

**Request for Support of the Recommendations in the HED Faculty Salary Study II  
 A Presentation to the Legislative Finance Committee**

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(This presentation is made on behalf of the faculty at WNMU as well as the faculty at other NM Comprehensive and Research Institutions of Higher Education.)

**Guiding Principle:**

To retain and attract quality faculty at New Mexico's Public Institutions of Higher Education a plan that will close the salary gap between faculty at NM IHEs and faculty at peer institutions needs to be implemented over the next three years.

**Major Recommendation in the HED Faculty Salary Study II:**

Compensation increases totaling \$42,473,946 be appropriated to NM Comprehensive and Research IHEs over the next three years, distributed according to Table I given below.

Sector	IHE	FY09	FY10	FY11	3-Yr Total
Research	NM Tech	8.2%	7.5%	7.0%	24.5%
	NMSU	11.2%	10.1%	9.2%	33.7%
	UNM	6.0%	5.7%	5.4%	18.1%
	Annual Increase	\$12,092,049 8.1%	\$12,092,049 7.5%	\$12,092,049 6.9%	\$36,276,147 24.2%
Comprehensive	ENMU	8.8%	8.1%	7.5%	26.4%
	NMHU	7.9%	7.4%	6.9%	23.9%
	WNMU	9.3%	8.5%	7.9%	28.0%
	Annual Increase	\$2,065,933 8.7%	\$2,065,933 8.0%	\$2,065,933 7.4%	\$6,197,799 26.1%
<b>Total \$ Increase</b>		<b>\$14,157,982</b>	<b>\$14,157,982</b>	<b>\$14,157,982</b>	<b>\$42,473,946</b>
<b>Total % Increase</b>		<b>8.14%</b>	<b>7.53%</b>	<b>7.00%</b>	<b>24.4%</b>

**Table I. Uniform \$ Increases per Year; Non-uniform % Increases**

**Alternate Recommendations related to the HED Faculty Salary Study II:**

- A1. Compensation increases totaling \$42,473,946 be appropriated to NM Comprehensive and Research IHEs over the next three years, with each institution receiving the same percentage raise in a given sector; see Table II below.

Sector	IHE	FY09	FY10	FY11	3-Yr Total
Research	NM Tech NMSU UNM	8.1%	7.5%	6.9%	24.2%
	Annual Increase	\$12,092,049	\$12,092,049	\$12,092,049	\$36,276,147
Comprehensive	ENMU NMHU WNMU	8.7%	8.0%	7.4%	26.1%
	Annual Increase	\$2,065,933	\$2,065,933	\$2,065,933	\$6,197,799
<b>Total \$ Increase</b>		<b>\$14,157,982</b>	<b>\$14,157,982</b>	<b>\$14,157,982</b>	<b>\$42,473,946</b>
<b>Total % Increase</b>		<b>8.14%</b>	<b>7.53%</b>	<b>7.00%</b>	<b>24.4%</b>

**Table II. Uniform % Increases in each Sector**

- A2. Compensation increases totaling \$42,473,946 be appropriated to NM Comprehensive and Research IHEs over the next three years, with each institution receiving the same percentage raise; see Table III below.

Sector	IHE	FY09	FY10	FY11	3-Yr Total
Comprehensive & Research	NM Tech NMSU UNM ENMU NMHU WNMU	8.14%	7.53%	7.00%	24.4%
	Annual Increase	\$14,157,982	\$14,157,982	\$14,157,982	\$42,473,946

**Table III. Uniform % Increase for each IHE**

- A3. Compensation increases be appropriated to NM Comprehensive and Research IHEs over the next three years, with each institution receiving a fixed 6% raise plus a variable special appropriation of at least a 1.5% raise based on annual gap analysis reports by the HED.

Rationale and Faculty Support:

1. Loss of faculty from retirements or resignations:

WNMU: At the end of the last academic year 18 faculty were lost through retirement (9) and resignations (9). Many of the faculty who resigned left for positions that would pay higher. WNMU was only able to hire 9 tenure-track faculty and 6 visiting faculty to fill the slots. Some of the courses previously taught by fulltime faculty members are now being taught by adjunct faculty.

NMHU: The situation here is even more extreme than WNMU. According to Maureen Romine, Faculty Senate President at NMHU, there are currently 41 faculty positions being requested, 31 of which being for tenure-track faculty. Thirteen of these positions are the result of failed searches from the previous year. Also, 13 of the 41 position are new, the remaining 28 being replacements for positions that are currently being filled by non-tenure-track faculty. The loss in faculty is largely due to low salaries, and to compound the problem there were a number of years in which the faculty did not receive any salary increases, including no cost of living increase, putting them even further behind their peers.

UNM: Howard Snell, president elect of the Faculty Senate at UNM gives another example from his Biology Department, stating that, "at least 15% of the faculty are routinely applying for jobs elsewhere and interviewing for positions elsewhere. While there are several reasons for this, the most common reason expressed to me is that faculty are forced to look elsewhere to achieve reasonable salaries. Others express that they don't feel appreciated by UNM (this may be another way of voicing concern about low salaries)."

Even at NM Tech, according to Dave Westpfahl, Faculty Senate President, several good faculty members have been hired away by prestigious research universities at salaries significantly above even those recommended in the study.

2. Salary compression:

In order to attract new faculty, salaries offered to assistant professors are often similar to, or even higher than, the salaries of longtime associate professors. This problem exists at WNMU, and it was cited at NMHU (by Dr. Romine), ENMU (by Dr. Kathie Good, Faculty Senate president), and NM Tech (by Dr. Westpfahl) as well. A consequence of salary compression is low morale among the faculty.

3. Faculty support:

I have communicated with the Faculty Senate Presidents from each Research and Comprehensive Institution. Among faculty at all institutions there is widespread support for a plan to bring faculty salaries in line with those at peer institutions.

The faculty at WNMU, ENMU and NM Tech support the major recommendation from the HED study, and they would support any of the alternate recommendations.

As NMSU, Wanda Eastman, Faculty Senate President, informed me that a couple weeks ago the faculty passed a memorial titled, "A Memorial of Support for the Faculty Salary Study II Report from the New Mexico Higher Education Department," in which it states,

"Whereas the Faculty Senate of New Mexico State University supports the recruitment and retention of faculty of the highest caliber, and

Whereas the salaries of the faculty at New Mexico State University lag behind regional peer institutions as reported in the New Mexico Higher Education Department's Faculty Salary Study II of December 2006.

Therefore, the Faculty Senate of New Mexico State University, through this memorial urges the adoption and implementation of the recommendations of the Faculty Salary Study II to close the gap and bring parity to the salaries of New Mexico State University faculty to salaries of regional higher education peer institutions."

At NMHU a special situation exists. Dr. Romine stated that, "While the New Mexico Highlands University Faculty Senate Executive Committee, as representatives of the faculty, strongly endorses the development of a plan to bring faculty salaries to parity with peer institutions, our situation is complicated by the fact that we are engaged in collective bargaining. As a consequence, we cannot speak specifically in favor of the salary proposals."

At UNM there has been general agreement among faculty, in particular, the faculty on the Faculty Senate Operations Committee in the discussions that have taken place about salary issues, yet it must be made clear that since the UNM Faculty Senate has not yet addressed these issues officially this general agreement does not necessarily represent the view of UNM faculty. An independent salary analysis by Dr. Bob Berrens, UNM Professor of Economics shows a consistency with the HED Faculty Salary Study, and indicates how the UNM average faculty salaries are about \$5,000-\$7,000 behind faculty salaries at peer institutions and that the gap is growing. Dr. Berrens' analysis also shows that in "real dollars", taking into account the Consumer Price Index, salary raises over the past few years show only a \$300-\$400 increase. There is general agreement for a multiyear strategy to bring UNM faculty salaries to parity with faculty salaries at peer institutions, as long as there is a consistent increase over the next several years. One strategy that would likely be supported by the faculty at UNM would involve separate increases: a fixed annual percentage increase to "fix" parity over the next few years, and a regular annual varying percentage increase to deal with cost of living, inflation, etc.

Related Points to Consider:

- This is a very busy “time” for higher education (as well as P-12 education). Many faculty across the state are actively involved in the decision making processes that are currently taking place to implement the legislation passed over the last few years; also
- Certain programs, such as Nursing, have received special attention and special funding in recent years, and rightly so. Yet, it must be remembered that programs such as Nursing do not stand in isolation, especially at the comprehensive Universities. Students in these specially funded programs need to take science, mathematics, and writing courses to become proficient in the tasks of their chosen fields; and finally
- It should be noted that K-12 teachers have been financially supported over the last few years via the three-tier licensure program, and again, rightly so. A consequence of this (at least at WNMU) is that a level-three teacher could be making \$8,000-\$10,000 a year more than an Assistant Professor with a doctoral degree in the School of Education. It is time to take care of faculty at New Mexico's Institutions of Higher Education by implementing a strategy that will bring salaries in line with peer institutions.

About the Presenter:

Just so the members of the LFC know a little about me and my family:

- At WNMU since 1991; Involved in an MSP grant with NMSU, working with mathematics teachers around the state;
- Married to Mary, a Registered Nurse who works with the First Born Program of Grant County;
- Six children: Clare (19), second year at NMSU; Matthew (17), senior at Aldo Leopold Charter High School; Luke (16), junior at Silver High School; David (13), 8<sup>th</sup> grade at Meadowhawk Erdkinder; Joseph (10), 5<sup>th</sup> grade at Guadalupe Montessori School; and Daniel (7), 2<sup>nd</sup> grade at Guadalupe Montessori School.
- Note: As you might imagine, the education of my students and my children has been a primary focus for over half my life.