

University Planning Annual Report 2022 – 2023

Members

Gus Pina, Chair, Peter Skelton ,Conni J. DeBlieck, Lourdes Olivas, Sangu Angadi, Fumi Arakawa ,Frank Boutsen, Brian Hampton, Glenn Duff

Function/Purpose

- Advocate on issues of shared governance
- Liaise on changes to university structure, including colleges and departments.
- Make recommendations on salary structures and/or university salary equity studies.
- Assist with the promotion of the extension and outreach mission of the university.
- Ensure faculty senate proposals and university policy is applied consistently.

The University Planning Committee held meetings throughout the 2022-2023 academic year. Items discussed included:

- Equality concerns on Language Differential Pay Policy here at NMSU ARP 7.11
- Discussion on ARP 7.11
- 04-22/23 Proposed Policy on Academic Freedom
- 05-22/23: Chronic Faculty Workload Inequities

September 2022 Report

Introduction of members

- Discussed the committee objectives
- Provided information from Faculty Chair, Gaylene Fesenko, on reviewing and revising NMSU policy.

The inquiry is directly related to compensation for providing services because they are bilingual. Some staff and faculty are being taxed to perform other duties solely on the basis on the ability to communicate in a different language (predominately Spanish). Committee members shared insight on the matter and will continue to inquire.

October 2022 Report

Action Items Completed:

- Discussion on Language Differential Pay Policy here at NMSU ARP 7.11
- Discussion was concentrated on those that have a unique skillset (language). Some faculty have been being tasked to complete unique task such as:
 - Translation of documents
 - Conversation with certain population of students
 - Assist in other departments

ARP 7.11 – Multi-lingual Pay for Non-Exempt Staff is the current policy that aligns to point in question, however it does not address the impact on faculty. The original question was directed on the impact to faculty and our committee will continue to investigate the current ARP and determine if we may need a policy to address the concern.

- Committee had a lengthy conversation on the above ARP and we came to a conclusion that staff at the institution is the backbone of the institution and this population is not being treated fairly. They are under paid, asked to uphold multiple positions and support the institution.

- Committee is investigating policies from other institutions related to Multi-lingual pay differential for faculty.

November 2022 Report

Continuation of ARP Policy 7.11 - Multi-lingual Pay for Non-Exempt Staff

The above policy DOES NOT apply to faculty and NMSU does not have a policy that applies to faculty. As a committee we evaluated ARP policy 7.11 and after lengthy discussion, we concluded the following:

- Staff is clearly underpaid and in most cases are over tasked
- Many departments are understaffed
- Differential pay in the amount of \$.10 per hour is not reflective to current pay scale
- Policy was last updated 10/22/2007
- Re-examine the policy and fix anything nebulous and confusing

Committee was task to investigate the need of similar policy that could be applied for faculty. A potential policy would require input from other units, not only this committee. Definition of the current job descriptions may have an implicit notion of being bilingual. Additional duties/responsibilities could be handled in the Allocation of Effort (AoE). As the original question came from a faculty directly associated with a grant designated for a unique population of students. Perhaps the language in the grant could include some compensation for faculty that are working on additional responsibilities. Situation for a 12- month faculty vs. 9-month faculty would be different.

CONCLUSION

To the original task presented to the committee, we determined that a multi-lingual policy for faculty would not be needed or might be difficult to implement given the number of unique programs, divisions, entities that faculty are involved in. There is a larger systematic problem at the institution ranging from faculty salaries, concerns of equity amongst faculty as it applies to the AoE.

March 2023 Report

Committee met on February 8th, 2023

Committee approved: 04-22/23 Proposed Policy on Academic Freedom with two minors changes in the verbiage of the proposition

April 2023 Report

Task: 05-22/23: A Resolution to Initiate a Call for NMSU Administration to Investigate and Collect Meaningful Data on Specific, Chronic Faculty Workload Inequities

Meeting: April 12, 2023

Discussion:

Proposition was initiated by NMSU Faculty Senate DEI Standing Committee and ultimately is now a combination effort with University Planning. At this point in the conversation, the committee has come to a consensus that does not have a resolve. Our committee based the decision on the following factors:

- The complexity within colleges and programs at the University does not allow for a “one size fits all” solution.
- There is no consistency within each college when it comes to credit hours taught by faculty.

- APR 6.61 – Assignments – Teach Load part 5B, states “
- The unspoken culture at the University has become, ‘harder working faculty = more work’ and administration have become additive to saving (salary). Empty positions sit unfilled, extra work performed by current staff/faculty while not compensated.

The committee could not define a formula or a policy solution that would encompass the needs of everyone. It is our recommendation that a conversation take place with more faculty, administration, and additional faculty senate committees if we are to adapt a policy change.