

Proposition : 12-24/25

Proposal Type : Bill Resolution Memorial Joint Proposition Other

(If Joint proposition, also select type)

Title: Task force to assess and reconsider faculty performance and promotion & tenure evaluation criteria in light of recent cuts to federal funding and reduction in IDC rate

Date Submitted: March 20, 2025

Sponsor(s): Glenn Duff (College of Agricultural, Consumer, and Environmental Sciences), Erik Lehnhoff (College of Agricultural, Consumer, and Environmental Sciences), Kellie Sharp-Hoskins (College of Arts and Sciences)

Proposed Committee: Diversity, Equity & Inclusion

Prior Approval: None

Proposal:

We call for the NMSU administration to establish a task force for the purpose of critically assessing the criteria by which faculty are evaluated for annual evaluations, promotion, and tenure. We recommend that the task force consist of the Provost (or their representative), Academic Deans (or their representatives), Department Heads and Faculty. The responsibility of the task force will be to evaluate how diminished federal funding opportunities and reduced F&A funds to support faculty startup will affect faculty productivity, and based on this, develop fair and equitable methodology for faculty annual evaluations as well as evaluation of promotion and tenure applications.

Rationale:

Recent targeted cuts to certain grant programs by the federal government will negatively affect the ability of faculty to obtain grants to support their research programs and to recruit graduate research assistants. This is especially true for the many faculty whose research programs involve issues with climate change and sustainability or with diversity, equity, and inclusion. Also, the decreased allowable IDC rate for NIH grants will reduce NMSU's F&A pool, thereby reducing the amount of startup funding new faculty will receive. Together, this will severely negatively affect the ability of faculty to perform at the high levels traditionally demonstrated by NMSU faculty. Thus, traditional metrics used to evaluate faculty performance, such as research dollars obtained, number of graduate students mentored, and number of peer reviewed publications, will need to be reconsidered. In addition, mainlining R1 status may be impacted.