

Proposed resolution on UNM's Financial Situation

Whereas the University of New Mexico may well face serious funding shortfalls over the next several years; and

Whereas UNM's administrative costs have skyrocketed over the last 10 years; and

Whereas the full-time tenure track faculty is rapidly approaching retirement age, and

Whereas full time tenure track faculty provide a large share of the university's income;

Therefore, we strongly endorse several potential cost cutting measures that can help preserve the University's ability to pursue its academic mission in service to our students and to the State of New Mexico:

- 1. We support the University's proposed initiative to create a retirement incentive plan. This would allow UNM to save money through the retirement of senior faculty and the hiring of more junior, tenure-track faculty who will become UNM's future leaders in teaching and research efforts. This initiative will advance UNM's academic mission even amidst the current financial pressures, while at the same time furthering economic development in the State of New Mexico. Any such retirement incentive should be fully transparent, with savings dedicated to hiring new tenure track faculty.*
- 2. We urge consolidation of UNM's administrative functions so as to substantially reduce costs in this arena.*
- 3. We support the efforts of the University Presidents in New Mexico to eliminate the "tuition credit" and to in other ways protect the ability of New Mexico's institutions of higher learning to flexibly manage their finances.*
- 4. We advise that all of the above be implemented to address all foreseeable budget cuts without resorting to across-the-board salary reductions or furloughs, so as not to undermine the University's commitment to quality education or its substantial contribution to economic development in the State of New Mexico.*
- 5. Should budget exigencies nevertheless lead to such across-the-board salary reductions or furloughs, these should be implemented through a multiple-tiered system of cuts, whereby the lowest-paid UNM employees suffer the least reduction and the highest-paid UNM employees undergo larger cuts (as a percentage of compensation or number of days furloughed.)*