October 20, 2011

TO: NMSU Las Cruces Faculty

FROM: Wendy K. Wilkins, Executive Vice President and Provost

We are very pleased to inform you of our two new faculty salary enhancement programs.

The first program recognizes tenure and tenure track faculty who are demonstrably meritorious and are also demonstrably below market salary for rank and discipline. There is a total of $100,000 available for this purpose. Funds will be allocated to the colleges proportionally, based on the total market salaries of tenure system faculty within the college. In order to be eligible for consideration, faculty members must be both meritorious and below market salary as well as supported at least partially from permanent I&G funding or state appropriated funds for Agricultural Experiment Station and Cooperative Extension Service faculty.

Each dean will submit a proposal for allocations to the EVPP for final approval. The proposal must indicate not only the reasons particular faculty members were recommended, but also the process used to determine the recommendations. All recommendations are due to the Office of the EVPP by December 1, 2011. Salary adjustments will be effective January 1, 2012.

The second is a professorship program designed for full professors (tenured or college track) who have been in rank for at least seven years, and who are at least partially supported from permanent I&G funds or state appropriated funds for AES and CES faculty. Following the Board of Regents’ approval of a pool for Faculty Investment, the President allocated $400,000 for this program and an additional $100,000 was allocated from the central faculty pool, for a total of $500,000.

Each faculty member who is nominated or volunteers to be considered for this program will be reviewed based on accomplishments at the rank of professor. Successful faculty will receive a base salary adjustment of $10,000 and the designation of Distinguished Achievement Professor. At least $100,000 per year will be allocated to this program, so that Distinguished Achievement Professorships may be available annually.

Deans, together with department heads and representatives of the faculty within each college, will be responsible for developing a plan for the review of eligible individuals. The process must include an internal review at department and college levels (similar to that which is done for promotion) that
includes peer input, and which also includes letters from external reviewers. The review process must be developed and approved by the EVPP prior to any formal invitation to professors to participate. The 50 professorships available this year will be allocated to the colleges proportionally, based on the number of eligible full professors.

Each dean will be responsible for recommending candidates for the Distinguished Achievement Professorship to the EVPP for final review and approval. All recommendations will be due to the Office of the EVPP by May 1, 2012. Salary adjustments will be effective with the new contract period.

cc: Barbara Couture
    Angela Throneberry