

## FACULTY SENATE BUDGET AND RESOURCES COMMITTEE

Meeting Notes, November 14, 2023

Report prepared by Vimal Chaitanya, Chair FSBRC.

Guests Present: Laura Madsen and Susanne Berger

The committee members present included Timothy Cleveland, Erik Lehnhoff, Peter Skelton, Zixing Shen, Stephannie Ellis, Motoko Furuhashi, and Vimal Chaitanya.

The meeting started at 4:00 pm with Vimal giving an update on where we stand in creating a brief document to be sent to Clayton Abbey, who can share it with the State legislators. The document would briefly (preferably a page) summarize the need for faculty compensation.

Laura Madsen was invited to give a briefing on her most recent survey of NMSU faculty salary compared to Carnegie R1 and R2 institutions. Laura focused on Appendix C of her report, which shows cost of raising the NMSU faculty salary to between 10% to 50% in three scenarios: a) R1 institutions in restricted market (essentially not including California and northeast institutions), b) R1 institutions in full market, and c) R2 institutions full market. To bring NMSU faculty salary to 50% in R2 full market would require about \$900,000 and to R1 restricted market would require about \$1.1 Million. These numbers consider the recent 6% rise in NMSU faculty salary. However, the numbers available from CUPA for other institutions are a year old. This study considered all full-time faculty including Library and extension services. No administrator's salary was considered in this study. Also, this study considers variation in salary according to disciplines. The full report is available on the Provost's and Faculty Senate web site.

The need for such a similar study for NMSU staff was emphasized by Susanne Berger. She mentioned that so far, HR has not shared their data with the employee council to initiate meaningful market survey.

Vimal asked for volunteers to assist him in drafting the document prior to the next BRC meeting. Chris Clausen was nominated, and Erik Lehnhoff and Peter Skelton volunteered.

The meeting adjourned at about 5:05 pm.

Next Meeting: December 12, 2023, at 4:00 pm.

Zoom Link: <https://nmsu.zoom.us/j/83979049707>