

April 2023 Report

University Planning

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 “Within each college or equivalent unit, the college dean or equivalent administrator shall seek to allocate faculty resources within their college or equivalent unit in order to achieve a fair and equitable workload.” Inequities in teaching load should be addressed by the dean or equivalent administrator.
- 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.

Thank you,

Gus Piña
Chair, University Planning