

Proposition: 03-22/23

Proposal Type: Bill Resolution Memorial Joint Proposition Other
(If Joint proposition, also select type)

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Title: A Memorial Expressing Faculty Senate Support for Tuition Remission and Health Insurance for NMSU Graduate Workers

Date Submitted: 11-10-22

Sponsor(s): Jamie Bronstein (A&S), Michaela Buenemann (A&S), Tauna Cole-Dorn (NTT), Michael Mapp (A&S) Tanya Allred (Alamogordo), Thaddieus Conner (A&S), Phoebe Toups Dugas (A&S), Shelly Noe (HEST), Alfred Romero (Grants), Michaela Burkardt (NTT), G. Fassenko (ACES)

Proposed Committee: Student Success

Whereas, graduate workers are essential to the functioning of New Mexico State University, as they teach classes, grade papers, and conduct research;

and whereas, NMSU's LEADS 2025 strategic plan explicitly calls for a move to Carnegie R-1 status, which is difficult without being able to offer market-competitive offers to graduate students;

and whereas, Of the 131 Carnegie R-1 universities across the country, 98.5% provide full or partial tuition remission and 97% provide health insurance for their graduate employees;

and whereas, of NMSU's 14 peer institutions, 93% provide full or partial tuition remission and 74% provide some form of health insurance coverage for their graduate employees while NMSU fails to provide either for its entire graduate worker population;

and whereas, at NMSU, a graduate worker on a 9-month GA appointment who pays tuition is left with a stipend below the poverty line for a one-person household;

and whereas, graduate assistants bring recognition and, sometimes, funding to NMSU through their research via publications, presentations, grants, and fellowships;

and whereas, without this research productivity, NMSU would be unable to function as a research institution;

and whereas, graduate assistants engage in countless hours of outreach and service for Las Cruces, El Paso, and other surrounding communities. Working alongside faculty, staff and administration, these passionate employees are an integral part of serving our community and fulfilling NMSU's purpose as a land-grant institution;

therefore the Faculty Senate of NMSU calls on the NMSU administration to bargain in good faith with the graduate workers' union, remit the tuition of current graduate workers beginning the Spring 2023 semester, subsidize health insurance premiums, and establish a process to improve offers for graduate students going forward.