

NMSU Faculty Senate Meeting

Zoom Meeting

September 2, 2021; 4:00 p.m.

MINUTES

1. Call to Order - Meeting called to order at 4:00 p.m.

2. Recognition of Guests

Faculty Compensation Projects - Update

Carol Parker, Provost and Senior VP for Academic Affairs

Rebecca Campbell, Associate Provost

Laura Madson, Co-Chair, Steering Committee

Justin MacDonald, Co-Chair, Steering Committee

The Faculty Compensation project has been led by Provost Parker, Dr. Jones and their staff. A full report will be released soon.

Details of the project and the processes were provided including preliminary results on the following:

- Validated NMSU-Las Cruces full-time faculty data (approx. 550 people).
- Created Appointment and Compensation Records link.
- Two-prong approach: External market analysis, Internal equity analysis. The internal equity analysis is in process and they are not ready to share results yet.
- External Market Study desired outcomes and methodology:
 - Transparency and communication. <https://provost.nmsu.edu/provost-office-projects/faculty-compensation/index.html>
 - Analyze current competitiveness.
 - Select appropriate data source for external comparison.
 - Create custom peer group.
 - Compare base salaries (converted to 1.0 FTE).
 - Market salaries correlated with discipline, rank, TT vs. NT appointment, and highest degree.
 - Determine cost to attain market rates.
 - Obtain new recurring revenue to increase the competitiveness of our compensation rates.
- Percentages of salaries at or above NMSU LEADS 2025 benchmark (R1 40th) and current benchmark (R2 40th).
- Distribution of cost by college to attain NMSU LEADS 2025 benchmark (R1 40th) and current benchmark (R2 40th).
- \$1.58M was invested in faculty salaries effective FY22.
- Market compression adjustments for approx. 100 people accounted for \$606K of total amount.
- Market Study – Next Steps (including establishing operational benchmarks to guide salary and adjustments).
- The full report will be posted once it's ready to the provost website.

A brief question and answer period followed.

3. Approval of Agenda

Moved and seconded to approve agenda.

Senate votes unanimously to approve agenda.

4. Appointment of Parliamentarian and Recording Secretary

To be conducted at the October 7th senate meeting.

5. Approval of Minutes of May 6, 2021 meeting

Moved and seconded to approve minutes.

Senate votes unanimously to approve minutes as submitted.

6. Emergency Legislation - None

7. Reports of Officers

FS Chair, Julia Parra - [Full report is posted to FS website.](#)

Chair Parra shared a few items from her report and she recognized and thanked Regent Ammu Devasthali for joining the meeting.

Chair Parra invited Lori McKee, Executive Director, Aggie Health & Wellness Center to provide an update on Covid-19 information.

Lori shared detailed information regarding contact tracing and guidelines:

- They have a sophisticated system in place and it's working very effectively.
- Staff went through the John Hopkins tracing training.
- It begins with the self-report where the student, faculty, or staff member self-reports.
- The report goes directly to campus health mailbox and to Lori's private mailbox and information is filled in their spreadsheets (phone number, date tested and results received).
- The individual is contacted and a variety of questions are asked (are they vaccinated, when was the last time they were on campus). From there they calculate the days that they are in from day the person was tested and then they give them a release date.
- Person is asked about the contacts, who were they sitting next to less than three feet or without a mask.
- Vaccinations are going very well.

A question and answer period followed. Lori also encouraged faculty to email questions to campus_health@nmsu.edu

FS Vice Chair, Jamie Bronstein - [Full report is posted to FS website.](#)

Vice Chair Bronstein attended a couple of meetings of the AAG and a retreat. Information about those meetings are in her report.

8. Reports of Standing Committees - Vice Chair Bronstein noted no reports available; committees haven't had their first meeting.

Budget and Resources
University Planning
Curriculum and Programming
Research and Creative Activity
Diversity, Equity, and Inclusion
Student Success

9. New Business

Proposition 01-21/22: A Proposal to Amend Administration Policy Rule 4.61 Transfer Credit for Prior Learning (S. Beck (Lib))

Assigned to Curriculum and Programming, committee meets Thursday, September 9, 2021.

10. Unfinished Business - None

11. Other Business

Election of 2021-2022 Standing Committees' Chairs

Standing committees' members caucused to elect their respective committee chairs (10 min. breakout session).

- | | |
|------------------------------------|------------------------|
| • Budget and Resources | Vimal Chaitanya |
| • University Planning | Michael Mapp |
| • Curriculum and Programming | Paul Andersen |
| • Research and Creative Activity | Erik Lehnhoff |
| • Diversity, Equity, and Inclusion | TBD |
| • Student Success | Tauna Cole-Dorn |

12. Remarks and Announcements

- a. FS Chair, Julia Parra

Chair Parra shared details about the Faculty Senate Teams site which contains a Staff notebook with a lot of good information that isn't in the bylaws.

Recommended Committee assignments, partial list:

Curriculum and Programming

Proposition 01-20/21

Budget and Resources

Faculty compensation package.

Diversity, Equity, and Inclusion

Adjunct faculty, term faculty, temporary faculty having a voice in faculty senate.

Carlsbad representation will remain on Faculty Senate until such time that they separate and at that the time a proposition will need to be created to address the exiting senators.

Research and Creative Activity

Scorecard (data tools, data collection).

Student Success

Invite Vice President Renay Scott to share the information presented at the Board of Regents Student Success meeting.

University Planning

Create a proposition for the College of HEST merged representation.

- b. FS Vice-Chair / SLC Chair, Jamie Bronstein

No additional remarks provided.

13. Adjournment - Meeting adjourned at 5:44 p.m.

Attendees: Chair Parra, Vice Chair Bronstein, S. Noe, S. Stochaj, T. Allred, G. Fetzer, A. Lanasa, P. Skelton, B. Hampton, A. Perez-Rojas, J. Vacca, G. Pina, T. Cole-Dorn, L. Olivas, A. Abdelkefi, M. Papesh, K. Finlator, D. Valles-Rosales, S. Angadi, H. Wang, M. Valadez, P. Montoya, F. Boutsen, L. Saiki, J. Tomaka, D. Edgar, M. Lamonica, M. Burkardt, S. Beck, M. Mapp, J. Rice, P. Andersen, A. Osanloo, C. Butterfield, A. Ashley, L. Bittner, M. Fahrenbruck, S-R. Lee, G. Romero, N. Hamilton, K. Sharp-Hoskins, C. Erickson, T. Abdaljalil, R. Cavalcante, G. Fasenko, A. Elaksher, W. Walker, V. Chaitanya, E. Lehnhoff, S. Hanson, E. Serrano, E. Gamboa, W. Fedio, Parliamentarian L. LaPlue

Absent: S. Martin, M. Buenemann, J. Flora, D. Lara, B. Brewer, M. Niculescu, D. Clements, F. Arslan, M. McCaslin, B. Smythe, Recording Secretary Podruchny

Guests: Regent Ammu Devasthali, Provost C. Parker, Assoc. Provost R. Campbell, Vice Provost S. Kollmann, Assoc. Provost S. Stovall, A. Cavotta, L. McKee, L. Madson, J. MacDonald, ASNMSU President Madrid