



## Faculty Senate

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### Faculty Senate Chair Report – Summer 2022

*A main focus for Chair Fasenko during the summer was to have regular meetings with NMSU executive leadership (primarily Vice Chancellor and Chief Operating Officer Dr. Ruth Johnston, and Interim Provost and Chief Academic Officer Dr. Dorothy Campbell) to begin fostering lines of communication and repairing trust and shared governance between faculty and the administration. From these communications I believe administrative leadership is making a concerted effort to include faculty in the decision making process at NMSU.*

#### April:

- **Faculty Senate (FS)** Chair Julia Parra, FS Vice Chair Jamie Bronstein, and FS Chair-Elect Gaylene Fasenko met with Vice Chancellor and Chief Operating Officer Ruth Johnston, and Interim Provost and Chief Academic Officer Dorothy Campbell to discuss several FS requests for resources and compensation for Chairs and Vice Chairs on 9-month academic appointments during the summer. Meeting was followed up with a memo sent to Vice Chancellor Johnston and Interim Provost Campbell from FS Chair-Elect Fasenko, Chair Parra, and Vice Chair Bronstein (see *APPENDIX at the end of this report.*)

#### May:

- Elected Faculty Senators for the 2022-2023 academic year caucused and elected members to the **Faculty Senate Leadership Committee (FSLC)**:
  - *College of Arts and Sciences*: Jaime Bronstein, Michaela Buenemann, Rodrigo Figueroa Obregon, Nicole Hamilton
  - *Library*: David Irvin
  - *College of Agricultural, Consumer and Environmental Sciences*: Erik Lehnhoff
  - *Cooperative Extension Service*: Peter Skelton
  - *College of Business*: Chris Erickson
  - *College of Engineering*: Vimal Chaitanya
  - *College of Health, Education and Social Transformation*: Karen Kopera-Frye, Shelly Noe
  - *NMSU-Alamogordo*: Tanya Allred
  - *NMSU-Grants*: Gene Romero
  - *Dona Ana Community College*: Taryn Price
  - *Non-Tenure Track Faculty*: Michaela Burkardt (A&S)

### **May (continued):**

- FSLC for 2022-2023 caucused and elected Dr. Jamie Bronstein to serve a second term as Vice Chair of FS (and Chair of the FSLC.)
- Dr. Gaylene Fasenko began term as FS Chair (05/11/2022)
- Vice Chancellor Johnston provided confirmation (email dated 05/25/2022) of:
  - 1) a 2022-2023 FS operating budget of \$3,000 (with potential increases to be provided based on cost of ICT help needed for hybrid meetings.)
  - 2) FS office space with a computer, monitor, video camera and printer in Hadley Hall (room 20), and
  - 3) a commitment to find a hybrid capable meeting room for FS meetings
- Chair Fasenko continued discussions with Vice Chancellor Johnston re: FS Chair and Vice Chair summer compensation for faculty on 9-month academic appointments. Agreement from Vice Chancellor Johnston (email dated 05/31/2022) on summer salary as outlined in APPENDIX of this report was reached.

### **June/July:**

- Chair Fasenko and Vice Chair Bronstein attended many NMSU meetings on behalf of faculty senate. This included regular meetings with NMSU's Leadership (Chancellor Arvizu, Vice Chancellor Johnston, and Interim Provost Campbell) and the FSLC.

### **August:**

- Chair Fasenko attended and gave a presentation on Shared Governance at the "Financial Strategies for NMSU System" retreat (08/08/2022). Presentation highlighted that Shared Governance helps create a positive working environment for all at NMSU. Presentation also noted recent data from study out of MIT looking at reasons for the "Great Resignation." This research showed that the single most important predictor of why employees left their job was a toxic work environment. A toxic corporate culture was over 10 times more likely to contribute to employee attrition than salary. (<https://sloanreview.mit.edu/article/toxic-culture-is-driving-the-great-resignation/>). Follow up research from MIT showed that companies that do not address issues of workplace toxic culture incur huge negative financial impacts. (<https://sloanreview.mit.edu/article/why-every-leader-needs-to-worry-about-toxic-culture/>)
- Chair Fasenko served as a member of the search committee for the next NMSU Chief Audit Officer (Search culminated in the hiring of Mr. Kenneth Glasscock.)
- Chair Fasenko convened the Faculty Appeals Board consisting of the longest serving senator from each voting unit.
- First FSLC meeting of the 2022-2023 academic term held (08/25/2022). Presentation given by Dr. Laura Madson and Dr. Justin MacDonald on the results of data analyzed by the Faculty Compensation Project. (This advisory committee reports to the office of the Provost). (<https://provost.nmsu.edu/provost-office-projects/faculty-compensation/index.html>)

## August (continued):

Key highlights from the Faculty Compensation Project data obtained to date are:

- 1) Consistent evidence of a gender pay gap at NMSU of at least 1% which favors male faculty. Estimated that the cost to NMSU to correct this inequity would be approximately \$205,000 (estimate from 2020/2021). A point to note is that once employers are aware of a gap in pay due strictly to gender (of individuals that are performing equal work) the employers must formulate a plan to address the inequity. (<https://www.eeoc.gov/equal-paycompensation-discriminationz>)
  - 2) Some evidence from this study suggests that there is a pay gap for American Indian/Native American and Black/African American faculty members compared to white male faculty. However, the limiting factor in obtaining a more conclusive result was the very small sample size of faculty of color at NMSU. This small sample size in and of itself highlights the need for NMSU to actively recruit and retain faculty representing differing communities of color.
  - 3) Twenty percent of regular NMSU-Las Cruces faculty salaries were below other R2 universities 10<sup>th</sup> percentile for their fields. *This means that 20% of NMSU faculty have salaries that are lower than 90% of faculty salaries at other R2 institutions.* Would cost NMSU ~ \$606,000 to bring all Las Cruces faculty up to at least the 10<sup>th</sup> percentile of other R2 institutions.
- Chair Fasenko has arranged to meet bi-monthly with Sr. Associate Provost R.T. James McAteer, and the leadership from **Associated Students of New Mexico State University (ASNMSU)** (Garrett Mosely), Employee Council (Susanne Berger), and the **Graduate Student Council (GSC)** Cynthia Wise.
  - Chair Fasenko will also be meeting on a monthly basis with **Board of Regents (BOR)** Chairwoman Ammu Devasthali, Interim Provost Dorothy Campbell, and Vice Chancellor Ruth Johnston.

***Chair Fasenko would like to express gratitude to Ms. Gloria Produchny (the extraordinary Administrative Assistant for Faculty Senate and the Provost's office), Ms. Gena Barela (Executive Assistant, Vice Chancellor's Office) and Ms. Cindy Garrett (Executive Assistant, Provost's Office) for their expertise, kindness and patience with me as I navigate my new role as Faculty Senate Chair.***

## **APPENDIX Faculty Senate - FS 09-15-2022 Report to BOR**

### **Summary of Meeting Regarding Faculty Senate Compensation/Resource Requests**

**To:** Vice Chancellor Ruth Johnston, and Interim Provost & Chief Academic Officer Dorothy Campbell

**From:** Faculty Senate Chair-Elect, Gaylene Fassenko, Vice-Chair, Jamie Bronstein and Faculty Senate Chair, Julia Parra

**Date:** 4/25/2022

**Re:** Faculty Senate (FS) Compensation/Resources Discussion 04/18/2022 & Faculty Senate Proposals for Compensation/Resources

The following lists the topics that were discussed at the 04/18/2022 meeting. We have compiled both the current status of the topics discussed as well as the proposed compensation/resources that faculty senate is requesting.

*Note that FS proposed changes/requests to current FS compensation/resources are in blue font.*

#### **1) Course Releases for Faculty Senate Leadership:**

A) Current Written Policy/Agreement:

As per the NMSU Regents Policy Manual (RPM) 1.70, Part B (Faculty Senate), first paragraph, last sentence:

*"The chair of the Faculty Senate will have 50 percent assigned time for Faculty Senate work, based on the teaching load. The vice chair of the Faculty Senate will have 25 percent assigned time."*

B) Proposed Additions/Changes:

- FS Chair and Vice Chair will additionally be granted one course release per summer.
- Elected Chairs of the six FS Standing Committees will be granted one course release per academic year (fall or spring semester.)

\*Any of the faculty leadership listed above that do not teach courses will be granted equivalent release time from other university service/outreach duties they are normally expected to perform.

\*\*The home departments of the FS Chair and Vice Chair will be provided with a stipend (per each course release) with which to hire adjuncts to teach the courses normally taught by the Chair or Vice Chair. This stipend will only be provided if there are course releases granted.

#### **2) Summer Salary for FS Chair and Vice Chair:**

A) Current Written Policy/Agreement:

None

B) Proposed Addition/Change:

Since the FS Chair and Vice Chair are expected to participate during the summer in meetings which involve issues of shared governance, if either the Chair and/or Vice Chair are on 9-month faculty appointments they will be financially compensated for their time during the summer.

The suggestion made at the meeting by Vice Chancellor Johnston was to provide compensation based on the equivalent of teaching one course during the summer. The number suggested at the meeting was \$6,000 for the FS Chair.

We are making the following suggestion based on NMSU Administrative Rules and Procedures (ARP) 7.34, Part 1:

*"For faculty at campuses whose faculty members have a normal teaching load of 24 credits during the regular year, summer teaching is paid at the rate 11.11% of annual salary for a 3-credit class or 3.70% of annual salary per credit hour."*

Based on the above our proposal for compensation is:

- Chair – monetary compensation (as per above 7.34, Part 1) for the equivalent of one 3 credit class (i.e. 11.11% of annual salary).

- Vice Chair- monetary compensation (as per above 7.34, Part 1) for the equivalent of one single credit hour class (3.70% of annual salary.)

\*\*Any faculty serving as FS Chair or Vice Chair who are paid on a 12-month faculty appointment will be provided with equivalent time release (in lieu of monetary compensation) from other University service/outreach duties they are normally expected to perform.

### 3) **Dedicated & Permanent Administrative Support, Office Space, and Computer & Printer**

A) Current Written Policy/Agreement:  
None

B) Proposed Addition/Change:

- Administrative Assistance: Currently there is a friendly agreement that provides the equivalent of approximately 75% of the time of one administrative assistant from the Provost's office to the Faculty Senate. We propose this be formalized in a written agreement.
- Office Space: Since the administrative assistant assigned to FS has their office in the office of the Provost in Hadley Hall, we are requesting that a permanent and dedicated year-round office space for FS also be located in Hadley Hall. If this is not possible, permanent and dedicated year-round office space for FS in Guthrie Hall is requested.
- Computer and Printer: A computer and printer for the above FS office space is requested, with capability for zoom calls (video camera).

### 4) **Meeting Space (with true hybrid capabilities and on-site technical support during meetings) for FS Standing Committee Meetings (~10-12 people), FS Leadership Committee Meetings (~20 people), and Full FS Meetings (~ 70 people)**

A) Current Written Policy/Agreement:  
None

B) Proposed Addition/Change:

- Prior to COVID, FS met in the College of HEST Annex (just east of Guthrie Hall). The room used in this building does not have true hybrid capabilities which is needed for Faculty Senators who are located off main campus around the state to join remotely to the meetings. We are thus requesting identification of space for small (12 people), medium (20 people) and large (70 people) FS meetings.
  - Full FS meetings occur on the first Thursday of every month from 4-5+pm
  - The six FS Standing Committee meetings take place from 4-5+ pm Tuesday through Thursday, during the second and third week of the month.
  - FS Leadership meetings occur on the last Thursday of the month from 4-5+pm.

### 5) **Upper Administration Commitment to Have Departments and Colleges Recognize Faculty Participation in FS as leadership on Faculty Annual Reviews, Allocation of Effort Forms, and For the Purposes of Tenure and Promotion**

A) Current Written Policy/Agreement:  
None

B) Proposed Addition/Change:

- We are requesting that beginning with the fall 2022 academic year, all departments and colleges at all NMSU campuses formally recognize faculty participation in FS in allocation of effort, annual review, and promotion and tenure documents as "leadership".

### 6) **Budget for Faculty Senate**

A) Current Written Policy/Agreement:  
None

B) Proposed Addition/Change:

- We are requesting that beginning with the start of the upcoming fiscal year, (July 1, 2022) that the administration review, and fund a yearly FS budget in consultation with FS leadership.