Compensation Adjustment to Address Rising Living Costs and Basic Needs Insecurity

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The resolution addresses faculty and staff quality of life, which has gone down considerably in the last few years. Here are some facts about faculty salary:

- 1/6 faculty make less than 79.9K; 17.4% of faculty
    - This is less than the amount necessary for a family of four to survive living in NM (see ALICE)
- 1/4 faculty make less than 89.8K; 26% of faculty
    - This is less than the amount necessary for a single adult to live comfortably in NM (see SmartAsses)
- 2 /5 faculty make less than $111,571; 40.1% of faculty
- Approximately 1/10 faculty filled out the UNM Staff Basic Needs Survey; 310/3200. My two big takeaways:
    - UNM is a food desert for healthy affordable options
        - "I actually do not have time for lunches because of workload and this was going on for all years at UNM. The food quality in the faculty club deteriorated a few years ago and it was not very healthy anyway. There is no place to eat in the XXX corner. There is not even a good coffee place in walking distance. There is no faculty room at all in the XXX Bldg, there was never one. There is no place to eat except for own office and own food. There is no place except for toilets to clean cups/plates! Yes, I have healthy food at home, just I am not at home and absolutely nothing helps to eat during days."
    - Worrying over rising costs is making it harder for faculty to do our jobs well
        - "Financial insecurity brought about by high housing costs, high grocery costs, and higher student loan repayment amounts … has resulted in substantial anxiety, which sometimes makes it difficult to focus at work. The increase in the cost of health care only adds to this. It feels like I am moving backwards financially, even as I am promoted professionally. Also, there are times when I simply cannot afford to put the costs of conference or research travel on my own cards to be reimbursed later. I have skipped conferences that I should have attended due to worry over fronting the money (which I need to use to cover my basic needs and those of my children)."

Resolution ALICE SmartAsset