

## RESOLUTION

### Call to Codify a 24-Credit Teaching Load Per Academic Year for Full-Time Faculty at UNM Branch Campuses

Whereas teaching, service, and scholarly work are required for full-time faculty seeking tenure & promotion at the UNM branch campuses, and where the Full Time Equivalent (FTE) is 1.0 FTE and each 3-credit class is quantified as .20 FTE.

Whereas full-time faculty at UNM-Gallup & UNM-Taos teach 24 credits per 9-month academic year, which averages out to a 12-credit teaching load each fall & spring, a load that translates to four .20 FTE courses per semester (or administrative equivalent), with service & scholarly work accounting for the remaining .20 FTE, bringing the total to 1.0 FTE.

Whereas full-time faculty at UNM-Los Alamos teach 30 credits per 9-month academic year, which averages out to a 15-credit load each fall & spring semester, a load that translates to five .20 FTE courses (or administrative equivalent). In this scenario, there is no accounting for service & scholarly work. If service & scholarly work were accounted for at .20 FTE, like it is at Gallup and Taos, the total FTE for full-time faculty at Los Alamos would be 1.20 FTE per 9-month academic year (See Table 1).

**TABLE 1**

<i>Campus</i>	<i>CRH per year teaching</i>	<i>claimed teaching % workload</i>	<i>actual teaching % workload</i>	<i>service &amp; scholarly work % workload</i>	<i>FTE per 9-month academic year</i>
Los Alamos	30	80	100	20	1.20
Valencia	27	80	90	20	1.10
Gallup	24	80	80	20	1.00
Taos	24	80	80	20	1.00

Whereas full-time faculty at UNM-Valencia teach 27 credits per 9-month academic year, which averages out to a 15-credit load one semester (five .20 FTE courses or administrative equivalent) and a 12-credit load one semester (four .20 FTE courses or administrative equivalent). In this scenario, there is only partial accounting (.10 FTE) for service & scholarly work. If service & scholarly work was accounted for at .20 FTE, like it is at Gallup and Taos, the total FTE for full-time faculty at Valencia would be 1.10 FTE per 9-month academic year (See Table 1).

Whereas this discrepancy in teaching load leads to a discrepancy in payment per credit given a theoretical base pay of \$50,000, meaning that branch campus faculty are getting paid inequitably to teach the same classes across the branches (See Table 2).

**TABLE 2**

<i>Campus</i>	<i>CRH per year teaching</i>	<i>teach % workload</i>	<i>3 CRH % workload</i>	<i>3 CRH % salary earned</i>	<i>base pay of \$50,000 earned 3 CRH</i>
Los Alamos	30	80	8	8	4000
Valencia	27	80	9	9	4444
Gallup	24	80	10	10	5000
Taos	24	80	10	10	5000

Whereas to achieve tenure, full-time faculty at Valencia & Los Alamos are currently required to teach 6 to 12 more courses than faculty at Gallup & Taos. With teaching excellence being required for continuance, tenure, & promotion of full-time faculty in the branch campuses, the measures for ‘teaching excellence’ must be consistent for full-time faculty in the branch campuses. Maintaining inconsistent teaching load policies between the branch campuses is an inequitable practice (See Table 3).

**TABLE 3**

<b>RPT Process</b>		<b>Code 3</b>	<b>Code 6</b>
<i>Campus</i>	<i>CRH per year teaching</i>	<i>2 years CRH taught</i>	<i>5 years CRH taught</i>
Los Alamos	30	60	150
Valencia	27	54	135
Gallup	24	48	120
Taos	24	48	120

Whereas service & scholarly work are required for continuance, tenure, & promotion of full-time faculty in the branch campuses, and not fully accounting for service & scholarly work for full-time faculty at Los Alamos & Valencia is an inequitable practice, and where workload policy discrepancies at the branch campuses limit research and education collaboration and thus do not align with the UNM 2040 Goal of "One University;" now, therefore, be it

### **Resolved**

1. that the Faculty Senate calls upon the Provost and the University President to codify a 24-credit teaching load (or administrative equivalent) per 9-month academic year at 80% of workload (with service & scholarly work accounting for 20% of workload) for full-time faculty at all UNM branch campuses effective for the Fall 2023 semester