

NMSU Faculty Senate Leadership Committee (FSLC)

August 25, 2022, 4:00 p.m.

Hadley Hall Rm. 130

MINUTES

1. **Call to Order** - Meeting called to order at 4:01 p.m.

2. **Recognition of Guests**

Dr.'s Laura Madson and Justin MacDonald – Faculty Compensation Study

Dr. Madson presented the results of the Faculty Compensation Study detailing the reason for the study and methodology, and noted that the advisory committee was convened by the previous Provost, Carol Parker. The work of the committee was done with the help and cooperation of the Provost's Office and Human Resources.

(<https://provost.nmsu.edu/provost-office-projects/faculty-compensation/index.html>)

1. A two-pronged approach was applied using relevant best practices.
2. An internal and external equity analysis was done to determine whether the salaries are equitable.
3. Population studied: all regular full-time faculty members on the Las Cruces campus (tenured, tenure-track, non-tenure track faculty, including the ranks of assistant, associate, and professor).
4. Faculty discipline was controlled using the U.S. Dept. of Education Classification of Instructional Programs (CIP) codes.
5. External market survey was conducted in AY20-21; data effective as of July 2021. Internal equity study was conducted in AY21-22.
6. The internal equity study yielded robust results of a 1% pay gap favoring men and some evidence that African-American and Native American faculty members are underpaid.
7. Annual data set collected by the College and University Professionals Association Human Resources (CUPA-HR) FY20-21 faculty salaries survey was used as the market comparison for the external market study.
8. Two peer groups for the external market study were created. Public universities in California and the East coast were excluded as these geographic areas have higher cost of living.
9. Two benchmarks were created: LEADS 2025 benchmark = 40th percentile for R1 institutions; Current benchmark = 40th percentile for R2 institutions.
10. Next steps: The goal is to do this study regularly and transparently, to share results with all relevant stakeholders, and get the timing right

Question and answer period followed with Dr. Madson and Dr. MacDonald addressing questions. (Presentation is attached)

3. **Approval of Agenda**

Moved and seconded to approve agenda.
Senate Leadership approved agenda.

4. Approval of Minutes of April 28, 2022 meeting

Moved and seconded to approve minutes.

Minutes approved as submitted.

5. Reports on Legislation - None

6. Proposed Legislation - None

7. Other Business

a. Approval of September 1, 2022 Faculty Senate Agenda

Moved and seconded to approve FS agenda.

Senate Leadership approved agenda.

b. 2022-2023 Standing Committee Assignments

Vice-Chair Bronstein shared the standing committee assignments roster and asked for comments and addressed questions about committee distribution.

- FS Constitution and Bylaws – proposed revisions
Brief discussion related to future revisions and delegating assignments to appropriate committees.

c. Proposition 13-21/22 – Informational

Vice-Chair Bronstein noted that the committee that worked on the proposition regarding University service will need to meet with Provost Campbell early in the year to talk about making that happen.

d. Proposition 15-21/22 – Informational

Vice-Chair Bronstein mentioned that Provost Campbell seems on board with this proposition that's related to longer contracts for contingent faculty.

e. Aug. 9th Financial Retreat – Reporting

Senator Erickson attended the retreat and noted that they now have a way of doing models that allows them to see what the impact on revenue would be if tuition is raised by a certain percentage.

FS Chair Fasenko remarked that one of the key points from that meeting was the importance given to NMSU-O in generating future revenue.

f. NMSU Foundation

At this time there was no discussion related to NMSU Foundation.

8. Remarks and Announcements

• **FS Chair Gaylene Fasenko**

Board volunteer - FS Chair Fasenko asked for volunteers to serve on the Student Fee Review Board and the Alcohol Review Board.

Senator Taryn Price volunteered to serve on the Student Fee Review Board and Senator Shelly Noe volunteered to serve on the Alcohol Review Board.

BORs – Chair Fasenko wants to afford the Regents the opportunities to truly see the faculty perspective, and she now has once-a-month meetings with the BOR chair. She will take back to the Regents three things that they can do for the faculty, and she asked for ideas from the senate leadership.

OIE has an interim director. A search firm was hired to find the next director of OIE. FS Chair Fasenko noted that she was asked to speak to a member of the search firm and provide the qualifications faculty would like to see in an OIE director and she asked for feedback.

A new Chief Audit Officer has been hired; Chair Fasenko was on that committee.

- FS Vice-Chair / FSLC Chair, Jamie Bronstein
FSLC Chair noted that they have permission to write a letter to lobby the legislature and the Governor for higher salaries. Anyone that wants to participate in drafting the letter, contact FSLC Chair Bronstein.

Next week’s full senate meeting will be entirely virtual in order to use the breakout room for committees to elect their respective chairs.

9. Adjournment - Meeting adjourned at 5:15 p.m.

Present: J. Bronstein, FSLC Chair; T. Allred; M. Buenemann; M. Burkardt; V. Chaitanya, C. Erickson; R. Figueroa Obregon; N. Hamilton; D. Irvin; E. Lehnhoff; S. Noe; T. Price, P. Skelton, RecSec. G. Podruchny

Ex-Officio: G. Fasenko, FS Chair

Guests: L. Madson, J. MacDonald