



## Faculty Senate

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# FACULTY SENATE SUMMARY REPORT TO THE BOARD OF REGENTS MAY 2022

## ALL PROPOSITIONS UPDATE FOR 2021/2022 SESSION

Proposition Number	Proposition Title	Summary	Action/Follow Up
<a href="#">01-21/22:</a>	A Proposal to Amend Administration Policy Rule 4.61 Transfer Credit for Prior Learning	Faculty Senate Bill 01-20/21 clarifies and updates transfer credit policies found in the NMSU ARP and the NMSU Catalog.	Approved on October 7, 2021. Reviewed and approved by Administration.
<a href="#">02-21/22:</a>	Revision to the Constitution of the Faculty Senate of NMSU to account for the creation of the College of Health, Education, and Social Transformation	To revise the Faculty Senate Constitution, to account for the creation of the College of Health, Education, and Social Transformation, formed by combining the College of Education and College of Health and Social Services. See attached document for proposed changes.	Approved on October 7, 2021 via Consent Agenda. All Faculty voting required and occurred. The vote was in favor and the edits will be made.
<a href="#">03-21/22:</a>	Resolution for the Reestablishment of an Open Faculty Communication Forum (Faculty Talk)	To reestablish an open faculty communication forum using Yammer, to which any current NMSU faculty can freely post, be reestablished. The forum will be a venue for digital communication among faculty across the NMSU system with two purposes, and all messages must clearly serve at least one of these: [1] to share information and resources relevant to the roles and responsibilities of faculty members, and [2] to host respectful dialogue about issues germane to NMSU. The forum should allow faculty to unsubscribe or subscribe.	Approved on December 3, 2021. Faculty Talk 2.0 re-established in April. Procedures for lists, moderation, etc. needs continued follow up.
<a href="#">04-21/22:</a>	A Resolution of No-Confidence for the President and Provost of NMSU	Delineates five key reasons and additional systemic impacts for a resolution of no-confidence in the President and Provost. Includes four requests for the Board of Regents.	Approved on November 4, 2021. Elements of this scenario related to the audit and management response need follow up.
<a href="#">05-21/22:</a>	A Resolution to Express Support for the NMSU Employee Vaccination Mandate	Provides support for NMSU's mandate that all employees be fully vaccinated against COVID-19.	Approved on November 4, 2021.
<a href="#">06-21/22:</a>	Family Friendly Employer – Aligning NMSU and Las Cruces Public Schools Spring Breaks	Requests that NMSU work closely with Las Cruces Public Schools to align Spring Break scheduling each year as this is essential to keep NMSU a family friendly employer. Recognizes the efforts of Chancellor Arvizu to attempt to rectify the situation for 2022 and onward.	Approved January 6, 2022.

<u>07-21/22:</u>	Proposition to establish part-time/temporary faculty representation on the faculty senate, including changes to the Faculty Senate Constitution	This proposal includes temporary, non-tenure track faculty members, who have been employed at NMSU for at least four semesters in the last 36 months in the definition of faculty that are represented in the Faculty Senate; updates the Faculty Senate Constitution to reflect changes in the status of NMSU-Carlsbad to an independent community college; and establishes definitions for “voting group” versus “representative group”.	Approved on May 5, 2022. This needs follow up with next Senate and support from the Administration and ICT.
<u>08-21/22:</u>	Proposal for name change of the Department of Geography to the Department of Geography and Environmental Studies	This is a proposal for the name of the NMSU Department of Geography to be changed to the Department of Geography and Environmental Studies. Included are the benefits and how this name change will support NMSU’s LEADS 2025 strategic plan and NMSU’s efforts to achieve Carnegie R01 status; and it also speaks to potential conflicts with other programs.	Approved on April 7, 2022. This needs follow up, especially from the Office of the Provost.
<u>09-21/22:</u>	A Proposition to Lengthen the Period for Students to Add Classes without an Instructor's Signature	This proposal recommends a change made be Faculty Senate in 2013/2014 to shorten time period for students adding a class to from 2 weeks to 2 days; that the length of time that students are allowed to add classes without an instructor's permission be lengthened from 2 days to 7 days.	Committee recommended “NO PASS.” Committee report was accepted; did not move to a vote.
<u>10-21/22:</u>	Bill to Shift Control of Academic Program Content Back to the Degree Granting Department and College	This bill seeks to restore the power of departments and their home colleges to determine the content of degree programs beyond the requirements imposed by the State of New Mexico's General Education Curriculum and the New Mexico State University minimums of 120 total credits and 48 upper-division credits.	Tabled during Faculty Senate Leadership Committee meeting.
<u>11-21/22:</u>	Proposition to Add Internships and Co-ops to Alternate Educational Experiences for the VWW Program	This proposition will add internships and co-ops to the list of Alternate Educational Experiences for the VWW Program	Withdrawn during Committee meeting. Noted that VWW courses should be discussed further in Senate of 22/23.
<u>12-21/22:</u>	A Resolution of Support for the people of Ukraine	A Memorial to Express Support for the Ukrainian Peoples Displaced by Invasion and War and vow to express consistent support for all peoples displaced by invasion, war, and various other injustices, such as refugees affected by violence in Africa, the Middle East, and countries across the Global South.	Approved on April 7, 2022.
<u>13-21/22:</u>	Resolution to Alleviate Service Burdens and Recognize Service Performed by Faculty	Expectations for faculty service are high, yet service duties fall on a diminishing number of regular faculty, many of whom do not feel valued for their service and whose teaching, research and grant writing productivity suffers because of excess service. To mitigate the risk that service obligations become an excessive burden on faculty, the Faculty Senate	Approved on May 5, 2022. Request for follow up with the Administration.

		proposes a University-funded task force dedicated to relevant action items.	
<u>14-21/22:</u>	A Memorial in appreciation of the services of Professor Julia Parra to the Faculty Senate as Chair in 2020/2021 and 2021/2022	Faculty Senate formally acknowledges the advocacy and tireless work of Professor Julia Parra as Chair, and passes on their gratitude and appreciation for all she did for the Senate, and for the University system as a whole, during her tenure in these positions.	Approved on May 5, 2022.
<u>15-21/22:</u>	Resolution Requesting to Establish Longer Work Contracts for Part-time Temporary Faculty	The NMSU Faculty Senate is calling on NMSU's Administration to allow issuing longer work contracts of one to two years for part-time temporary faculty. Reasons, benefits, data, and alignment to LEADS 2025 are included.	Approved on May 5, 2022. This is a resource and request for support for part-time/temporary faculty.
<u>16-21/22:</u>	Memorial of Gratitude for the 2020/2021 NMSU Faculty Senate	2020/2021 Faculty Senate Chair Julia Parra extends immense gratitude for the Senators, Senate Leaders, and Vice Chair Susan Beck and provides this documentation for Senators to include in yearly performance evaluations and Promotion & Tenure portfolios. Further, we could not have done our work without the support of Recording Secretary Gloria Podruchny and Parliamentarian Chris Erickson.	Approved on May 5, 2022.
<u>17-21/22:</u>	Memorial of Gratitude for the 2021/2022 NMSU Faculty Senate	2021/2022 Faculty Senate Chair Julia Parra extends immense gratitude for the Senators, Senate Leaders, and Vice Chair Jamie Bronstein and provides this documentation for Senators to include in yearly performance evaluations and Promotion & Tenure portfolios. Further, we could not have done our work without the support of Recording Secretary Gloria Podruchny and Parliamentarian Lawrence LaPlue.	Approved on May 5, 2022.
<u>18-21/22:</u>	Memorial to Request Faculty Senate of 2022/2023 consider and support the work of previous NMSU Faculty Senates	This proposition documents and asks that the Faculty Senate of 2022/2023 consider, support, and follow up regarding the work of the NMSU Faculty Senates of 20/21 and 21/22.	Approved on May 5, 2022.

## ACTIVITIES

### **Faculty Senate Leadership and Faculty Senate Leadership Committee (FSLC) for March 16-May 6, 2022**

1. FSLC met with Chancellor Arvizu, Vice-Chancellor Johnston, and Interim Provost Campbell. Discussions focused on issues of communication and compensation, including the second round (4%) of state compensation funding, and they created a resource/support document titled, Creating and Advocating for NMSU Compensation Strategy (see Appendix A).
2. FS Leadership continued advocating for Native Peoples' Commitment and Action at NMSU, specifically regarding current issues of 1) the development of Aggie Uptown amidst concerns from local Indigenous Tribes and communities, and 2) NMSU faculty recruitment, hiring, retention, quality of experience, and 3) Native American Studies.

3. Chair Parra and Senate Leaders Sharp-Hoskins and Lenhoff participated in the work group and finalized the Yammer environment to reestablish Faculty Talk 2.0 and sent the email invitation to an updated faculty listserv on April 27, 2022.
4. Participated in Search related activities including Chair Parra represented FSLC and joined the Search Firm meeting for the AVP for Search & Facilities and Senate Leader Osanloo served as FSLC representative on the Search Committee for Chief Audit Executive.
5. Chair Parra and Vice-Chair Bronstein served on Policy Steering Committee continuing to move forward with the impact of RPM 1.10 revisions; see the NMSU Policy Hub site at [policy.nmsu.edu](http://policy.nmsu.edu).
6. Chair Parra and Senate Leaders Chaitanya, Erickson, and Stochaj served on University System Budget Committee and participated in discussions regarding faculty and staff compensation including the new staff table/ranges that address the minimum wage increase and the related compensation, of note administration including Deans are a part of this structure, a question about the use of the term pool was clarified that re: the 7% increase – the first 3% was applied to base salary, the next 3% is based on salary after the 3% applied, and the 1% is based on a pool; the RPSP process and ideas for improving; and the budget cycle calendar. A recommendation was made to conduct Admin Budget Hearings similar to how the Student Fee Review Board does.
7. Chair Parra attended Pandemic Action Team meeting with updates including wastewater testing is underway with Rakhila Mamenova; vaccination/booster protocols; Alternative Working Arrangements per ARP 6.87 - everyone should be on a plan, for all new space requests - if someone is not going to be in their office for 3 full days a week they don't need an office, more conversations to occur for clarity; and what are we still doing at Pandemic levels.
8. Chair Parra attended UAC with updates from across the system.
9. Chair Parra attended the Provost/Deans meeting that included P&T updates; search updates for Provost, Dean, AVP of Facilities and Services, and Police Chief; communication needs; COVID update; Interim AVP for F&S focus on campus refresh; new CIO Bunton meetings and thoughts that we have the right tech people and need work on the right organization structure; working on budget preparation for HED; and invitation to departments to meet with Interim Provost Campbell.
10. Vice Chair Bronstein attended Associate Deans Academic Council meetings.
11. To end the service of Chair Parra, three memorials – 16, 17, and 18 - are being developed for Emergency legislation to support all Senators evaluation packets as well as succession planning. Additionally, the relevant Teams site will be updated with all needed materials for succession. This document will need to be resubmitted within the week after the final Senate meeting on May 5, 2022. Of note, this document is more inclusive than normal as it is serving multiple purposes as to avoid recreating requisite Chair reports.
12. Senior Senators served on Faculty Appeals Board Committees, ran elections, and conducted digital caucusing.
13. Regarding continued alignment, it is recommended that FSLC continue to meet regularly with the Provost and Chancellor; and relationship building continue to occur between the Board of Regents and Faculty Senate.

### **Standing Committees**

[Standing Committees](#) continue work towards operationalizing the new Faculty Senate Committee structure. Thank you to Standing Committee Chairs - Vimal Chaitanya (Budget & Resources), Susan Beck (Curriculum & Programming), Mayra Valadez (Diversity, Equity, & Inclusion), Erik Lehnhoff (Research & Creative Activity), Tauna Cole-Dorn (Student Success), and Michael Mapp (University Planning). This year, Committee Chairs started submitting monthly reports and for May 2022, Annual Reports are archived in Teams and on the Faculty Senate website.

### *Standing Committee Summaries for the year:*

1. **The Budget and Resources Committee** reviewed Proposition 07-21/22. They worked on alignment with the University System Budget Committee, and Administration including Vice Chancellor Johnston, Special Assistant to the VC Dave Maddox, and AVP Ricardo Rel, with a focus on the key area of budget at the university and regarding NM legislation. They contributed to the discussions regarding the NMSU Budget Model including revisioning the model as well as the timeline and cycle for legislative budget request; the request for increase in

faculty salary ultimately achieved at 7%; and HEERF fund spending. Chair Chaitanya and Senator Erickson represented on the University System Budget Committee. Continued alignment in this manner is recommended.

2. **The Curriculum & Programming Committee** reviewed Propositions 01-21/22 and 08-21/22. They align with the General Education Course Certification Committee (Patty Montoya served) and University Program Approval Committee (UPAC) with Chair Beck serving specifically as Vice-Chair's designee and UPAC Co-Chair. Additionally, they took on the task of revisiting the fractional grading issue that started in 2019 including review of relevant surveys and documents. As for committee alignment, C&P should retain representation in the General Education Course Certification Committee and the UPAC. Of note, NMSU has received a grant from the Association for Undergraduate Education and Research Universities for a three-year Curricular Analytics project that looks to reduce curricular complexity and increase time to graduation. Associate Provost David Smith leads the project. The committee should invite Smith to present at a C&P meeting next year.
3. **The Diversity, Equity, and Inclusion Committee** reviewed Proposition 04-21/22 and contributed to the development of Propositions 07-21/22 and 15-21/22; of note, Senate Leader Michaela Burkardt former Faculty Senate Chair Becky Corran contributed to both propositions and Senate Leader Chris Erickson contributed to proposition 15. The committee participated in discussions regarding the mission of HSI/MSI institutions; search committee issues and improving hiring practices such as the use of "Contribution to Diversity" statements and implicit bias training; Native Peoples' Issues; and Black Program and Black Student Association Call to Action. DEI Committee aligned with Vice President of EID, Linda Scholz; continued alignment recommended.
4. **The Research & Creative Activities Committee** participated in the development of Propositions 03-21/22 and 13-21/22. They supported the piloting and re-establishment of Faculty Talk 2.0. They aligned with Graduate Dean/VPR Cifuentes and engaged in the discussion of the Departmental Scorecard/Goal card including in-depth questioning and response documentation. The reorganization at the executive level included a hold on the goal card initiative. Chair Lehnhoff served as representative on the University Research Committee and Graduate Council. Continued alignment in this manner is recommended.
5. **The Student Success Committee** reviewed Propositions 09-21/22 and 11-21/22. They aligned with VP of Student Success Renay Scott, Dean of Students Ann Goodman, Covid Project Manager Jon Webster, ADAC members Joe Lackey and Anne Hubbell. They participated in conversations regarding student mental health and ways to support the NMSU System as related to the evolving COVID-19 scenario as well as the use of resources such as Navigate, YOU.nmsu.edu, and early performance grading. They also aligned with ASNMSU Vice President Ethan Ortiz-Ulibarri and Senators Haleigh Haven and Eric Gautier to discuss end of course evaluations and Dead Week; as well as with the Board of Regents Student Success Committee to provide an update on this committee's work. Chair Cole-Dorn served as Senate Representative for ASNMSU and Faculty Athletics Council; continued alignment in this manner is recommended.
6. **The University Planning Committee** reviewed Propositions 03-21/22 and 06-21/22. They worked on alignment with DLI VP Kollmann and the NMSU Architect Heather Watenpaugh; and contributed to discussions regarding ARP 4.68 Automatic Course Inactivation, NMSU Online Standardized Course Evaluation project, Academic Hiring and the Interim scenario, role of visiting faculty, support for administrative assistants, evaluation procedures and related privacy concerns, and Five-Year Facilities Plans. Continued alignment recommendations include DLI VP Kollmann and CIO Thomas Bunton, as well as Campus Planning and Space Committee.

## Appendix A: Creating and Advocating for NMSU Competitive Compensation Strategy

This [CHE article](#) provides context for Faculty Senate concerns as well as for their commitment to identify strategies for NMSU to do the right thing for its people. This article demonstrates that faculty salaries in NM have declined over 10 percent relative to inflation. Of note, faculty salaries at UNM are much closer to median than ours. Not only are we not keeping up, but we are also steadily losing ground, reflecting long-term practices that have de-prioritized the roles of faculty and faculty compensation.

Here is a relevant section from [the article](#):

*There is a widely held belief that senior administrators receive substantially bigger raises than do members of the faculty. To test that belief, we identified the average salary for a full professor at each flagship and again adjusted the 2009 salary using the CPI inflation calculator. Since 2009, full professors' adjusted salaries at flagship universities have barely outpaced inflation, rising by an average of \$646 per professor. At more than half of the flagships, faculty lost ground. In five states, the inflation-adjusted salaries of full professors declined by more than 10 percent (Iowa, Montana, New Mexico, New York, and South Dakota). In only four states were increases more than 10 percent (California, Massachusetts, Oregon, and Tennessee).*

*All of which prompts a question: Is it time to reconsider the salaries of presidents? Why are relatively short-term presidents — the average tenure is 6.5 years, according to a 2017 survey conducted by the American Council on Education — worth so much more than full professors who tend to stick around longer and work with students on a daily basis?*

Regardless of the existing 3% and 4% scenarios, the majority of NMSU faculty will remain severely under market. This is simply a band aid for a body riddled with bullets. It won't matter what choice is made with the 4%, if there is no plan communicated providing clear evidence that this situation is our administration's top priority; people will remain demoralized. Further, anytime something is done right now regarding compensation, the issues of compression, equity and market become even more glaringly apparent. Moreover, it will be extremely easy for our competition to continue recruiting our amazing people, and we have seen our competitiveness trending downward at a frightening pace.

We must continue with concerted efforts related to competitive compensation. If we don't do this, we will be unable to serve as a place that competes for innovative external funding, competitive employees, and unable to provide the best experiences for our constituents. We need a real plan to address COMPRESSION, EQUITY, AND MARKET ISSUES with concrete strategies and messaging for the lobbying that will be needed.

We need to have a plan with explicit, specified strategy and messaging to achieve and sustain the market rates; have a plan to continually address compression and equity; have a plan to consistently support merit, retention, and recruitment scenarios; and this can be something like - the NMSU Competitive Compensation Strategy. Everyone should be educated and know this plan so well that when a federal/state/investment opportunity including financial growth occurs - it can be quickly applied to our competitive compensation strategy. This plan is needed as a top priority, more than R1 because when faculty morale is high, support for research endeavors exists, we can attract and retain quality faculty, and we will get to R1 status. This status is a result or by-product and not a goal to be achieved with no investment in the faculty.

For example, one of our colleagues created a faculty related spreadsheet that shows NMSU faculty salaries are at about 25% below our southwest competitors. This spreadsheet - [NMSU Faculty Salaries Deficit and 10% Strategy](#) - compares NMSU salaries with southwest region competitors and includes a strategy of increasing faculty salaries 10% every year for 5 years to create parity. Of particular importance in this spreadsheet are how our neighboring western states (Colorado, Arizona, Texas, and Oklahoma) have much higher faculty salaries at all levels. Regional competitiveness is very important given that major industries are relocating to the south and western states, and new technology investments in energy, manufacturing, and information seek a commitment from the states that education is a priority. The spreadsheet shows that for NMSU, a 10% increase each year in compensation would only cost \$6 million more each year. This level of investment is very doable given recent government funding initiatives and should be targeted to faculty salaries as explained in the next paragraphs.

New Mexico is at a crossroads when it comes to Higher Education. We have great leverage potential in energy, knowledge from the national laboratories, manufacturing/supply chain from Mexico's growing economy, space commercialization, and a longstanding entrepreneurial spirit. However, we have been overlooked over the past decade in favor of states that have invested heavily in attracting the best talent in all fields of higher education. Notably, AZ and OK are states that have been traditionally less willing to invest in higher education but have changed their views over the past 15-20 years. Also, the steady and strong development of TX and CO, as California companies and investors flee the west coast, has been earning these states major increases in competitiveness and economic growth. The cost of houses and living is not much different in southern New Mexico than Oklahoma or southern Arizona. The argument that

it is less costly to live in New Mexico vs California is not relevant. Our neighboring states use that argument effectively and pay higher salaries.

Higher Ed is a driver for all Education, producing teachers, nurses, engineers, business people, future CEOs with liberal arts degrees. They in turn will want more investment in K-20 and not just K-12. If we can show that our state is making a major commitment to education and elevate the respect for higher education, especially in Southern New Mexico, we could see economic improvements as Arizona saw over the past 20 years. That state passed a bill known as TRiF which increased salaries and investment in higher ed over the past 20 years through a simple sales tax percentage increase. The AZ universities have demonstrated the return on investment each year in many different ways since then. Parallel efforts in Oklahoma and the continuing investment in CO and TX in their state universities has contributed to an overall positive view that these states generate a high quality of life and better jobs. If New Mexico does not invest in higher ed, competitiveness will languish, and the wealth gap will widen as companies pass over our state as not being serious about how economies of the 21st century depend upon a more educated population that seeks to make good investments for the future. If increases are not continued for all faculty at a high rate, NMSU salary average gaps could easily increase from 25% to 40-50%, lower than the neighboring western states as they increase salaries in response to market, compression, equity, and inflation.

Of note, someone recommended that we need guiding principles. Here are some things to think about and questions that we were asked to share in thinking about such principles:

- We need to be 100% transparent with all compensation data and decisions. **Of immediate need, Salary letters need to be reinstated.**
- We must stop the inheritance of problems, inequities, and back room deals by not creating or participating in them. We must address the problems head on and solve the inequities. Further, if someone doesn't want to work here without a secret deal, they should not work here.
- Never again allow for women, people of color, and all minoritized/underrepresented people to be left to fend for themselves.
- NMSU Organization needs broader participation and input. NM Legislation has a chancellor and president, how should we be addressing this? We acknowledge emergency times have occurred, but questions continue about the new structure such as placement of OIE and continued growth of admin structure and positions.
- We are reminded that this is a public institution, a land grant institution. This is not a corporation or ivy league. When administration restructures, they must do so accordingly and with the same diligence asked of our academic units when they restructure.
- What are the standards for all the new and existing roles? For example, some have been told that a director is supposed to have 4 direct reports to be a director. What are the comparable standards for associate vice chancellors, associate vice provosts, etc.?
- What are the merit standards for administration? When will we see the plan for 360 evaluations starting at the administrative level?
- The HEC article asks the question about reconsidering executive salaries; is it time to have a set of principles for NMSU for that? I.e. if faculty and staff are at a particular market percentage, minimally, if we do not even consider the inappropriate nature of corporate style admin, our admin could also be at the same market percentage. As they advocate and support the increase in their people's percentages, theirs likewise increases. The embedded spreadsheet shows that NMSU faculty salaries are at about 25% below our southwest competitors. This will likely grow in 3 years to 40% as these states increase salaries in response to inflation and competition for faculty talent with R1 universities.
- Administration receives bonuses for enrollment increases, if this is a useful strategy, is there consideration for bonuses to colleges/departments/programs that increase enrollment?
- What is the plan for college faculty? Adjunct and Temporary faculty?
- Temporary faculty need representation. *Faculty Senate is doing this for Senate representation but what else is needed?*
- We have so many adjuncts. If a program shows growth capacity and/or growth, what is the plan to add college or TT faculty?
- Where are we at with GAs, TAs, they are critical for NMSU success across the board? What is the plan?

- Using meets and exceeds for performance evaluation is ineffective and inequitable; we need a faculty grading rubric that is so clear that there is less than 10% variation between faculty self-evaluation and Department Head/Director evaluation. *Faculty Senate should do this.*

Finally, with the requisite planning, all the people of NMSU including Faculty Senate, Employee Council, ASNMSU, Climate Action Team, etc. can support the messaging and the progress; and when we talk about strategic plans and goals, these topics must be addressed. Of note, foundational work exists to support this as a priority and critical element of NMSU Strategic Goals:

- [Climate Study Action Team Report Executive Summary](#)
- [Audit of Resolution of No-Confidence Proposition 04-21/22](#)
- [Faculty Senate Proposition 02-20/21: A Memorial to Support the Elimination of Systemic Discrimination at NMSU](#)

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**UPDATE SHARED BY:**

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*For more information, including committee meeting schedules and supporting documentation, please visit the [Faculty Senate](#) website.*