



Faculty Senate

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Faculty Senate Chair October Report for September 2022 Activities

Chair Fasenko would like to express gratitude to the following people:

- *Ms. Gloria Podruchny, Faculty Senate (FS) Administrative Assistant who helps keep the business of FS flowing.*
- *The members of the FS Leadership Committee (FSLC) and Chairs of the FS Standing Committees for the gift of their time, expertise, and thoughtful and professional input on behalf of all faculty at NMSU.*
- *Vice Chair Bronstein for her work in leading the data collection and authoring of the draft letter from FS to the Legislature of the State of New Mexico.*
- *Senator Burkhardt for her continued work to fulfill Proposition 07-21-22.*

Regularly Scheduled Board of Regents and Committee Meeting Highlights:

1) Board of Regents

i) September 15, Regular Meeting:

- Many NMSU graduate students gave public comment regarding their petition to have tuition remission and a living wage which would provide the opportunity to be able to afford health care

BOR documents and webcasts of the open portions of the meetings can be found and viewed at: <https://regents.nmsu.edu/regent-meetings/index.html>

2) Regents Student Success

- Overall Student Enrollment is up 2.6%, undergraduate enrollment is up 3.2% and graduate student enrollment is from 2021
- Fall 2022 saw the largest number of transfer students since 2015, and the largest enrollment of freshman since 2009
- Graduate student enrollment is down by 40% compared to 2019

3) IT Strategic Planning

- Thomas Bunton, CIO is still seeking FS representation to work with IT as advisory committee
- Main initiatives are on cybersecurity and transitioning to Banner 9

4) Policy Steering Committee

- Consent vote on various non-substantive (typo) corrections to ARP
- Continued discussion on improving process for ARP revision and input from faculty

5) Branch Leadership Team

- Discussion of initiatives and successes at DACC, Alamogordo and Grants – all campuses showing increased enrollment
- Chair Fasenko to visit Grants during Round-Up event (October 28 & 29)

6) FSLC/NMSU Leadership

- NMSU Leadership discussing asking NM legislature for one time funding (see Appendix for draft of “Big Ask”)
- State of New Mexico has a very large budget surplus due to gas and oil revenue

7) Provost Search Committee

- Meetings and input to search firm “Academic Search” regarding Provost Job Announcement
- Timeline for applications, semi-finalist, and finalist interviews being discussed
- Objective is to have someone hired by the beginning of 2023 (start date will depend on the successful candidate’s availability)

8) University System Budget Committee

- Continued work by Dave Maddox to dig into past and current budget, and be proactive in future NMSU budget; will be regularly seeking faculty input

Additional Regularly Scheduled Meetings:

- 1) NMSU Employee and Student Leaders (ASNMSU, Grad Student Council, Employee Council, Faculty Senate) (Bi-Monthly)
- 2) Chairwoman Devasthali (Monthly)
- 3) Vice Chancellor Johnston (Monthly & Ad hoc)
 - Concern expressed regarding Office of Institutional Equity and NMSU Workplace Environment/Morale
 - Continued efforts to share communication are going well
- 4) Provost Campbell (Monthly & Ad hoc)
 - Discussion regarding NMSU Workplace Environment/Morale
- 5) Senior Associate Provost McAteer
 - NMSU Workplace Environment/Morale
 - Data from NMSU human resources with respect to faculty and staff attrition and reasons for leaving NMSU provided from Dr. McAteer; see Appendix for this report r

Ad-hoc Meetings During September:

- 1) Chief Audit Officer, Ken Glascock
 - discussed perceived risks at NMSU
- 2) Dr. Laura Madson (Co-Chair of Faculty Compensation Study, Provost's Office)
 - discussed how FS can work with this committee to advocate for improving faculty salary
- 3) Susan Beck, Library
 - discussed paper and electronic archiving of FS documents with Vice Chair Bronstein and Gloria Produchny
- 4) Leslie Cervantes, Chief of Staff to the Chancellor
 - met with Sr. Assoc. Provost McAteer to discuss short survey on Shared Governance to be sent from Chancellor's Office to Faculty Senate – results to be included in Chancellor's Annual Review to Board of Regents and to be addressed by Chancellor to improve Shared Governance with Faculty Senate
- 5) Meeting With ICT Lori Montoya and Team Members
 - Proposition [07-21-22 Proposition to establish part-time temporary faculty representation on the faculty senate, including changes to the Faculty Senate Constitution](#)
Senator Burkhardt, Gloria Produchny, and Chair Fasenko met several times with ICT to discuss setting up an email group to reach temporary faculty and other FS groups that need email listserves.
- 6) University Architect and DLR Group
 - FSLC met with University Architect and DLR Group hired to review overall Campus Plan for future

Other Activities Attended on Behalf of Faculty Senate:

New Faculty Orientation, Teaching Academy (October 9)

- Vice Chair Bronstein and Chair Fasenko set up a table to meet new NMSU faculty
- Chair Fasenko gave a short presentation on Faculty Senate during the program and talked with new faculty during lunch

APPENDIX

Draft of NMSU Leadership “Big Ask” to NM Legislature

AND

Human Resources Data on Turnover Considerations at NMSU

Bold, transformative investments in our New Mexico students and our economic development future

New Mexico State University is the state’s land-grant institution and a comprehensive research university dedicated to teaching, research and service at all levels. As a NASA Space Grant College, a Hispanic- and minority-serving institution, and home to the first Honors College in New Mexico, the NMSU system offers an accessible education that shapes bright futures. Recognized as a top-tier university by U.S. News & World Report, NMSU is a welcoming community of talented faculty and staff educating more than 22,000 diverse and innovative students across the system and more than 14,200 at the Las Cruces campus, with a fast-growing NMSU-Online community serving nearly 1,600 students – up more than 30% from last year. Research funding continues to grow, bringing in more than \$110.5 million in grants in fiscal year 2021.

BENEFITS FOR THE STATE OF NEW MEXICO

- Strategic investments outlined in this request will protect and improve on previous state and taxpayer investments.
- NMSU has been ranked second in the nation by the [Brookings Institution](#) among public universities that provide opportunities for social mobility to students and produce valuable research.

BENEFITS FOR THE NMSU SYSTEM

- An infusion of one-time funding would provide unprecedented opportunities to attract, retain, and support students.
- Physical and technological infrastructure systemwide is in need of critical improvements to provide the best possible educational environment.
- Recurring funds for compensation are needed to make us more competitive in attracting and retaining excellent faculty and staff.

Investing in our campuses, our employees, and our students

The NMSU system is a significant contributor to economic development in New Mexico. In fact, if considered together, NMSU’s campuses would be equivalent to the eighth-largest city in the state. However, we have a serious and growing problem: We consistently come up short in the funding to invest strategically in our infrastructure, fully support our students, competitively compensate our faculty and staff, and increase our economic development role in the state. Not since the 1970s have we been able to make significant investments in our physical and information technology backbone. We can and must do better by our students, faculty, staff and the communities we serve across New Mexico.

As New Mexico realizes an unprecedented cash flow in 2022, the Board of Regents, administration and the NMSU community are working together to make a request for transformative one-time funds to improve NMSU’s physical and information technology infrastructure at the Las Cruces campus, support our students’ degree and credential completion, support research, and advance economic development in the state. These asks are consistent with our strategic plan, LEADS 2025, and its four goals: Enhance Student Success & Social Mobility; Elevate Research & Creativity; Amplify Extension & Outreach; and Build a Robust University System.



Support for Student Success (\$68.86 million)

NMSU-Online Acceleration (\$27.5 million)

- ◆ Finish degrees and get credentials, create differentiated learning experiences
- ◆ Key partnerships with state/regional employers
- ◆ Focus on Native American tribes, military personnel and veterans, and New Mexicans
- ◆ Expanded Wi-Fi availability

Library & Information Commons (\$8.6 million)

- ◆ Expand collections
- ◆ Increase affordable course materials
- ◆ Expand library storage
- ◆ Provide education on using library resources
- ◆ Digitize resources, research data for public use

Basic Needs (\$3 million)

- ◆ Startup for basic needs program
- ◆ Web information access to services
- ◆ Training for those helping students

Endowment for New Mexico graduate student assistants (\$25 million)

- ◆ Stipends, tuition, health care, training

Athletics (\$4.7 million)

- ◆ Eliminate deficit
- ◆ Support student-athlete travel
- ◆ Reduce need for money games

Support for Physical and IT Infrastructure (\$1.94 billion)

Physical Campus Infrastructure (\$1.47 billion)

- ◆ Critical infrastructure
- ◆ End of life infrastructure
- ◆ Mission and master plan
- ◆ Public health and safety
- ◆ Recruitment and retention

- ◆ Greenhouse gas reductions
- ◆ Desalination plant and produced water infrastructure
- ◆ Recycling and composting

Environmental Sustainability and Renewable Energy (\$406 million)

- ◆ Improve utility systems
- ◆ Building and water conservation

Information Technology (\$62 million)

- ◆ Critical Infrastructure
- ◆ End of Life Infrastructure
- ◆ HR records digitization
- ◆ Automate forms, approvals, training

Support for STEM and National Security Workforce Development (\$33 million)

- ◆ Sensitive Compartmented Information Facility
- ◆ Deep Learning Electronic Warfare Verification System
- ◆ Spherical Anechoic Chamber
- ◆ Unmanned Aerial Systems and Counter UAS Training Facility

Total transformative funding proposal for the NMSU system: **\$2.04 billion.**



Turnover Considerations NMSU

2022



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1

Exit Interview Data

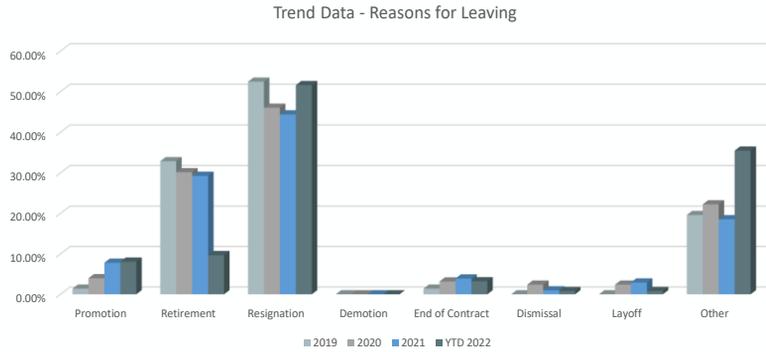
- Invitations to participate in survey sent monthly to exiting faculty and staff
- Limitations
 - Timeliness of invitation related to when PAF/EPAF is submitted
 - Dependence on invitees checking NMSU email accounts
 - Inclusion of exiting employees *and* transferring employees
 - Participation rates low (as % of surveys sent)
 - 20% - faculty YTD 2022
 - 27% - staff YTD 2022
 - Loosely defined constructs, e.g., “working conditions” invite broad responses
 - Quantitative *and* qualitative (comments) allowed for many questions



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2

Trend Data – Reasons for Leaving

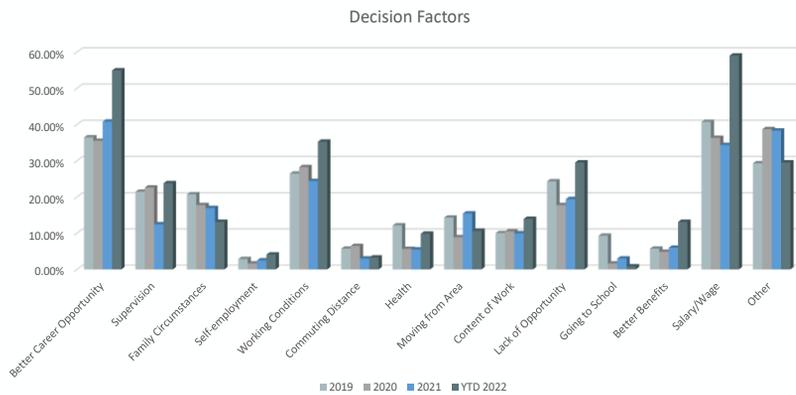


2019 – n=143, 2020 – n=126, 2021- n=205, YTD 2022 – n=124



3

Trend Data – Contributing Factors

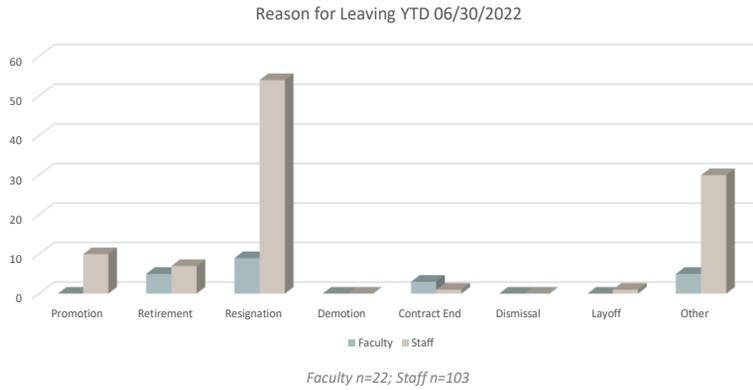


2019 – n=140, 2020 – n=124, 2021- n=201, YTD 2022 – n=122



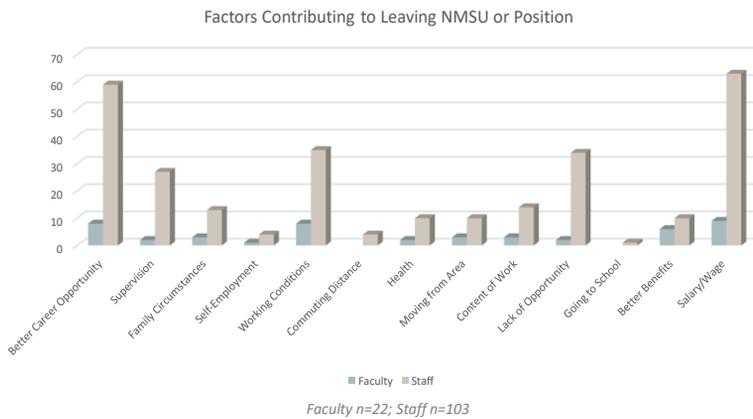
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YTD 2022 Reasons for Leaving



5

YTD 2022 Contributing Factors



6

Top Contributors to Leaving Decisions

- Faculty
 - Salary*
 - Working conditions*
 - Better career opportunity**
 - Better benefits**
- Staff
 - Salary/wage*
 - Better career opportunity*
 - Working conditions*
 - Lack of opportunity*
 - Supervision*

**Qualitative data (associated comments) included for support; faculty comments limited due to small number of participants*

***Some supporting comments included in Salary and Working Conditions sections*



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Faculty re: Salary

- More flexibility, better pay for the amount of work I'm doing
- More autonomy, better pay
- [New job offers] higher paying opportunity and affordable benefits.
- I went from teaching 3 sections of two classes to 7 sections of 3 classes. I was assigned 10 sections for the coming semester with no change in compensation.
- Constantly losing talented faculty and administrators due to lower salaries and demanding workloads when we were understaffed. We would be promised new faculty for new programs/initiatives but the new lines were often "swept" when a line was vacated and we had budget cuts.



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Additional Faculty re: Salary

- Pay people market average. Behave like an R2 institution or if you want to become an R1 behave like an R1.
- [For me to consider returning] compensation would have to be better and there needs to be more stability of leadership (there are way too many interims in positions of leadership).
- Stable leadership, ability to shape programs and my position, 35k pay increase
- Value your faculty and do more to retain them--if faculty receive an offer elsewhere, provide a competitive response that will help retain the faculty member.



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Faculty re: Working Conditions

- One teammate was so negative and toxic.
- The subject matter of my classes was changed multiple times without my input.
- ... our input was sought but not listened to. I'd have preferred if administration had just done what they wanted instead of wasting my time with so many meetings giving "input" that was never really considered.
- I think we have great leadership in our department but don't get the sense that they are backed up by administration.
- ... administrative demands along with teaching demands are becoming overwhelming.
- Right now there is too much chaos and no steady leadership.
- Not enough administrative resources in our dept and again the pay is so low that there is often a great deal of turnover
- [College Dean] makes no decisions and pits the departments against each other when decisions have to be made. [Dean] has zero credibility in the state
- [For me to consider returning, I would need] longer term contracts.
- Another barrier was the revolving door of leadership I experienced at the department and college levels. In the 6 years I was at NMSU, I have had about 6 department heads and about 4 deans. As a result, I didn't really have someone looking out for me or mentoring me in how best to advance in my career.



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More Faculty re: Working Conditions

- Not happy with university leadership
- NMSU working environment is hostile, particularly for faculty of color like me. I often felt undermined and marginalized. When I tried to address my concerns via proper channels, I was either shut down or told nothing could be done. I experienced double standards, too, where my White colleagues received far better treatment (and resources) than I did. All of this led me to feel increasingly dissatisfied.
- NMSU system is large so I feel some areas are well responded to and other not so much
- If HR can find a way to expedite hire requests that would be helpful at the ground-level. Something this basic would have changed my experience dramatically.
- Senior faculty in my department/school also frequently bully and harass other faculty members and when formal complaints are submitted, there is retaliation from other faculty and nothing is ever done to prevent it from happening again. It is the most unprofessional working environment I have ever heard of and is the biggest reason that faculty leave.
- The working conditions, physical and otherwise, were also poor. I put in so many work orders to have someone come and fix the AC or heat... It was atrocious. Constant realignments, little to no vision, platitudes such as Leads 2025 with no real mission or vision planning and failed administration



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And More Faculty re: Working Conditions

- Proper valuing and recognition of my contributions as a professional. While I was being recruited for this other position, I felt like I actually mattered to that university, unlike here, where my dean flat out refused to even negotiate with me meaningfully. The salary and benefits at this other institution are far better than they are at NMSU. The service demands at my new institution are far more reasonable and manageable. I am simply not being asked to do administrative and managerial jobs just to keep our programs running because our administration refuses to fund us adequately.
- New faculty hires at many universities received teaching relief in order to establish a competitive, externally funded program. I had 3 credits of relief before being asked to continually develop and offer new courses. Compared to peers at similar institutions, this burden was extraordinary..
- My efforts and my talents went unrecognized so much that when another, more prestigious university reached out and recognized my efforts, I decided to go there instead.
- Feeling so completely devalued and undermined by my dean all the way on up to the chancellor. Seeing administration balloon and receive bonuses and enjoy recognition whilst I and my fellow faculty were underpaid and denigrated for advocating for better working conditions.



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Staff re: Salary

- Higher paying job at Sam's club, cheaper insurance
- People need a livable wage. On this salary, I qualify for SNAP.
- Higher pay and more opportunities for growth
- The pay and insurance are not even comparable to other, less stressful jobs.
- Pay is so low you can't afford benefits or childcare.
- What good are exemplary evaluations, when everyone is treated the same when it comes to raises?
- Higher pay, opportunities in the private sector
- [New position offers] a livable salary, clear expectations and duties, an administration that values it's employees and works to retain them.
- Salary and the opportunity to work in more of a environment that suits my skills
- Pay Increase and professionalism
- [At NMSU] minimum wage while doing much more work than typical student employees
- Compensation, appreciation, communication, training, opportunity, trust



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Staff re: Better Career Opportunity

- Career advancement, better pay, flexible schedule, skilled leadership.
- Promotional opportunity, effective input on the IT resources I work around, vastly superior pay, better healthcare, very little sacrifice on leave.
- The job offers far higher pay, better benefits, and opportunities for advancement. Most importantly - in my opinion - explicitly offers opportunities for mentorship and growth.
- More money and a better chance of promotion for all the work I do.
- Better pay, parental leave, opportunity for advancement.
- Better opportunity and work environment.



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Staff re: Working Conditions

- Desiring flexible work schedule and location
- The workload expectations were unrealistic.
- Leadership - Policy - Upper Management
- Merit base raises?? - Reward BAD behavior – Prejudice
- It seems like the goal was to maintain how things have always been done than to leverage the expertise and experience of us.
- I was the only administrative person on the team and was not included the meetings that other team members were attending. Very often left out of the loop with project happenings and decisions until well after the fact.
- [New job offers] a better work-life balance
- Maybe because of COVID, but collaboration was not as widespread throughout campus as I was hoping for.



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Additional Staff re: Working Conditions

- When other employees left, jobs were expected to be completed by me without additional compensation.
- Spending so much time in isolation between Directors
- The NMSU working environment is very slow to react and extremely averse to change. Individuals with new ideas and thoughts for improvement (from other campuses) are not welcomed by in large.
- Struggling to keep an academic department functional and to serve students with department administration that was disengaged and incompetent. Some full-time faculty were also lazy, unresponsive to both students and staff, completely unconcerned about student education, and completely unproductive in research. Literally, all those faculty members cared about was maximizing their income.
- Not having a consistent supervisor, we had several throughout my employment.
- The stress of juggling too many responsibilities
- Lack of autonomy
- Lack of support or recognition for the job being accomplished



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And More Staff re: Working Conditions

- Toxic work environment and leadership
- Overworked and underpaid. The only thing high performing employees get is more work. In addition, lack of administration's understanding of how bad it is in the trenches. The morale across campus has sunk to an all-time low. In addition, the inability to deal with poor performers is a huge problem.
- It almost felt like some departments were just looking to point fingers at someone/something instead of actually collaborating towards a common goal.
- The departments seem too competitive with each other to generate a sense of community. There's also a weird division between faculty and staff.
- NMSU was committed to student success leading to job satisfaction. When the politics of upper level management became the focus, student success has been placed in the back.



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Staff re: Lack of Opportunity

- After taking on increasing responsibilities and duties for over 2 years, never received the promotion or pay increase that I was told I'd receive
- NMSU is no longer competitive [with] the civilian market. Low pay and limited promotion capabilities are not worth the time put into a career.
- NMSU does not offer a higher salary for the work it's asking. There are not many opportunities for professional development past what the job entails.
- Feeling like I was just wasting my time and my skills were atrophying. I also had to fill in a lot when coworkers resigned so I did not feel like I was doing work that leveraged my skills and interests.
- Advancement has been tricky in this position and office. With the lower pay my next promotion would be a \$2,000 increase. That is not enough to retain employees. After that the jump in position is huge and not obtainable as a next step.
- More professional development. We use to be able to travel to conferences more frequently, now nearly no one is allowed to. These are key to the development of new employees.
- Lack of opportunity to be promoted
- [Suggestion for improvement]: as an HSI institution, opportunity for minority women to be promoted and recognized for their skills and talents



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Staff re: Supervision

- My director/supervisor made my work environment really hard; she made me feel like I was worthless and that I never knew what I was doing.
- The leadership is poor, feels like they don't care and they just want a body in a chair.
- When you speak up it is very frowned upon.
- My supervisor/director would shut me down right away and her tone of voice towards me every time she would talk to me it was a different tone of voice compared to my coworkers.
- My current supervisor is too new on the job. He does not have management skills because I believe he has never managed anyone before and doesn't have the level of skills needed for this position.
- Better trainings for new managers, work scheduling strategies, conflict handling, addressing NMSU expectations for employees, etc.
- For most things, I was asked and then my perspective did not seem to be considered which then made the whole thing feel like a waste of time.
- The supervisor and micro management. The department is very political and plays favorites.



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More Staff re: Supervision

- [Lacking]: leadership: clear direction and not changing every other day, encouragement, loyalty to staff, and leading with purpose!
- There were some HR situations in my department that meant 2 to 3 key people I work closely with were not getting along. I was regularly put in the middle of these situations. I feel like it should have been my supervisors' responsibilities to resolve those situations - rather than have me in the middle. Any time certain people were stressed - I was afraid to ask a question.
- Not receptive to hearing concerns expressed by the staff, becomes very defensive and lashes out in anger
- Poor leadership and management skills
- ...not given any opportunities for growth, was all about numbers and not students
- Lack of knowledge in admin duties and lets faculty walk all over staff
- MY SUPERVISOR IS THE ONLY REASON I QUIT.

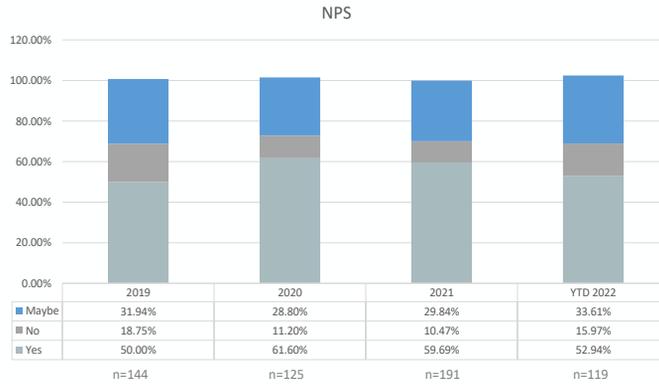


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Net Promoter Score (NPS)

Would you consider returning to NMSU or recommending NMSU to a friend as a place to work?



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