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Do No Harm—this is a guiding precept in health care. Our higher administration should follow suit.

UNM does not face a budget crisis. Every year for the past 5 years the legislature has increased university funding and tuition has been raised. The fact that university administration has been able to create and fill many senior administrative posts at the cost of millions of dollars a year suggests a robust university economy.

However, academic departments—the heart of a university and its very *raison d’etre* now face substantial fiscal challenges. For example,

- Departments face a 25% reduction in 2009 in the return of F&A monies, generated for the most part from faculty funded grants and contracts.
- We are also looking at a 1% budget cut to provide a \$1 million dollar fund for the new Provost Office.
- Colleges are having to loan the Research office large sums of money for the next 3 years so that it can recover from a deficit of its own or another administrative unit’s making.

The College of Arts and Sciences has an estimated \$1.2 million deficit for next year, posing yet additional difficulties for its departments.

- Arts & Sciences share of the Research Office bailout is \$500,000 annually for 3 years
- Some A & S departments have had to postpone hiring for previously promised faculty lines. Others have not been allowed to complete current searches. There may even be a freeze in new faculty hiring for all of next year.
- There has been a reduction in funds available for competitive start-up packages for hires we have been able to make. These funds are usually taken from F&A return and/or matched by the Research Office.
- At the same time, the production of student credit hours is increasing dramatically in departments with fewer tenure track faculty lines today than five years ago; this affects the quality of programs and the ability of faculty to seek additional extramural grants. In Arts and Sciences over the last five years student credit hours have increased by 10%, undergraduate majors have increased by 25%, but our operating budget has risen less than 2%. This is simply not sustainable.
- More and more classes are taught by part-time instructors, who are themselves under-funded. We are poorly equipped for an increase in student enrollments and our ability to train Master’s and PhD students will be compromised.

Because I know it best, I will use my own department to illustrate patterns occurring throughout the University. Anthropology is ostensibly one of the best in Arts and Sciences. It is central to a liberal arts education; it supports the largest graduate program in Arts & Sciences, and it is historically especially important in a state with a rich multicultural heritage. Enhanced diversity is one of the university’s goals.

- Anthropology has lost 5 FTE positions since 2003, including a member of the National Academy of Sciences, one of two Native Americans, and one of two Latinas.
- The ethnology program especially is going through a dramatic generational shift. We anticipate the loss of four senior women within the next 2 years due to retirement. All four work in the Southwest and/or Mexico and one is the department's second Latina.
- Ethnology is known for its Southwestern emphasis. With forthcoming departures and other recent retirements, we will have lost all our senior scholars of the greater American Southwest. We will be left with no resources to effect a transition. Three full-time faculty will have to do what seven have been doing. It is impossible to plan under the financial and administrative constraints I have outlined or to admit new graduate students.

Anthropology's situation is not unusual. How can we strategically plan for the future when the present is so dire? Why are programs reduced to these straits when there is no overall UNM budget crisis? It is profoundly demoralizing and likely to lead to the loss of more faculty and a marked decline in high quality graduate applications.

It is not clear that the administration understands the cumulative effects of its financial policies and funding priorities. This inadvertent or deliberate undermining of academic programs at UNM will doom our bid for AAU membership and damage our national reputation.