

## FS BRC Recommendations for Faculty Compensation Increases

The committee recognizes that the expected 6% faculty salary increase waiting for the Governor's approval is barely sufficient to meet the current inflation index hovering around 6%. It is also recognized that the average faculty salary at NMSU is significantly below the national average at all levels. Therefore, across the board raise of 6% is justifiable. However, minority number of members recommended a split. The Committee recognizes the need to reward productive faculty. Thus, FS BRC recommends,

1. **Across the board minimum raise** of 4% and additional fraction (2%) merit based if the Governor signs the bill. If the approved raise is below 6%, all of it should be distributed across the board.
2. **No raise** should be given to faculty with poor performance or below expected level of performance (the legislative language may refer to this as 'not in good standing').
3. The **merit raises** should be determined at the college level allowing colleges to do it per their established practice (such as number of tiers, averaging performance across 3 - 5 years etc.). Larger pool at the College level is better suited for merit raises.
4. The \$7 Million set aside for **targeted faculty** from which NMSU expects to receive about \$1.1 Million can be used for i) salary increase of productive faculty, ii) making a counteroffer to keep a productive faculty at NMSU. Other uses may include iii) offering nationally competitive salary to new hires, and iv) offering nationally competitive startup package to new hires.

Any other suggestions? Provide input/suggestions to [facultysenate@nmsu.edu](mailto:facultysenate@nmsu.edu)