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Faculty Senate Summarized Minutes, 2/22/2005

UNM Faculty Senate

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FACULTY SENATE SUMMARIZED MINUTES

2004-2005 Faculty Senate

February 22, 2005

The Faculty Senate meeting for February 22, 2005 was called to order at 3:05 p.m. in the Lobo Room, Student Union Building, Room 3037. Senate President Ed De Santis presided.

1. ATTENDANCE

Guests Present: No guests were in attendance.

2. APPROVAL OF THE AGENDA

The agenda was approved as written.

3. APPROVAL OF SUMMARIZED MINUTES FOR JANUARY 25, 2005 MEETING

The minutes for the January 25, 2005 meeting were approved.

4. FACULTY SENATE PRESIDENT'S REPORT

The Faculty Senate President reported on the following:

- The formal opening of the new Faculty Club is Friday, February 25, 2005 8 A.M. to 5 P.M. Food and beverages will be served. Dues for the club have not been determined. By laws for the Faculty Club are online at the Faculty Senate web site.
- The ad hoc committee on Junior Faculty Mentoring has drafted a letter to be sent to all department chairs. The letter requests a copy or synopsis of the department's mentoring policies and procedures. Additionally, the letter asks for comments on what is working and what is not. The committee is also asking junior faculty to fill out a secure online questionnaire regarding mentoring at UNM. An email will be sent out with the link and an invitation to fill out the survey.
- President De Santis is attending a legislative session briefing on February 23, 2005 with University President Louis Caldera and Board of Regents President Jamie Koch. From the last briefing, the Secretary of Higher Education qualifications are still vague in House Bill 745. Currently, the requirements are only a terminal degree. The condition of the lottery bill is uncertain. Many UNM undergraduate students attended UNM Day at the legislature and expressed their opposition to the lottery bill.
- The dean's evaluation for the College of Arts and Sciences concluded last week. The remainder of main campus colleges and the School of Law evaluations will conclude this week. The Health Sciences Center portion begins February 28, 2005 and concludes March 11, 2005. The evaluation of the Dean of Graduate Studies will proceed. The evaluation instrument is complete. The committee is determining what faculty will participate in the evaluation.
- A senator asked if President De Santis had discovered the faculty/administrator compensation differential. He replied he was not able to get any information on the faculty and administration. He believes there is a four percent compensation increase and a four percent tuition increase under consideration by the legislature. There is a book in the library that lists everyone's salaries, including administrators.
- Another senator inquired about the status of the Educational Retirement Act and the shortfall of the retirement fund. President De Santis answered that he does not have an update but he may after the meeting with University President Louis Caldera. There is a task force, under instruction

of the governor, to investigate and return recommendations within 30 days. The time limit has expired and President De Santis expects the recommendations soon.

CONSENT AGENDA

5. APPROVAL OF FORMS C FROM THE CURRICULA COMMITTEE

The following Forms C were approved by unanimous voice vote of the Faculty Senate:

- Revision of Concentration in International (Latin American) Management, *Anderson Schools of Management*
- Revision of Concentration in MBA and Post-Masters Certificate, *Anderson Schools of Management*
- Revision of Concentration in BBA, MBA and Post-Masters Certificate, *Anderson Schools of Management*
- Revision of Concentration in BBA, MBA and Post-Masters Certificate, *Anderson Schools of Management*
- Name Change of Major in Sign Language Interpretation, *Linguistics*
- Revision of Major in B.A. of Fine Arts, *Art and Art History*
- Revision of Major in B.A. of French, *Foreign Languages and Literature*
- Revision of Degree and Major-Second Major in French, *Foreign Languages and Literature*
- Revision of Minor in French, *Foreign Languages and Literature*
- Revision of Minor in Languages, *Foreign Languages and Literature*
- Revision of Minor in Construction Management, *Civil Engineering*
- Revision of Major in Construction Management, *Civil Engineering*
- Revision of Major in Construction Engineering, *Civil Engineering*
- Revision of Degree in Masters of Occupational Therapy, *Occupational Therapy*

AGENDA TOPICS

6. BUDGET COMMITTEE RECOMMENDATIONS

Budget Committee Chair, Professor Barry Kues (Earth and Planetary Sciences), presented proposed budget recommendations for the April 1, 2005 Budget Summit. After discussion and some minor modifications, the Faculty Senate approved the following recommendations. There were 39 votes for the recommendations and two abstentions.

FACULTY SENATE BUDGET RECOMMENDATIONS, 2005-2006

1. The national and international standing of UNM is a critical factor in state development efforts. Standing is a direct result of the ability of the university to recruit, retain, and sustain high-quality faculty teaching, service and research (and to address salary compression). Consistent with the Strategic Plan of UNM and the long-term economic and education goals of New Mexico, a five-year plan should be developed that specifies incremental increases to assure that faculty salaries reach the mean of peer institutions. Faculty salary increases, at a minimum, should be set above the cost-of-living increase and take merit into account.
2. Mean percentage salary increases of medical school faculty should equal those of the main campus faculty.

3. Mean percentage salary increases for Main Campus and Medical School faculty should at least equal the mean percentage salary increases for administrators (Dean's level and above).
4. Substantial additional funding will be generated by the funding formula, relating to increased enrollment during the past few years. A significant portion of these funds should be allocated to new tenure-track faculty positions to accommodate the increased teaching necessitated by the growing enrollment. The use of contingent faculty should decline with the addition of new tenure-track faculty.
5. The faculty is concerned about the financial health of the Educational Retirement Board-managed retirement funds, and urges full disclosure of the current status of these funds, and appropriate adjustments so that there are no unfunded liabilities in the future. Any adjustments should be made in such a way that they do not adversely affect increases in UNM's already low faculty salaries (such as significant increases in employee contributions to the retirement fund). Employer (UNM) contributions should increase to approach more closely the 2:1 (employer:employee) ratio that characterizes UNM's peer institutions.
6. Half of the revenue generated by application fees for graduate study at UNM should be returned to individual departments in proportion to the number of applications each department generates. This return would be used by departments for graduate recruitment, such as departmental flyers and brochures, visits by top applicants, etc., and thereby help departments to increase visibility and number of applicants to their graduate programs.
7. Increased funding for the Law Library is listed as priority 7 in UNM's list of ♦2005 Major State Legislative Initiatives. ♦ All UNM libraries require additional funding for materials, for institutional open-access publishing, and for information technology infrastructure. This is especially necessary if UNM is to have success in its goal of greatly increasing the amount of funded research conducted here because the ability to conduct such research depends upon strong libraries.
8. The faculty strongly endorses Priority 5 (creation of state support for research) of UNM's ♦2005 Major Legislative Initiatives. ♦ UNM's mission is equally teaching and research, yet the current state funding formula is largely based on teaching (student credit hours), with no recognition or reward for research conducted. Priority 5 is a small but important first step towards encouraging a funding philosophy at the state level that regards research as important as teaching.
9. Together with the administration, the faculty supports full formula funding and the elimination of (or at least a reduction of) tuition credit.

COMPARISON OF UNM FACULTY SALARIES AND BENEFITS WITH THOSE OF PEER INSTITUTIONS

Source: Annual salary summaries in *Academe*, the Bulletin of the American Association of University Professors. Salary summaries do not include Medical

School faculty.

Salaries expressed in thousands of dollars.

The 16 CHE-recognized peer institutions are the Universities of Arizona, Arkansas-Fayetteville, Colorado-Boulder, Iowa, Kansas, Kentucky, Nebraska-Lincoln, Missouri-Columbia, Oklahoma-Norman, Oregon, South Carolina, Tennessee-Knoxville, Texas-Austin, Utah, Virginia, Washington.

1999-2000

Professors: peer group \blacklozenge mean = \$80.4; range = \$71.1-\$101.2

UNM = \$71.1; rank = 17; UNM as a percent of peer group mean = 88.4%

Associate Professors: peer group -- mean = \$57.4; range = \$51.8-\$68.9

UNM = \$52.7; rank = 16; UNM as a percent of peer group mean = 91.8%

Assistant Professors: peer group \blacklozenge mean = \$48.5; range = \$42.9-\$54.2

UNM = \$45.5; rank = 14; UNM as a percent of peer group mean = 93.8%

Benefits (as a percent of total salary, all ranks)

Peer group mean = 23.6%; range = 19-31%; UNM = 21%; UNM rank = 11; UNM as a percent of peer group mean = 89.0%

2000-2001

Professors: peer group \blacklozenge mean = \$84.5; range = \$73.5-\$106.2

UNM = \$73.5; rank = 17; UNM as a percent of peer group mean = 87.0%

Associate Professors: peer group \blacklozenge mean = \$59.9; range = \$54.3-\$71.4

UNM = \$54.3; rank = 17; UNM as a percent of peer group mean = 90.7%

Assistant Professors: peer group \blacklozenge mean = \$50.9; range = \$44.8-\$57.3

UNM = \$47.4; rank = 15; UNM as a percent of peer group mean = 93.1%

Benefits (as a percent of total salary, all ranks)

Peer group mean = 23.7%; range = 19-30%; UNM = 20%; UNM rank = 14; UNM as a percent of peer group mean = 84.4%

2001-2002

Professors: peer group \blacklozenge mean = \$88.1; range = \$76.7-\$107.6

UNM = \$79.0; rank = 15; UNM as a percent of peer group mean = 89.7%

Associate Professors: peer group \blacklozenge mean = \$62.0; range = \$55.4-\$71.2

UNM = \$58.4; rank = 15; UNM as a percent of peer group mean = 94.2%

Assistant Professors: peer group \blacklozenge mean = \$53.2; range = \$46.7-\$60.0

UNM = \$50.3; rank = 14; UNM as a percent of peer group mean = 94.5%

Benefits (as a percent of total salary, all ranks)

Peer group mean = 23.8%; range = 18-31%; UNM = 20%; UNM rank = 15; UNM as a percent of peer group mean = 84.0%

2002-2003

Professors: peer group \blacklozenge mean = \$90.0; range = \$79.9-\$107.7

UNM = \$79.9; rank = 17; UNM as a percent of peer group mean = 86.8%

Associate Professors: peer group \blacklozenge mean = \$63.5; range = \$57.9-\$71.3

UNM = \$58.9; rank = 15; UNM as a percent of peer group mean = 92.8%

Assistant Professors: peer group \blacklozenge mean = \$54.9; range = \$48.5-\$61.5

UNM = \$51.2; rank = 14; UNM as a percent of peer group mean = 93.3%

Benefits (as a percent of total salary, all ranks)

Peer group mean = 24.5%; range = 19-33%; UNM = 20%; UNM rank = 16; UNM as

a percent of peer group mean = 81.6%

2003-2004

Professors: peer group ♦ mean = \$92.2; range = \$81.9-\$112.9

UNM = \$82.9; rank = 16; UNM as a percent of peer group mean = 89.9%

Associate Professors: peer group ♦ mean = \$64.6; range = \$57.5-\$75.1

UNM = \$61.4; rank = 14; UNM as a % of peer group mean = 95.0%

Assistant Professors: peer group ♦ mean = \$56.2; range = \$48.9-\$62.3

UNM = \$52.8; rank = 14; UNM as a percent of peer group mean = 94.0%

Benefits (as a percent of total salary, all ranks)

Peer group mean = 25.6%; range = 20.3-34.8%; UNM = 21.1%; UNM rank = 15;

UNM as a percent of peer group mean = 82.4%

2004-2005

Data not available until March-April, 2005. However, note that even if there were zero salary raises in the peer group this year (highly unlikely), the 5.0% raise UNM received would place Professors at \$87.0, still far below the 2003-04 peer group mean; Associate Professors at \$64.5, slightly below the 2003-04 peer group mean; and Assistant Professors at \$55.4, still significantly below the peer group mean. And faculty benefits, as a percentage of mean salary, would remain far below the mean of UNM's peer institutions.

7. NEW BUSINESS

No new business was raised.

8. ADJOURNMENT

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Rick Holmes
Office of the Secretary