

NMSU Faculty Senate Leadership Committee (FSLC)

August 31, 2023, 4:00 p.m.

Zoom

MINUTES

1. **Call to Order** - Meeting called to order at 4:02 p.m.

2. **Recognition of Guests**

NMSU Global

Sherry Kollmann, Chancellor, NMSU Global

Enrico Pontelli, Dean, A&S

Shelly Stovall, Assoc. Provost, Institutional Effectiveness

The presentation was a Question & Answer session related to NMSU Global.

Various faculty posed questions and concerns including:

- The timeframe of getting a real process in place for hiring people, especially if NMSU Global is expanding at the rate planned on expanding.
- Accreditation – rules on qualifications for faculty to maintain our accreditation; it's important to have people who are qualified teaching those courses; able to hire them in a regular manner; higher salaries.
- Creation of course shells for NMSU Global – intellectual property status of those shells. Are faculty getting preference in terms of teaching those courses.
- How is NMSU Global going to impact NMSU-O and the community college offerings.

Dr. Kollmann addressed faculty's questions and concerns, including.

- She doesn't want her team, including herself, making hiring decisions for disciplines; that is living within each of the academic units. They provide an index to department heads so that they can go through their process.
- Concerning intellectual property, a group of individuals, including legal, are drafting a policy to make it a bit more concrete so that faculty know that both parties own that material.
- Chancellor Monica Torres is included in the conversations related to NMSU Global. They're starting conversations about Gen. Eds and are looking at building the full system, which includes the community colleges in that partnership.
- Dr. Stovall commented that the purpose of those course shells is not to replace expertise, but that we have a strong consistency of the content and the learning outcomes across sections.

Faculty Salary Study

Laura Madson, Professor, A&S

Dr. Madson presented on the Faculty Compensation Project (22-23 Results). She noted that this is the first of what she hopes to be many presentations on campus. The presentation covered the work of the Faculty Compensation Advisory Committee, including:

- Members of the committee; they were selected to represent all of our colleges.
- LEADS 2024 Goal 4 – We want to build a robust university system and achieve R1 status. In order to do that we need to evaluate whether faculty salaries are equitable and competitive.

- Requires regular transparent compensation reviews: External Market Analyses and Internal Equity Analyses
- Market vs Equity
- History - They have been at this about 3 years.
- Methodology (population studied, Base salary, CIP codes, comparisons)
- Data Sources
- Determining Market (Four custom peer groups: They used all the R1 public universities and R2 public universities and then created 2 additional comparison groups that were geographically restricted and excluded CA and the East Coast.
- Restricted R2 market (results in context, data: consistent over time)
- Current status after 6% raise.
- Next steps: this Fall they are going to work on the second internal equity analysis.

Question and Answer session followed.

All Faculty Compensation Studies that have been completed to date can be found [here](#).

3. Approval of Agenda

Moved and seconded to approve agenda.

Senate Leadership approved agenda.

4. Approval of Minutes of April 27, 2023 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 7, 2023 Faculty Senate Agenda

Agenda approved.

b. 2023-2024 Standing Committees

- Committee Chairs (process)

Senate Leadership was asked for input regarding election of the committee chairs prior to the committees' respective first meeting. Discussion followed; standing committee chairs will be elected at the full senate meeting on September 7.

- Committee assignments for 2023-2024 (discussion)

- Draft proposed proposition – Modification to the Viewing a Wider World requirement

The draft document was originally worked on last year by the Curriculum and Programming Committee. Vice Chair Kopera-Frye is sending the draft document to the new Curriculum and Programming Committee to start working on it and officially submit it with an assigned proposition number to the Senate Leadership Committee.

c. Timetable for P&T 2024-2025

Chair Fasenko talked to the provost about the timeline. She noted that the comments that were made by the faculty senate were valid and she asked the Senate Leadership how they want to proceed. Questions and discussion followed regarding issues with Watermark and the problem between the way Watermark functions and our P&T policies in the ARP. Concerns were voiced about the P&T deadline; it seems to be right at the beginning of the semester when people are very busy.

8. Remarks and Announcements

- FS Chair Gaylene Fasenko
Chair Fasenko will send out the information on the reorganization and the basic numbers regarding the faculty that are supposed to be getting a bump to bring them up to the 30 percentile and how many faculty by college are being affected by that.
She is on the President's search committee and was also asked to provide representatives from faculty for a controller and a procurement officer.
- FS Vice-Chair / SLC Chair, Karen Kopera-Frye
General Counsel Search Committee – Vice Chair Kopera-Frye is on the search committee. They had a meeting today and there's about 17 applicants.
Policy Steering Committee meeting – Vice Chair Kopera Frye voiced a concern that policy is not getting moved forward. It's disturbing that there are particular policies that are sitting there.
They were informed that the policy steering committee is kind of going to go under general counsel for help in drafting things.

9. Adjournment - Meeting adjourned at 5:36 p.m.

Present: Vice Chair Kopera-Frye, FS Chair Fasenko, T. Aguirre, H. Badawy, S. Beck, C. Bond, J. Bronstein, V. Chaitanya, C. Erickson, B. Hampton, A. Lanasa, E. Lehnhoff, G. Pina, J. Schulz, K. Sharp-Hoskins, P. Skelton

Guests: S. Kollmann, L. Madson, L. Reddi, S. Stovall, E. Pontelli