

Proposition: 08-11/12 AMENDED (R4)

Title: A Memorial Regarding the Faculty Salary Enhancement Program

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

**Proposed
Committee**

Assignment: NOTE: THIS IS A DRAFT DOCUMENT SUBJECT TO FINAL EDITING

Assigned

Committee: University Affairs 11/10/11

Proposal: The memorial recommends that the proposed faculty salary enhancement program be discarded and that any future changes in base salary that entail a corresponding change in title, be evaluated through the approved NMSU policies and practices pertaining to the professorial ranks.

Rationale: Although the NMSU Faculty senate commends the efforts of the administration to secure funds for faculty salary increases, we recommend that the proposed faculty salary enhancement program be discarded and that any future changes in base salary that entail a corresponding change in title, be evaluated through the approved policies and practices, including the appropriate administrative bodies throughout the university system, and in a manner that is consistent with section 5.90.3.5 of the NMSU POLICY MANUAL pertaining to The Professorial Ranks

Whereas, there exists a continual need to affirm and reward faculty who excel in their respective fields of endeavor,

And **whereas** we commend the administration for their efforts to secure funds for faculty salary increases,

And Whereas the creation of any new professorship program that involves a change in base salary and a corresponding change in title, such as "Distinguished Achievement Professorship, is in effect a change in rank,

It **therefore** is the opinion of the NMSU faculty senate, that the implementation of any proposed Faculty Salary Enhancement Program should be done in accord with approved NMSU policy and practices which include the approval (recorded as a matter of official record) with the board of regents, associate deans council, the academic deans council and the NMSU faculty senate, which has legislative jurisdiction over Academic policy, including section 5.90.3.5 of the NMSU POLICY MANUAL pertaining to **The Professorial Ranks**

And **whereas** it is the belief of the NMSU Faculty senate that the proposed Faculty Salary Enhancement Program was not developed in accord with normal NMSU policy and practices including section 5.90.3.5 of the NMSU POLICY MANUAL pertaining to **The Professorial Ranks**

Be it resolved that the NMSU Faculty recommends that the proposed faculty salary enhancement program be discarded and that any future changes in base salary that entail a corresponding change in title,

be evaluated through the approved policies and practices, including the appropriate administrative bodies throughout the university system, and in a manner that is consistent with section 5.90.3.5 of the NMSU POLICY MANUAL pertaining to **The Professorial Ranks**