

**Proposition :** 04-26/27

**Proposal Type :** ☐ Bill ☒ Resolution ☐ Memorial ☐ Joint Proposition ☐ Other

*(If Joint proposition, also select type)*

**Title:** Resolution Establishing a Task Force on Dual-Career Recruitment and Retention

**Date Submitted:** 08/25/2026

**Sponsor(s):** F. Omar Holguin (ACES) and others to follow

**Proposed Committee:** University Planning

**Prior Approval:** Click or tap here to enter text.

**Proposal:**

Whereas, recruiting and retaining outstanding faculty is increasingly competitive, and employment opportunities for a spouse or partner can influence whether highly qualified faculty accept an offer or remain at an institution; and

Whereas, NMSU Policy 6.10 – Dual Career Couples provides regional employment assistance but does not establish an NMSU system-wide process, formal partner-hire pathway, centralized coordination, or funding mechanism; and

Whereas, peer land-grant and R1 institutions use a variety of dual-career strategies, including centralized programs, partner hires, bridge funding, cross-unit appointments, research or professional appointments, and regional employment networks; and

Whereas, no single approach is appropriate for every dual-career situation, and a flexible institutional framework could strengthen faculty recruitment and retention while maintaining academic standards, fiscal responsibility, and established hiring processes;

Therefore, be it resolved, that the Faculty Senate of New Mexico State University requests that the administration, working with Faculty Senate leadership, establish a Task Force on Dual-Career Recruitment and Retention to evaluate current practices and recommend an NMSU system-wide framework, inclusive of the Las Cruces and community college campuses, for addressing dual-career recruitment and retention; and

Be it further resolved, that the Task Force include representation from the Las Cruces and community college campuses and, at a minimum, two faculty senators, two academic department heads from different colleges or campuses, an academic dean, and representatives from Human Resource Services, the Provost's Office, and the Office of the Chief Financial Officer, with additional expertise included as appropriate; and

Be it further resolved, that the Task Force be charged with:

1. Assessing the scope and impact of dual-career challenges across the NMSU system, including when such considerations arise during recruitment, appointment, or retention, through consultation or surveys of academic deans, community college leadership, and department heads to better understand recruitment and retention needs across campuses.
2. Reviewing NMSU's existing policies and practices, including Policy 6.10, and conducting a review of best

- practices and dual-career recruitment and retention models at comparable, peer, and aspirational institutions.
3. Exploring regional partnerships with other New Mexico universities, UTEP, and other appropriate employers or networks to expand employment opportunities for spouses and partners.
  4. Recommending multiple models or pathways appropriate for different circumstances, which may include strategic partner hires, bridge appointments, anticipated vacancies, cross-unit appointments, research or externally funded positions, staff or professional opportunities, and regional employment assistance.
  5. Developing recommendations for an NMSU system-wide policy or framework establishing transparent processes for eligibility, review, approval, funding, appointments, and responsibilities of participating units, while allowing sufficient flexibility to address differences among campuses, colleges, and appointment types.
  6. Evaluating centralized institutional support, including potential strategic recruitment and retention funding, bridge funding, cost-sharing, and a central point of coordination for dual-career cases.
  7. Ensuring that recommended models maintain merit-based evaluation, appropriate academic and professional standards, fiscal sustainability, and compliance with applicable hiring, equal employment opportunity, conflict-of-interest, and nepotism policies, and do not guarantee employment or permanent appointment.

Be it further resolved, that the Task Force provide the Faculty Senate and Provost with a written report summarizing the scope of the problem, findings from institutional and peer benchmarking, potential models, regional partnership opportunities, and recommendations for policy, funding, and implementation by the end of the Spring 2027 semester, or another mutually agreed-upon date.

**Rationale:**

Dual-career considerations can significantly affect NMSU's ability to recruit and retain outstanding faculty, but the scope and impact of the issue across the NMSU system have not been systematically assessed. NMSU also currently has limited institutional mechanisms for responding when dual-career considerations arise.

The Task Force would first establish the extent of the challenge and then evaluate potential solutions. Because no single approach will fit every situation, the goal is to develop a flexible toolbox of options that may include university appointments, bridge or shared funding, cross-unit opportunities, and partnerships with other employers and universities in the region.

The goal is not to guarantee employment for spouses or partners, but to provide NMSU with a transparent, equitable, and financially responsible framework that strengthens its ability to recruit and retain exceptional faculty across the NMSU system.