

Title: A Memorial Regarding Shared Governance in Developing the Faculty Salary Enhancement Program

Sponsors: Tim Ketelaar (A & S), Gary Rayson (A & S), Priscilla Bloomquist (ACES), Anne Hubbell (A & S), Enrico Pontelli (A & S), Michael Morrell (Engineering), Derek Bailey (ACES) [

**Proposed
Committee
Assignment:**

**Assigned
Committee:** Faculty Affairs, 11/3/11

Proposal: The memorial asks the administration to provide the Faculty senate with a formal commitment to engaging in a two-way flow of communication (i.e., dialogue) with faculty in any future attempts to develop strategies or initiatives aimed at enhancing faculty salaries

Rationale: It is the opinion of the Faculty Senate that while the NMSU President and Provost are to be applauded for identifying a pool of funds for enhancing faculty salaries, the manner in which the Faculty Salary Enhancement Program has been presented to faculty has not allowed for adequate dialogue between faculty and central administration regarding Faculty compensation. It is the opinion of the faculty senate that the NMSU faculty deserve to have a formal voice in the development of any substantive attempts to enhance faculty salaries. Such a formal voice is missing when the flow of communication is one-way (from Central Administration to faculty) and we therefore seek a commitment from Central Administration to engage in a two-way flow of communication with faculty regarding any future attempts at enhancing faculty salaries.

Whereas, the faculty senate applauds President Barbara Couture and Provost Wendy K. Wilkins for their efforts to identify a small pool of funds (i.e., \$500,000 represents less than 5% of the Total 2011 I & G Budget) to enhance faculty salaries,

And **whereas**, the University Mission statement "Living the Vision" (Goal #2, objective 2) clearly states that NMSU has the goal to "Attract and tenure faculty with terminal degrees and provide competitive, comprehensive compensation packages."

And **whereas**, President Couture stated in her 2011 Commencement address that "Executive Vice President and Provost Wendy Wilkins...[will] work with our faculty and deans to merge the seven strategies for success with our Living the Vision plan in a renewed effort we will call "Building the Vision,"

and **whereas** the Building the Vision document lists a “Culture of Pride” as one of the seven strategies for the success of our institution,

and **whereas** the Faculty senate strongly believes that the discrepancy between current NMSU faculty performance (which is at or above our peer institutions) and NMSU faculty compensation (which is below our peers as revealed by the 2008 Mercer Report), provides a significant impediment to our institutional goal of cultivating a culture of pride,

and **whereas** Presidential speeches, Email announcements from Central Administration, and brief presentations at Faculty Senate Meetings are all effective means of announcing Faculty Salary Enhancement programs, but do NOT constitute a meaningful two-way dialogue between Faculty and Central Administration,

and **whereas** the NMSU Faculty senate would welcome the opportunity to engage in a dialogue with NMSU Central Administration in regards to the issue of faculty compensation,

and **whereas** the NMSU Faculty senate believe that NMSU Central Administration would benefit from feedback and insights from the NMSU faculty regarding the issue of faculty compensation,

and **whereas** the NMSU Faculty senate strongly believes in the principle of shared governance as articulated in the NMSU policy manual section **1.05.70 Shared Governance and the Role of the Faculty Senate**,

Be it resolved that the NMSU Faculty senate, requests that NMSU central administration provide the Faculty senate with a formal commitment to engaging in a two-way flow of communication (i.e., dialogue) with faculty in any future attempts to develop strategies or initiatives aimed at enhancing faculty salaries