

Report for the 11/12/2024 meeting of the Faculty Senate Budget and Resources Committee

The meeting began at 4:05p on 11/12/2024 with nine out of ten members and four guests present.

1. Minutes from the 10/08/24 meeting were approved
2. Introduction of Guests.
 - a. **Marshall Parks, Head of HR**
 - b. Clayton Abbey- Asst VP, Gov & Comm Relations
 - c. D'Anne Stuart- Assc VP Admin & Finance
 - d.
3. Marshall Parks provided an overview of HR, changes in the works, and challenges / opportunities going forward. This was followed by an open discussion of HR related issues including:
 - a. Time to hire
 - b. Equity vs merit pay and how to enable NMSU to offer top salaries that attract top tier talent.
 - c. Faculty compensation
4. Background materials for B&R committee
 - a. Overall budget summary documents provided by K. Rumford and D'Anne Stuart.
 - b. IDC distribution docs
5. IDC task force and NMSU budget committee updates
 - a. S. Hanson and C. Erickson are members of both committees
 - b. IDC task force had its first meeting- first goals are to get an accurate accounting of IDC flow at NMSU and a look at how peer institutions handle IDC
 - c. Last budget committee meeting (1st attended by S. Hanson and C. Erickson) was a summary of budget priorities and legislative asks.
 - i. Financing of Athletic Dept deficit will likely be of interest to faculty moving forward.
6. Reviewed agenda for Dec. meeting
 - a. Invite Grad Student Union reps to discuss tuition waivers and related funding issues.
 - b. Other issues to take up if satisfactory progress on current issues?
 - i. Drilling down on some HR issues identified in Nov. meeting.