Faculty Senate Transmittal and Administrative Action Routing Form

To: Office of the President

From: Faculty Senate Chair, Kristian Finlator

Kristian Markwart Finlator Digitally signed by Kristian Markwart Finlator Date: 2026.10.06 14:32:39 -06'00'

RE: Proposition 04-26/27 ☐ **Bill** ☑ **Resolution** ☐ **Memorial** ☐ **Joint Proposition** ☐ **Other**

Date: October 2, 2026

Please find enclosed Faculty Senate Legislation No. 04-26/27 entitled, "Resolution Establishing a Task Force on Dual-Career Recruitment and Retention" approved by the Faculty Senate on October 1, 2026.

Please Route for Approval:

Faculty Senate Request	☐ Your review and approval. ☐ Please indicate your availability to meet with Faculty Senate leadership to discuss. ☐ For your review and acknowledgement only (approval/veto not required for memorials and some resolutions).
Administration Action	☐ I acknowledge receipt of the above. ☐ I will respond further at a later date. ☐ I approve this legislation and will process according to NMSU Rules & Policies. ☐ I approve this legislation on a provisional basis. It will become effective immediately, and I will place it on the Agenda for a future meeting of the Board of Regents. ☐ I veto this legislation. ☐ Other: Joseph Bull Joseph Bull (Nov 15, 2026 14:18:21 MST) **Joseph Bull, Provost & Vice President for Academic Affairs** **Date:** _____ Valerio Ferme (Nov 16, 2026 05:59:07 MST) **Valerio Ferme, President** **Date:** _____

Please return form to:

Mari Cisneros
Faculty Senate Recording Secretary
Email: maricis@nmsu.edu / Phone: (575) 646-3417

Faculty Senate Transmittal and Administrative Action Routing Form
Additional Comments

Please use the following to provide additional comments if needed:

I cannot just click on a box to say that I acknowledge receipt of this Resolution. I have some concerns about dual hires, and I have expressed them to the provost and deputy provost, because there needs to be a collaboration that is not always visible between colleges. But I am happy for a Task Force to explore this and even to discuss it with Faculty Senate.

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),Chris Erickson (COB), Immo Hansen (COAS), Stephen Hanson (ACES), Marcel Montanez (ACES)

Proposed Committee: Budget and Resources

Prior Approval: [Enter prior approval, if applicable]

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 or designee, and representatives as appropriate from Human Resource Services, the Provost's Office, and the Office of the Chief Financial Officer, with additional expertise included as needed ; 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.

[Proposition 04-2627] - [Resolution Establishing a Task Force on Dual-Career Recruitment and Retention] - Transmittal Administrative Action

Final Audit Report 2026-11-16

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"[Proposition 04-2627] - [Resolution Establishing a Task Force on Dual-Career Recruitment and Retention] - Transmittal Administrative Action" History

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