

Proposition: 05-22/23

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

Title: A resolution to initiate a call for NMSU administration to investigate and collect meaningful data on specific, chronic faculty workload inequities (insert reason/ARP)

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Proposed Committee: NMSU Faculty Senate DEI Standing Committee

Assigned Committee:

Prior Approvals:

Proposal: The Faculty Senate call on NMSU administration to investigate and collect data on specific, chronic faculty workload inequities at all NMSU campuses. Meaningful reform for the current workload and class size policies can only be suggested by discovering, through data and rigorous analysis, the particular injustices that many faculty experience. Workload inequities include, but are not limited to:

- Ambiguous or absent department policy and procedure for compensation based on class size *according to class level and discipline*
- Ambiguous or absent department policy and procedure for consideration of faculty teaching credit for thesis and/or independent study effort
- Lack of consideration for teaching credit for supervision of theses, dissertation, scholarly projects, independent study, and other mentoring and/or advising related activities.

We thus call on administration to use disciplinary research and work with departments and faculty to (1) identify systemic issues, and (2) allocate funding appropriate to supporting class sizes that support equitable instructor workload and student retention and learning.

Rationale: The current NMSU-adopted APR (6.61, Parts 5 and 6) regarding faculty workload is insufficient to ensure equity across discipline and class-level. Equity cannot be thought of through the lens of allocation of effort alone. When class size and time-commitment are not considered, not only do faculty perform inequitably compensated labor, but student learning may be negatively affected, particularly for women and first-generation attenders (Flaherty, 2020) and other minoritized students.¹ Faculty understand that enrollment is a priority at NMSU, but this

¹ For example, The National Council of Teachers of English (NCTE) recommends no more than 20 students in a writing class (different than an intensive writing class), and *ideally*, this number is 15 (NCTE, 2014). Right now though, 1st-year writing classes at NMSU are capped at 27 students, and second-year general writing courses are capped at

should not be to the detriment of student learning and quality of instruction which are essential aspects of LEADS 2025 Goal 1, Objective 1.3. Currently, class size determinations more often reflect the historic implementation of austerity measures rather than research-based pedagogical decisions. Class sizes are increased during times of economic uncertainty but then not restored. The solution to such problems is not just to redistribute workload but to fund courses appropriately based on their subject matter and pedagogical requirements.

Additionally, ambiguous or absent department policy and procedure for consideration of faculty teaching credit for thesis, independent study effort, mentoring and advising causes teachers most sought after to perform uncompensated labor. This falls disproportionately on women and faculty of color (Misra et.al., 2021), but it affects all faculty who direct independent projects. If NMSU is to support NMSU LEADS Goal 4, Objectives 4.1 and 4.2 and retain talented faculty, it is imperative that inequities in motivational compensation based on workload are investigated and remedied.. Blanket policies may not mediate problems that are discipline-specific, and thus administration should consider implementation of policy (in addition to policies themselves).

References

Flaherty, C. (2020, June 18). Much ado about class size. *Inside Higher Ed: Teaching and Learning*. [Link](#)

Misra, J., Kuvaeva, A., O'meara, K., Culpepper, D. K., & Jaeger, A. (2021). Gendered and Racialized Perceptions of Faculty Workloads. *Gender & Society*, 35(3), 358–394. <https://doi.org/10.1177/08912432211001387>