



**2010 Budget Analysis –2 Forum Presentations & Survey
Results; Presented to NMSU Board of Regents May 7, 2010 By Jody Crowley &
David Boje**

Notable Budget Suggestions, Post-Bunsis Survey

Transparency:

- Actual budgets should be transparent, and employees should not be discouraged from input.
- Show budget line item maps to financials to show where shortfalls lie
- Transparency in accounting, specifically disposition of research overhead. Why is education cost rising faster than inflation?

Capitalize on technological change:

- Increase integration of Banner with other existing systems such as the library to reduce steps and paperwork.
- Use Banner stores module already purchased but not used.
- Create a digital institutional repository of reports, etc. to keep materials from getting lost and to increase efficiency.
- Remove or reduce phone service to recognize increased use of electronic communication
- Switch over to laptops that use less energy than desktop computers
- Reduce the inventory of capital assets from twice to once a year, and include only assets over \$2,000

Improve processes

- Explore consortia groups to increase purchasing power
- Clarify strategic goals and prioritize resources
- Personnel at OGC should be out in the colleges
- The Peer List does not relate to the economic structure of Southwest New Mexico
- Look at coordinating across divisions, rather than just within departments

Income enhancements:

- Sell land by A mountain to faculty for faculty housing.
- Students pay the same tuition for 12 to 18 credits. Change to charging by the credit.

Highlights of the surveys of faculty sentiment on the budget crisis.

These results are from anonymous surveys available to everyone at NMSU, but primarily promoted on the Faculty-Talk listserv. The participants are not a random sample, and probably represent people who are most concerned with the current situation. The results are not surprising, but are the best available picture of faculty and professional staff sentiment.

The first survey largely predates the budget presentation from Dr. Howard Bunsis.

The vast majority do not believe the process is transparent. Three quarters believe that the recent cuts to the library were excessive. Naturally, cuts to faculty salary and sabbatical, and increases in faculty teaching loads are unpopular. There is great concern about both money for athletics and for what is perceived to be excessive spending on administration

The open-ended questions gathered a large number of suggestions. Some concerned the survey, and we will address those in the future. Several strong themes emerged.

The most common single suggestion was xeriscaping. Many respondents also made specific suggestions for more efficient use of facilities and elimination of amenities such as catering and color copies. We don't really need to cool the buildings down to jacket level during the summer.

After simple cost cutting, the most prevalent theme was that administration is bloated, overpaid, and inefficient. This echoes Dr. Bunsis's observation that administrative costs have risen much more rapidly than faculty salaries. Human Resources and the Office of Business and Finance were specifically criticized as creating inefficiencies.

Although the question was about budget cuts, several respondents mentioned friction between the faculty and the administration.

While some of the friction had to do with salaries, other comments noted restrictions on faculty, and problems with ineffective administrators. Several respondents expressed frustration with ineffective staff, both administrators and faculty who were perceived as not pulling their own loads. Some suggested that senior faculty could be encouraged to retire, to be replaced by less expensive and more productive junior faculty. Several suggestions would have increased faculty loads. A few seemed to resent the distinction between departments with 3-3 loads vis doctoral granting departments with 2-2 loads.

Athletics took a large number of hits, as expected. The costs are seen as disproportionate to the benefits.

We did a second survey following Howard Bunsis' presentation. Several new themes emerged, along with the issues around administration. Notably, there were several very specific suggestions about capitalizing on technology, and improving processes for planning and purchasing. These are summarized for you.

Faculty Survey Budget Suggestions Summary

May, 2007

Cost savings

- **Consolidate/reduce use of facilities**
 - Go to university wide 4/10 workweeks during the summer
 - Move staff and combine departments
 - Close down Tucumcari Science Center
 - Consider 4 day workweek, or every other Friday off
 - Use GIS mapping to minimize copycat purchases of expensive items
 - Close over spring break except for minimal facilities

- **Eliminate frills**
 - Eliminate catering at administrative events
 - Reduce number of university vehicles
 - Open catering to all, not just selected two
 - No more personal use of NMSU vehicles by administration.
 - Take away NMSU-paid cell phones from administration
 - Eliminate use of color copies for internal use
 - Look very carefully at the airplanes available to NMSU administration
 - Reduce motor pool and reimburse faculty for using their own transportation including rental cars
 - Forget about the new president's mansion
 - Sell the jet plane
 - Close faculty dining room
 - Require video conferencing with remote campuses to reduce admin costs
 - Use web conferencing tools to reduce travel

- **Go Green**
 - Turn down the lights on the athletic facilities-x2
 - Buildings are over-cooled and over-heated-x3
 - Have a pro-active campaign for cutting utility costs
 - Use smart lighting or light tubes to pipe sunlight to classrooms
 - Convert to direct solar heating or preheating of water
 - Effectively control heating and cooling.
 - Move to linoleum floors vs carpeting that has to be cleaned and replaced
 - Put in motion activator light switches
 - Replace large shuttle busses with more efficient models and run only as needed between classes
 - Xeriscape campus to save water and reduce use of chemicals—x8

Physical plant:

- More resources into maintenance than new construction
- Replace leaf blowers with rakes and gloves
- Finish the bike paths and build secure facilities for bike parking to relieve parking crunch and promote health

Administration

- **Reduce number of administrative positions**
 - Evaluate administrative positions created in recent years
 - Eliminate Business and Finance job creations from past four years
 - Especially assistant vice presidents
 - Cut administrative positions—NMSU is top heavy
 - Get rid if many of the administrative positions in Hadley Hall and among departments
 - Cut number of administrators by 50%
 - Cut staff positions where the person is not productive
 - Leave unfilled positions in administration unfilled
 - There are too many administrators
 - Return administrative (above department level) positions to 1997 levels
 - Reduce the number of deans for any college to one only
- **Review/reduce administrative pay**
 - Furloughs for administration making 95K and up
 - Furlough upper administration one day per month for a year
 - Furlough staff one day a month
 - Reduce administrative salaries that are out of line with local salaries-x2
 - Reduce exorbitant salaries of administration
 - Reduce salaries of all administration 15%-20%
 - Not all administrative positions need to be full time during the summer

Changes to specific administrative offices

- Abolish or reduce HR
- Hire competent HR administrators, problem-solvers not accountants
- Several persons specified cuts to VP Taylor's operations by name
- Complete a university-wide review of programs; do not let branch campuses review their own programs
- Branch administration needs more oversight
- Graduate school needs to return personnel to levels needed to function
- Improve efficiency
- Hire more ethical administrators who look for university, not selves
- Request for all administrative positions the original justification to see if it still holds
- We have more staff than we need in some areas and too few in others
- Eliminate college research centers and centralize

Faculty-administration relationships

- Growing disconnect between administration and faculty
- Eliminate special (Pete's placard) parking privilege
- Allow deans and faculty to visit with congressional delegations
- Evaluate policy of having a government relations office
- Make administrators accountable to faculty, not the other way around
- Money is wasted at top, while departments suffer low salaries and operating budgets
- Re-evaluate why administrators make more than faculty
- Cut pay for administrators based on the median salary for non-administrators
- Pose the questions about budget cuts to faculty, not just department heads and deans
- Pick up easy small stuff that costs money because HR does not want to change
- Cut administration with an increase in faculty as middle managers
- If an administrator does not do their job, move them back to faculty at faculty pay
- If faculty pay is 10-20% lower than national average, why are administrator salaries at national median?
- Have one university approach to adjusting faculty salaries based on merit.

Faculty reductions

- References to grant-writing, resource-generating faculty
- Eliminate college of extended learning and return functions to colleges
- Slash library faculty (sic)
- Eliminate non-productive faculty
- Get rid of instructors that do not instruct
- Encourage senior faculty retirements with incentives
- Encourage retirement and replace senior faculty with assistant professors
- Eliminate non-core portions of departments
- Require faculty to share offices
- Kill vacant faculty lines

Faculty load

- Faculty should teach more than two courses per semester
- Too many faculty teach only one or two classes
- Reducing student access to faculty mentoring is not the answer
- Increase department chair teaching loads at community colleges
- Monitor class sizes to assure 80% average capacity
- Explore rotating faculty as acting department heads during the summer
- Reward departments for developing more online classes
- Mandate that department heads teach at least one class a semester
- Pay faculty for each additional student over a predetermined classroom census
- Make sure all tenure track faculty have 3-3 teaching load; 2-2 is inequitable
- Downsize student body by raising admissions standards
- Increase minimum class necessary to prevent cancellation
- Have professors who no longer have an active research agenda teach 4/4

Athletics

- Eliminate football
- Move to another conference
- Eliminate athletics program—we are not competitive
- Do not make academics contribute to athletics
- Reduce/eliminate subsidies for the athletic department
- Athletics bring recognition and balance is needed
- Cut support staff and services to elite athletes
- Reduce all athletic budgets
- No I & G to athletics

Increasing income

- Charge intramural fees to support intramural activities
- Institute library fee or assure that library gets part of technology fees
- Raise royalties for all on-campus vendors (eliminate Aramark)
- Raise tuition on a par with peer institutions
- Eliminate out of state tuition to increase enrollment
- Double parking fees for students
- Charge more for tuition and offer more needs-based scholarships
- Raise parking fees
- Lease out extra water freed up by xeriscaping

Miscellaneous

- Continued retraining of lowest end of scale means always redoing things to fix problems they (staff) did not learn
- Invest in research
- What has become of the capital campaign?
- Make the process open so we don't make cuts when there are unopened pots of money



Budget and Operational Transparency at NMSU: First Survey

1. Which most applies to you?		
	<i>answered question</i>	118
	<i>skipped question</i>	0
	Response Percent	Response Count
I am an undergraduate student at NMSU	0.8%	1
I am part-time faculty (adjunct or college part-time)	9.3%	11
I am full-time faculty at NMSU	70.3%	83
I am a department head or department chair at NMSU	5.9%	7
I am in university administration	2.5%	3
I am a non-exempt staff (hourly) employee of NMSU	0.8%	1
I am exempt staff (not paid overtime) of NMSU	7.6%	9
I am not employed by university or a student - I am a citizen of New Mexico	2.5%	3
None of the above	0.0%	0

2. I believe that there is 100% transparency in NMSU budget process?		
	<i>answered question</i>	117
	<i>skipped question</i>	1
	Response Percent	Response Count
Strongly disagree	41.0%	48
Disagree	37.6%	44
Neither agree nor disagree	6.8%	8
Agree	11.1%	13
Strongly agree	3.4%	4

3. Cutting the library materials budget for journals and books by 27% is excessive		
	<i>answered question</i>	115
	<i>skipped question</i>	3
	Response Percent	Response Count
Strongly disagree	7.8%	9
Disagree	8.7%	10
Neither agree nor disagree	7.8%	9
Agree	42.6%	49
Strongly agree	33.0%	38

4. Faculty have full access to the entire budget notebook being used by administration to make cuts to instruction budgets		
	<i>answered question</i>	114
	<i>skipped question</i>	4
	Response Percent	Response Count
Strongly disagree	31.6%	36
Disagree	28.1%	32
Neither agree nor disagree	27.2%	31
Agree	6.1%	7
Strongly agree	7.0%	8

5. Check the ideas that you would consider in making cuts?						
	<i>answered question</i>					116
	<i>skipped question</i>					2
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Response Count
Cut out faculty's half year paid sabbaticals	41.6% (47)	22.1% (25)	11.5% (13)	16.8% (19)	8.8% (10)	113
Cut faculty pay by 30 to 50% for teaching summer classes	48.2% (54)	33.0% (37)	8.0% (9)	9.8% (11)	1.8% (2)	112
Do not fill open faculty or staff lines (result is few faculty to teach)	31.0% (35)	31.0% (35)	8.8% (10)	23.0% (26)	7.1% (8)	113
Use the \$172 million in Athletics endowments to pay \$1.6 million in debt from failed TV venture	10.5% (12)	5.3% (6)	13.2% (15)	20.2% (23)	52.6% (60)	114
Eliminate an entire college department and its faculty	43.4% (49)	20.4% (23)	17.7% (20)	11.5% (13)	8.0% (9)	113
Raise student's tuition and fees more that 10%	28.1% (32)	32.5% (37)	14.0% (16)	18.4% (21)	7.0% (8)	114
Be like Texas and use the Federal bailout (stimulus) money to build the Research University-- - NMSU should not use it for just physical plant	6.2% (7)	1.8% (2)	15.9% (18)	38.1% (43)	39.8% (45)	113
Decrease number of Vice Presidents by 3, and return millions to instruction	4.3% (5)	2.6% (3)	5.2% (6)	27.6% (32)	60.3% (70)	116

Increase average class size by 50%	38.9% (44)	33.6% (38)	16.8% (19)	8.8% (10)	2.7% (3)	113
Combine two departments and eliminate staff and administrator budgets	19.5% (22)	12.4% (14)	19.5% (22)	35.4% (40)	14.2% (16)	113
Increase teaching load for each faculty by one extra class	39.5% (45)	21.9% (25)	14.0% (16)	15.8% (18)	8.8% (10)	114
Stop the 27% cut to library materials budget	8.9% (10)	12.5% (14)	25.0% (28)	25.9% (29)	27.7% (31)	112
Furlough the faculty one day a week	53.7% (58)	29.6% (32)	7.4% (8)	5.6% (6)	3.7% (4)	108
Furlough the faculty one day a month	45.5% (50)	17.3% (19)	14.5% (16)	18.2% (20)	5.5% (6)	110
Move department heads (on 12 month salary) to department chair (9 month)	15.9% (18)	21.2% (24)	17.7% (20)	30.1% (34)	15.0% (17)	113
Stop use of NMSU jet plane by Regents and Administration	7.0% (8)	4.3% (5)	8.7% (10)	15.7% (18)	64.3% (74)	115

6. What other ideas to you have that would save NMSU money in expenditures?

<i>answered question</i>	67
<i>skipped question</i>	51

	Response Count
replies	67

1.Putting MORE resources into maintenance rather than new construction. Reducing administrative overhead to teaching and research (and putting more of grant-associated F&A back into actually promoting research and associated teaching.) Abolish HR (or at least cut it down to size). Decide that we are a research and teaching institution rather than an athletic powerhouse (sic) by integrating the academic and athletic budgets at the legislative level. While most of NMSU's fiscal woes arise externally (e.g., oil prices) they are exacerbated by a longish history of bad management at the Hadley level. There seems to be a growing "disconnect" between the administration and the faculty, particularly the research (and grant-writing and resource-generating) faculty

2.Require video conferencing with remote campuses, to reduce extravagant administrative travel budgets.

Mon, May 3, 2010 9:58 AM
Fri, Apr 23, 2010 4:11 PM

3.The option of increasing teaching load by one extra class doesn't provide sufficient flexibility. There are some faculty who already teach 4 classes per semester-perhaps they could teach another one. There are other faculty who should teach at least two more classes per semester. Where did you get the number \$172 million in Athletic Endowments?

Tue, Apr 20, 2010 2:08 PM

4.Eliminate College of Extended Learning & return functions to appropriate colleges. It's a personal fiefdom & duplicative of what functions already

Tue, Apr 20, 2010

assigned to colleges. Stop giving special parking to "special" people (i.e. Pete's placard). Eliminate football or move to different conference. 9:25 AM

Change intramural structure so the officials are not paid from student fees; let those involved in intramurals be their own refs. Stop building new structures for sports (two new office spaces for staff in less than 5 yrs-- who else gets that?) Institute library fee similar to technology fee, or restructure technology fee so library gets part of it--there's a ton of technology in the library used by students but not paid by their tech fee.

5.--Closely evaluate the need for & creation of higher level administrative positions that have been created in the past 3 to 4 years, particularly in Business & Finance Mon, Apr 19, 2010 12:11 PM

--Seriously consider 4/10 workdays University-wide in the summer

6.Reduce excessive administrative staffs in each college. Most Dean's Office are top-heavy in administrative staffs Sat, Apr 17, 2010 11:27 AM

7.I am a FT temporary staff and have managed large numbers of (200) students without GA/TA and extensive writing assignments as part of the curriculum. In the future I may be asked to more than double this number (possibly with GA/TA) ... that is if I even have a job. The possibility of working with this huge number of students and fulfilling the university's requirements for the courses seems impossible ... if not unethical. This is not so much of a suggestion on how to save money but a plea that reducing student access to mentoring/instruction from faculty is not the answer. NMSU will pay for this in the future as students will be less prepared and inspired as they tote out their credentials from NMSU. With courseloads like this, students will get none of the "extras" (encouragement, one on one time to work on writing skills, thoughtful engagement in the material) from faculty. All there will be is lecture without discussion and online testing which would be an institutional deficiency ... not an instructor deficiency. Sat, Apr 17, 2010 11:22 AM

<p>8.Eliminate all leaf blowers ... replace with rake & gloves. Xeriscape campus. Reduce no. of university vehicles. Cut facilities and services by 50%. Lease water rights - competitive bids. Raise the royalties for all on-campus vendors. Eliminate catering at administrative events. Open catering services to all, not select two. Raise housing costs - eliminate aramark. Double parking fees for students, eliminate parking fees for faculty/staff. Raise tuition to level on par with peer institutions</p>	<p>Sat, Apr 17, 2010 9:24 AM</p>
<p>9.Close down Tucumcari Science Center it saves lot of money. if some departments are not functioning well move the staff and combine departments. Look for ways to make people retire if they have worked over 25 years and give them good incentives</p>	<p>Fri, Apr 16, 2010 8:52 PM</p>
<p>10.Slash library faculty. The library is a glorified study hall since every faculty I know acquire research papers electronically.</p>	<p>Fri, Apr 16, 2010 8:33 PM</p>
<p>11.Eliminate underproductive faculty. Eliminate non-core portions of departments.</p>	<p>Fri, Apr 16, 2010 8:17 PM</p>
<p>12.1) Eliminate all the Jennifer Taylor job creations that have taken place during the past 4 years - especially the assistant vice presidents. While campus was being held to a moratorium of no upgrade, new hires, etc., the business department kept reorganizing (or consuming) departments which mysteriously ended up under V.P. Business & Finance Org.</p>	<p>Tue, Apr 13, 2010 4:56 PM</p>
<p>2) Is the strategic plan of the government relations office really working or is it just a way to create a power trip for Ricardo Rel? Other universities allow deans, department head, and faculty members to visit with congressional delegations without all the hassle. We need to determine whether this strategy has been effective or not.</p>	

- 13.** Cut some administrative positions...NMSU is too top heavy! Reduce some of the top administrative salaries, which are totally out of line with salaries in the area. Cut salaries and perks in athletics. Academics is what a university is supposed to support. Increase the number of classes faculty teach weekly. Too many faculty teach only one or two classes each week. Some are never on campus and often do not even keep their office hours. They should be working full time to receive full time pay. Cut staff positions where the person holding the position is not productive...we all know of many such positions. Mon, Apr 12, 2010 11:36 AM
- 14.** turn down the lights at the football field, Pan Am Center and golf course Mon, Apr 12, 2010 12:38 AM
- 15.** Xeriscaping - some initial cost but followed by minimisation of subsequent maintenance costs Fri, Apr 9, 2010 12:09 PM
- 16.** This is a very poorly constructed survey. If the results of this survey are to be reported, it should be stated up front that this was neither scientifically valid nor professionally administered. The sample can not be assessed for its representativeness due to sampling techniques. Creators of the survey run the risk of loosing credibility by presenting the responses in any other manner. And some of the important information may be ignored due to the lack of effort on design and implementation. Thu, Apr 8, 2010 2:09 PM
- 17.** Furloughs for administration making 95k and above. No more personal use of NMSU vehicles by administration. Monitor administration's abuse of putting in a 40 hour week. Take cell phones and blackberries which NMSU pays for away from administration. Thu, Apr 8, 2010 1:46 PM

- 18.**Furlough upper Administrators one day per month for an entire year. Wed, Apr
7, 2010
9:40 PM
- Get rid of VP Taylor and her entire crew.
- Decrease turnover in staff by hiring competent actual HR administrators and dedicated problem-solvers, not accountants for HR jobs.
- Buildings are tremendously over-cooled and over-heated.
- Catch a clue about endowed funds - their use is RESTRICTED. You should know that they cannot be reallocated willy-nilly. They are not a slush fund.
- Make the dissolution of the Athletics programs public knowledge and see if the community responds and pays their part - financially and otherwise. If not, let it go or go Div 2. We are NOT COMPETITIVE, quit throwing cash at this useless endeavor. Look at NM Tech up the road. You want football? Go to the Mayfield-Cruces game and see a real game.
- 19.**quite lateralizing individuals who fail to do their jobs Wed, Apr
7, 2010
12:56 PM
- 20.**Xeriscape Wed, Apr
Cut athletics 7, 2010
10:30 AM
- 21.**Eliminate minority controlled unions that sever the interest of the few Wed, Apr
members and increase the costs to the univeristy. 7, 2010
9:25 AM
- 22.**Increase department chair teaching load at the community college by at Wed, Apr
least one more class each semester. Leave unfilled positions in 7, 2010
administration - unfilled- obviously if it has been vacant a year or more 8:40 AM
the position is not in dire need of filling! Decrease the number of part time
faculty teaching full time loads. Consider scheduling a 4 day work week-
maybe every other week an individual has Friday off--savings would be in
the form of electricity for computer, overhead lights, etc.
- 23.**Since faculty work hard to keep athletic students eligible, return 10% of Wed, Apr

athletic revenues to faculty needs.	7, 2010 7:44 AM
24. Look very closely at the airplaneS (plural) that are available to NMSU administration for travel.	Wed, Apr 7, 2010 6:54 AM
25. The money is wasted at the top of the university, the departments are suffering from low salaries and poor operating budgets already. Make administrators accountable to faculty and not the other way around for expenditures, this will make us transparent leaders. We need to reverse the way we view leaders here. Leaders serve, we do not serve them. Our focus should be on our teaching and research and our leaders should do everything to preserve this. Don't put this on the academic departments like everything else, cut at the top first.	Tue, Apr 6, 2010 10:53 PM
26.1 -eliminate use of color copies for internal use 2 -use of web conferencing tools such as Centra or GoToMeeting to reduce travel 3 - implement performance based funding 4 - monitor class sizes to maintain an average of 80% capacity for all sections 5 - require faculty to share offices	Tue, Apr 6, 2010 10:34 PM
27. cut administrators not faculty don't cut graduate assistanships there are too many administrators in some functions	Tue, Apr 6, 2010 5:34 PM

- 28.** Use GIS mapping to minimize copycat purchases of expensive items. Tue, Apr 6, 2010 4:49 PM
- Use smart lighting or light tubes to pipe sunlight to classrooms during the day rather than traditional electrical lighting.
- Convert the Physical plant heating facilities to direct solar heating or preheating of the water used to circulate through campus for heating purposes.
- Hire more ethical administrators instead of the unethical bunch of admin people we have in higher positions that are looking out for themselves rather than looking out for the students and for the mission of the university. They are lining their pockets and hiring friends, relatives, and generally inept people as they build their empires. Students and faculty get the leftovers and scraps, if there are any, which there hardly is.
- 29.** -Do not make academic depts. contribute money to athletics. Tue, Apr 6, 2010 4:36 PM
- Reduce coaching salaries; eliminate ridiculous bonuses for things like your athletes didn't get arrested.
- Reevaluate administrative salaries. Why does so much money go to creating full-time administrative positions while those who actually teach students are on part-time, at-will contracts? This seems like the opposite of what is good for education.
- 30.** The university slows way down during the summer. Not all 12 month administration and staff positions need to full time during the summer. After all, faculty are only 9 month because that is all they are needed for :-)
- Tue, Apr 6, 2010 4:01 PM
- 31.** Cut the number of Administrators by 50%, especially at the branches. Cut pay for Administrators to a percent based upon the median salary for non-administrators. Tue, Apr 6, 2010 3:15 PM
- 32.** Have an incentive campaign for cutting utility bill costs. Pro-active not reactive. Tue, Apr 6, 2010 8:44 AM

33. Reduce/eliminate subsidies for the athletic department. How much money comes from the general budget to support a small student population with a generally low graduation rate. I find it ludicrous for the AD to compare the graduation rates of athletes to the overall graduation of the university. A more apt comparison would be between athletes on scholarships to the graduation rate of other students on full scholarships. Mon, Apr 5, 2010 4:41 PM

34. 1. pose the question to department faculty; not just department heads and deans Mon, Apr 5, 2010 3:03 PM

2. Look for ways to consolidate building use for weekend college and summer courses

3. Investigate more opportunities for Xero-scaping

4. Investigate the option of rotating faculty as acting department heads during the summer in order to keep departments open for students and faculty

5. Reduce the motor pool and reimburse faculty for using their own transportation including rental cars

6. Reward departments for developing more online classes

35. Regarding increasing faculty work loads by one class - I have taught over 38 credit hours per year for the past 14 years. I work about 48 hours per week as it is. A possible source of budget cuts is the football and basketball programs - coaches inflated salaries, etc. Mon, Apr 5, 2010 1:12 PM

36. Pick up the easy small stuff that costs money just because no one in HR wants to change. Mon, Apr 5, 2010 10:44 AM

37. Eliminate paper waste. Effectively control heating and cooling. Why heat in summer and cold in winter requiring staff to maintain personal heaters and fans - a very stupid approach. Mon, Apr 5, 2010 10:39 AM

Move to linoleum floors versus carpeting that has to be cleaned and replaced regularly. Yes linoleum has to be cleaned, but it is easier, faster and cheaper than maintaining "grody" carpeting - especially on stairwells.

38.The president should request, for each administrative position (and perhaps for all staff positions) when that position came into existence, and for all positions less than, say, 10 years old, the original justification for the position and whether that justification still holds. Mon, Apr 5, 2010 9:56 AM

BTW this survey is poorly worded, with very leading questions, and things in it that make no sense at all. E.g., use athletics endowment to pay TV debt? Endowment gifts are private donations with particular purposes attached to them, you cannot just go and spend targeted endowment monies on anything you want. If a private donor gave to support athletics, then it must be used for athletics. I give to support certain scholarships and would be angry if my money went to some other purpose. And I don't think NMSU has a jet plane.

39.Take out some stupid lawn and put in xeric landscaping. Put in motion activator light switches. Mon, Apr 5, 2010 9:10 AM

40.get rid of many of the administrative positions in Hadley Hall and among departments. Mandate that department heads teach at least one class a semester. Sun, Apr 4, 2010 9:31 PM

41.Finish the bike paths and build facilities for secure bike parking with lockers, showers, and a snack bar cafe, so NMSU becomes bike friendly for staff/faculty/and students who do not live on campus. This would relieve parking crunch, clear the air a bit, and make for a healthier community. Xeriscaping and stopping the waste involved in pesticides and herbicides will save more than enough money to underwrite wonderful bkie facilities. Sun, Apr 4, 2010 8:26 PM

42.Replace large shuttle buses with smaller, more fuel efficient models, and run them only as needed between classes. Sun, Apr 4, 2010 3:50 PM

43.Some xeriscaping instead of having all green lawns, turning off the stadium lights which seem to be on late at night and even in the morning when the sun is out, cuts to administration with an increase in faculty responsibilities to cover the work middle managers and vice-presidents do--might be better accomplished by folks at an operational level anyway. Sun, Apr 4, 2010 1:39 PM

44.continued re-training of lowest end of the scale for a vast number of Sun, Apr 4,

positions means no forward movement and always redoing as people learn and/or fix the problems they created because they didn't know.	2010 12:58 PM
"Invest" in research- can't be a shoestring and expect to reach the levels which are needed for the entire university.	
I like the sports and they do bring us students and national recognition- balance is needed again versus the "flash in pan" approach.	
45. Establish and complete a University-wide review of programs (including branch campuses... do not allow branch campuses to review their own programs. There is a lot of waste at the branches. Branch administration needs much more oversight (particularly Grants branch campus.) Based on program review, cut programs that have do not meet benchmarks (focused on excellence in teaching within a department and academic rigor, please!) Don't be afraid to lose students or faculty. An institution that is smaller due to raising expectations of students and faculty is better than a university that leaves students ill equipped to make their way in the world. (Again, please look at the branch campuses--particularly Grants.)	Sun, Apr 4, 2010 2:19 AM
46. cut support staff and services to elite athletes and athletic departments; forget about the new President's mansion; reduce exorbitant salaries of administration and put the money into teaching, the front line workers.	Sat, Apr 3, 2010 11:50 PM
47. Question #4 is misleading. It doesn't factor in Pell Grants for poor students. Poorer students qualify for financial aid. My son, middle class family, doesn't qualify. It's the middle class that is hurt by tuition increases -- not those eligible for financial aid. Most of the items in this list are meant to inflame, thereby influencing the outcome of the survey. You can fire every administrator and faculty member at NMSU and still not make up the money that Bill Richardson squandered. If you want to play a blame game, just be sure to blame the right person. AAUP will be worthless up against a state government riddled with incompetence at the top. Instead of thinking of cuts, why not focus on ways to bring more money into the university?	Sat, Apr 3, 2010 7:30 PM

48. get rid of instructors that do not instruct	Sat, Apr 3, 2010 7:30 PM
49. Have professors who no longer have an active research agenda teach a 4/4 load	Sat, Apr 3, 2010 6:04 PM
50. Pay faculty for each additional student over a predetermined classroom census thereby providing an incentive to teach more students.	Sat, Apr 3, 2010 4:37 PM
51. Stop wasting time on union activity	Sat, Apr 3, 2010 3:16 PM
52. I don't necessarily think we spend too much. I think we need to increase revenue. But as far as expenditures go, athletics, student health, and faculty health services all must be cut substantially. What is becoming of the capital campaign dollars? How do those figure into the immediate future of the institution. We have to start charging more for tuition and offering more need based scholarships. This way, for the financially challenged students, tuition may not go up much. But for those who can afford to pay more, they have to start doing so. Tuition at this institution is ridiculously low. If a college education is not worth as much as a new Toyota Camry to a person, then they may not value education enough to justify the state's contribution anyway.	Sat, Apr 3, 2010 2:40 PM
53. Sell the NMSU jet plane. What on earth do we need a jet plane for? Reduce salaries of all administration, from President right on down, by at least 15 to 20%. Reduce all athletic budgets (this is a university not a sports team) by 40%. Reduce administrative staff. Close the faculty dining room (faculty can eat at same venues as students). Raise parking fees.	Sat, Apr 3, 2010 2:33 PM
54. Furlough staff one day a month. We have more staff than we need in some areas and too few staff in others. Create financial rewards for reducing overhead costs.	Sat, Apr 3, 2010 1:26 PM

- | | |
|---|--|
| <p>55.1. Make sure that all tenured-track faculty have a 3-3 teaching load. Some departments have a 2-2 load which is inequitable.</p> <p>2. If an administrator does not do their job, move them back to faculty at faculty salary.</p> | <p>Sat, Apr 3,
2010 1:05
PM</p> |
| <p>56. Switch all of the plants on campus to xeriscaping and lease out NMSU's extra water</p> | <p>Sat, Apr 3,
2010 12:32
PM</p> |
| <p>57. NO I & G funds to athletics, period. Athletics should either be self-supporting, or eliminated in its entirety.</p> | <p>Sat, Apr 3,
2010 12:13
PM</p> |
| <p>58. This is a golden opportunity to downsize the student body (20% or more) by raising admission standards. Kill all vacant faculty lines. Kill 30% of all administrative positions. Remove VP Taylor from any contact with educational policy. Begin a careful process of determining the student capacity of every program program from the standpoint of providing a good (i did not say "great") education to each student who graduates. Unilaterally cease the single-minded pursuit of student credit hours. "Unbridled growth is the phylosophy of cancer!"</p> | <p>Sat, Apr 3,
2010 12:06
PM</p> |
| <p>59. The survey seems to presume that NMSU currently operates at peak efficiency and, so, every cut is bad. That's not realistic.</p> | <p>Sat, Apr 3,
2010 12:02
PM</p> |
| <p>60. Reduce administrative salaries so they are in line with what the faculty make. If faculty pay at this institution is, on average, 10 to 20% below the national average, how come administrator's salaries are equal to the national median? Reducing administrative salaries would create available funds and make faculty morale higher. We should all be working to increase our salaries in an equitable fashion so that we are all in the same boat.</p> | <p>Sat, Apr 3,
2010 12:00
PM</p> |

In addition, there should be one university approach to adjusting faculty salary based on merit. Our college doles out merit based on the size of the department. Thus, larger departments have a larger merit pool to allocate and the "good ole boy" departments get more than the rest. Making one merit pool, and doling it out based on faculty achievement only, could provide more funds at the end of the year especially if faculty

do not deserve a merit increase. We have at least one member of our department who is completely deadwood and should not have received anything above a standard COL increase every year I have been here. Other professors in other departments receive higher merit increase simply because they are in the "chosen" departments. There are many other professors in my College who do not deserve merit increases for their lack-luster performance. When is this university going to honor faculty performance rather than increasing the salary of a bunch of "good ole boyz" who pat each others asses? By rewarding only those professors who do well, excess unused funds at the end of the year could be returned to the university administration; it would also make all of those deadwood professors get off their butts and start doing their job.

Finally, why doesn't the university close over spring break and only have those employed that are needed to keep the university running (facilities and the like). By having a spring break with minimal facilities running, a lot of funds could be saved and if the faculty were amenable to a spring break furlough, where they could opt to use their annual leave to fill in the funds or not, would make the spring break period a time of financial savings.

- | | |
|--|---------------------------------|
| 61. Get rid of all unnecessary administrative positions. We have more than 10 people working in dean's offices. | Sat, Apr 3,
2010 11:58
AM |
| 62. This survey is horrible. Untrue statements are assumed. Biased and misleading. | Sat, Apr 3,
2010 11:36
AM |

<p>63.Increase minimum class necessary to prevent class cancellation and move that teacher into a class presently staffed by temporary faculty.</p> <p>Cool offices and labs to 75 degrees in the summer and not to below 70 degrees as is done now.</p> <p>Return administrative (above the Department level) staffing to 1997 levels.</p> <p>Get rid of college research centers and centralize - move only those personnel who receive high reviews from the faculty.</p> <p>The Graduate School has engaged in a lot of wasteful practices so as not to upset an incompetent administrator - deal with this situation once and for all and return personnel levels to what is needed to function.</p> <p>Eliminate out-of-state tuition so as to boost enrollment - adding a few people to classes that already make does not cost 15K a year.</p> <p>Get rid of "feel-good" initiatives.</p> <p>I have heard a rumor that Summer School will be eliminated - this is the biggest fucking idiotic piece of shit I have ever heard of since (1) I had 46 students in the class I taught and received 7K in compensation, (2) I had no TA, (3) my only expense was xeroxing, and (4) most importantly cancelling that course would have probably delayed graduation for many of them.</p>	<p>Sat, Apr 3, 2010 11:23 AM</p>
<p>64.Reduce the number deans for any college to one only. Return the other deans to teaching at teaching salaries. Put a cap on administrator salaries at \$120k.</p>	<p>Sat, Apr 3, 2010 11:22 AM</p>
<p>65.Retire unproductive full professors faculty members who do not teach much with no research funding, no students and no refereed papers as corresponding authors. Fill the positions with assistant professors. This will certainly reduce the salaries and increase productivity in teaching and research. And in a long run, it is good for the university to move towards to a research institution.</p>	<p>Sat, Apr 3, 2010 11:16 AM</p>
<p>66.Reduce even more bureaucracy in administration and publish their salaries and increases +</p> <p>Reducing more costs for outdoors maintaining by xeriscaping</p>	<p>Sat, Apr 3, 2010 10:07 AM</p>
<p>67.I do not believe NMSU has an open process where faculty and students have access to the budget data. We are being forced to make cuts when there are unexamined pots of money. This whole process is damaging the ability of people in New Mexico to get a quality higher education.</p>	<p>Sat, Apr 3, 2010 7:49 AM</p>



**Second Survey: Howard Bunsis Forum on Budget Cuts
and NMSU Survey Results**

1. Which of these groups best describes you?		
	<i>answered question</i>	45
	<i>skipped question</i>	0
	Response Percent	Response Count
Department head or chair, NMSU	4.4%	2
Full time NMSU tenure-track faculty	42.2%	19
Full time NMSU non-tenure track faculty	6.7%	3
Part time NMSU faculty/adjunct	4.4%	2
f. Undergraduate NMSU Student	6.7%	3
h. Exempt NMSU staff	31.1%	14
i. Non-exempt NMSU staff	4.4%	2

2. If you are part of the NMSU community, which campus do you represent? [If you are affiliated with more than one, select the one that best describes you.]		
	<i>answered question</i>	45
	<i>skipped question</i>	0
	Response Percent	Response Count
Doña Ana Community College	15.6%	7
Grants Community College	2.2%	1
e. Las Cruces-University campus	82.2%	37

3. Did you attend one of the presentations by Professor Howard Bunsis on the financial health of NMSU, or see a video of one of his presentations?		
	<i>answered question</i>	45
	<i>skipped question</i>	0
	Response Percent	Response Count
a. Yes, I attended the 1:30-2:30 session	8.9%	4
b. Yes, I attended the 3:00-5:00 session	11.1%	5
c. Yes, I watched a video of a presentation	31.1%	14
d. No, I did not watch a session. If you did not see the presentation, please skip to q. 7	48.9%	22

4. What part of the presentation did you find most useful to you? [open]	
<i>answered question</i>	25
<i>skipped question</i>	20
	Response Count
replies	25

1. <i>The lack of detail on the budget that Dr. Bunsis called the Mon, May 3, 2010 "crossroads" information.</i>	10:19 AM
2. University's financial data for many years in one place	Mon, May 3, 2010 9:57 AM
3. None	Mon, May 3, 2010 9:16 AM
4. The part where Howard reveals that there university is a lot better off financially than the VP of budget is making it out to be. And the part where faculty salaries are such small part of the budget, and there are available reserves and unrestricted funds that could tide us over until our enrollment is up and the legislature appropriates its fair share.	Sun, May 2, 2010 7:26 AM
5. campus comparisons context of budget	Fri, Apr 23, 2010 4:06 PM
6. The power points and speaker explained it in laymen terms.	Mon, Apr 19, 2010 10:02 AM
7. None	Sat, Apr 17, 2010 3:21 PM
8. I too have looked at budget books and find they are very carefully arranged so you do not see how large administration and athletics have become. The university has become topheavy eating up resources that should be used for real mission-teaching.	Thu, Apr 15, 2010 3:12 PM
9. The big picture was helpful and the last slide re aspirations.	Wed, Apr 14, 2010 4:59 PM
10. Appreciated the breakdown on the administrative budget. This has always been a black hole or better yet, sacred cow.	Wed, Apr 14, 2010 12:57 PM
11. Overall budget perspective.	Wed, Apr 14, 2010 11:44 AM
12. The President is very transparent	Wed, Apr 14, 2010 11:21 AM
13. The presentation was very insightful and informative.	Wed, Apr 14, 2010 11:14 AM
14. The expenses and revenue comparisons, and the comparison	Wed, Apr 14, 2010

of peer institution faculty salaries with NMSU faculty salaries	10:56 AM
15. trends through time	Tue, Apr 13, 2010 5:03 PM
16. The numbers...It's always alarming to see it in black and white.	Mon, Apr 12, 2010 12:26 PM
17. I have read much about it and want to thank you for reviewing the budget and standing up for departments and the students we serve. They should come first but they don't in the process NMSU has put in place.	Mon, Apr 12, 2010 9:55 AM
18. It seems that both the state of the university's funding and its ability to respond to short-term shortfalls have been understated by NMSU administration in the past.	Mon, Apr 12, 2010 8:42 AM
19. Slides showing surplus, reason for last year's "loss" and change in tuition versus faculty compensation.	Sun, Apr 11, 2010 11:58 PM
20. The facts on the overall financial status of the school.	Sun, Apr 11, 2010 9:52 PM
21. Most unusually biased fiscal presentation. This was a political point of view, not an objective budget analysis.	Sun, Apr 11, 2010 9:49 PM
22. ending	Sun, Apr 11, 2010 9:48 PM
23. The ideas about what should be included in a budget. The fact that I and G is less than 40% of the total budget was an eye opener.	Sun, Apr 11, 2010 5:12 PM
24. learning about the budget lines.	Sat, Apr 10, 2010 5:12 PM
25. Knowing that the university has so much \$ in reserve and such a small % of the budget is used for faculty salaries.	Sat, Apr 10, 2010 1:35 PM

5. What other information would you like to have about NMSU administration issues? [open]	
	<i>answered question</i> 21
	<i>skipped question</i> 24
	Response Count
replies	21

1. More detailed information on the "Cross-roads" of the budget.	<i>Mon, May 3, 2010 10:19 AM</i>
2. This data broken down to colleges and departments	Mon, May 3, 2010 9:57 AM
3. None	Mon, May 3, 2010 9:16 AM
4. I would like to know how many part-time, adjunct faculty and graduate assistants are teaching on each campus. This would tell us if there is a drift away from full-time graduate school qualified faculty to staffing classes with those who do not have requisite qualifications. This affects reaccreditation and it affects the slippage of NMSU from Carnegie One Research Intensive, to now being only Research Extensive. Results could protect the rating, so it does not slip further. In all the budget cut discussion, I am not seeing a focus on returning NMSU to Research Intensive.	Sun, May 2, 2010 7:26 AM
5. Do our HSI and NASI moneys serve the intended audiences?	Fri, Apr 23, 2010 4:06 PM
6. Why we have so many in upper administration and what we need the new chief of staff position for.	Sat, Apr 17, 2010 3:21 PM

7. It would be nice if the bylaws and rules were followed evenly throughout the university-the good old boys do whatever they want regardless of what the policy manual says.	Thu, Apr 15, 2010 3:12 PM
8. I didn't see staff input suggested. Staff are generally the ones who remain at NMSU while leaders and faculty move from university to university.	Wed, Apr 14, 2010 4:59 PM
9. Would like more detail on the administrative budget by department. Seems to be the only area on campus that keeps growing, even under hiring freezes.	Wed, Apr 14, 2010 12:57 PM
10. More information on how is NMSU investing in modernizing instructional methods and improving infrastructure to support instruction and research.	Wed, Apr 14, 2010 11:44 AM
11. More info on the whole budget allocation process. FOr instance why are we building a new bookstore if we have severe cuts. I know it is part of a contract with B&N but what contractual obligations does NMSU have to students and faculty???	Wed, Apr 14, 2010 11:21 AM
12. Salary comparisons of Exempt and Non-Exempt employees with peer institutions	Wed, Apr 14, 2010 10:56 AM
13. Research Funding	Wed, Apr 14, 2010 10:32 AM
14. evaluation of administrative staff by lower level employees. employee support issues. e.g. lack of services to terminate employees	Tue, Apr 13, 2010 5:03 PM
15. An open financial record. What is NMSU doing with the \$111,832,000? Does this money make any interest?	Mon, Apr 12, 2010 12:26 PM
16. I would like to know how much we pay for in Athletics, particularly football and how we align in our upper administrative pay and positions with other universities.	Mon, Apr 12, 2010 9:55 AM
17. Why the university does not save expenses from the low hanging fruit - seemingly small but sets the tone for efficiency and value added education.	Sun, Apr 11, 2010 11:58 PM
18. Efforts being made to indrease the 100million. Efforts to place all individuals earnings on the web.	Sun, Apr 11, 2010 9:48 PM
19. I'd like to know what other funds could be tapped for I and G	Sun, Apr 11, 2010

instead of cutting departmental budgets. We have all these reserves--what are we reserving the money for? Can we offset the legislative cuts with transfers?	5:12 PM
20. What other options for reducing expenses besides cutting departments?	Sat, Apr 10, 2010 5:12 PM
21. Why the university has that much in reserve and why isn't it being used to increase faculty salaries.	Sat, Apr 10, 2010 1:35 PM

6. What other ideas do you have that might improve NMSU budgeting? Include your ideas about both the process and about specific ideas to address the budget shortfall.	
<i>answered question</i>	23
<i>skipped question</i>	22
	Response Count

replies	23
-------------------------	-----------

<i>1. More transparency</i>	<i>Mon, May 3, 2010 9:57 AM</i>
2. Address non-academic program before evaluating and assessing academic programs	Mon, May 3, 2010 9:16 AM

3. Overall, I would like to see a more transparent budget process. Sun, May 2, 2010 7:26 AM

For that to happen we need to know just what is in the "I & G" accounts. Right now, we have a total figure but we don't know how much in each department, unit or division is going to actual classroom instruction by what kind of faculty or graduate assistant instructors, what is including in the administrative parts of 'I & G' what is going to physical facilities, etc. Plus there are transfers of monies into and out of "I & G" to other non-I&G accounts. Transfers represent a significant portion of the budget, but there is no way to trace them.

1. two times per year each dept is required to conduct an inventory of capital assets over \$1000. This is incredibly time consuming and therefore represents a cost inefficiency. Suggest raising the ceiling on capital assets to \$2000 and conducting only one inventory per year.
2. Look for ways to integrate the banner system with other existing systems. For example, the library's management software can be integrated with banner to reduce the steps and paperwork associated with invoicing. Surely there are other e-systems on campus that could also be integrated.
3. Remove or selectively reduce phone service from non-admin staff. Everyone else goes to IRC, chat, and personal cell phone. 99% of communication is not on the phone. Savings? At least \$500 a year per person, plus the time spent processing phone bills

4. Gradually switch over to laptop computers for employees. They consume 90 percent less energy than standard desktop computers.

5. centralize campus mail service; I know on this campus various units each have someone charged w/picking up & delivering mail. The duplication is not cost efficient.

6. centralize ALL campus computing operations. There are many units that have their own Systems personnel, the library and HR/Business/Finance being two examples. Units will claim their systems are too unique and must be run in house, but that's hogwash, as can be seen at other, much larger institutions who've centralized their computing. Move all systems related employees to ICT, thus creating a unit large enough to handle everything.

7. Require all campus email users to move to ICT's Outlook server for email. Reduces the costs associated with each unit separately purchasing servers, allows cost savings by bulk server purchasing through ICT, allows computer personnel in ICT to only need training on one type of server for maintenance, and eliminates the need for each unit to have in-house maintenance personnel. Standardizes everyone's email address--none of these funky addresses to remember, like user@lib.nmsu.edu. Everyone becomes @nmsu.edu. Allows for calendar sharing for those that elect to use that feature, therefore creating greater efficiency in meeting scheduling and tracking time for those employees "on the clock."

8. Explore other consortia groups, such as www.oetc.org/ to increase purchasing power and maximize discounts

9. eliminate giving Athletics money from the I&G budget

10. make available to all units whatever e-system is being used in the centralized inventory control area to maximize ability of each unit to track usage & costs associated with small items like pens, paper, etc. Alternatively, force the campus to use the Banner Stores module for this purchase. The module was purchased but never implemented. Instead, the Univ. bought some other system.

11. Under the Library's leadership, create a digital institutional repository of the various reports, pamphlets, unpublished faculty output, etc. issued throughout the campus. This would need to "come from on high" because it will take that kind of power to force employees to rethink what they do with stuff at the point of creation and discard. As it stands now, every dept does their own thing with these materials and valuable historical materials are being lost; there's no central place to store or find them. This became very clear during the accreditation process when no one could find the previous accreditation report. The campus has started a records management program, but that's a bit different as it attempts to capture official university records, such as financial records (see: <http://rmr.nmsu.edu/faq.html#A1>) We are throwing away or losing important data and while I can't provide a cost savings, it's pretty safe to say the data represents employer funded work time and losing it is like throwing out the \$ spent to produce the data.

4.Adherence to laws that address publicly funded institutions. Fri, Apr 23, 2010
4:06 PM

5.Currently students pay same amount of tuition for 12 hours and up to 18 hours. Even though I appreciated that part I think charging for all classes would be better than raising tuition. Because raising tuition usually add small charges that add up. Mon, Apr 19, 2010
10:02 AM

6.Maybe get rid of programs that really don't help such as the campus activities department. Sat, Apr 17, 2010
3:21 PM

<p>7.Keep administration under control not only at the top of the university but also in the departments. The idea of service to its people seems to have become lost somewhere-its more let me see how much I can milk out of this for myself and my buddies.</p>	<p>Thu, Apr 15, 2010 3:12 PM</p>
<p>8.Start using real costs and take academic priorities seriously. (i.e. athletics are not academic.)</p>	<p>Wed, Apr 14, 2010 6:09 PM</p>
<p>9.There are a lot of ways to reduce duplication on campus. Some grassroots departments have never been put into strategic visions for NMSU. The growth of distance education should have a strategic plan and vision since it is a main medium of growth itself. Reporting is also duplicated on campus. There are many others but these are the ones I can think of immediately.</p>	<p>Wed, Apr 14, 2010 4:59 PM</p>
<p>10.Actual budgets, historical and proposed, should be transparent to the campus and general public. Campus employees are always told it is a complicated formula as a means of discouraging involvement in the process. There are many dedicated individuals who might actually have ideas that can move this discussion forward rather than always on the defense.</p>	<p>Wed, Apr 14, 2010 12:57 PM</p>
<p>11.The university should clarify strategic goals and solicit ideas for strategies to pursue these goals. This should advise the prioritization of resources. One example, if NMSU wanted to develop greater skill related to a click-and-mortar approach to providing educational opportunities, then a strategy might be implemented to make more efficient use of classroom space, parking, etc. while providing students more flexible learning options. However, resources might be needed to develop effective methods leading to efficiencies.</p>	<p>Wed, Apr 14, 2010 11:44 AM</p>
<p>12.Drive by the parking lots near Skeen and Gerald Thomas at night - count the number of University vehicles. Surely there are too many!</p>	<p>Wed, Apr 14, 2010 11:21 AM</p>
<p>13.Cut the athletics program</p>	<p>Wed, Apr 14, 2010 10:56 AM</p>

<p>14.I think that the proposed consolidation of the the Research Centers in the Colleges with SPA would just add a salary burden to the central administration. Current these research centers are funded by Indirect Return to the Colleges. Also since the Research component is such a large part of NMSU's budget that the process should be made more responsive to the needs of the college faculty. A more customize approach rather than a one size fit all, cattle call approach now in place. The personnel at the Office of Grants and Contracts should be out in the colleges and not centrally located.</p>	<p>Wed, Apr 14, 2010 10:32 AM</p>
<p>15.transparency in accounting; eg disposition of research overhead. Why is education costs rising faster than inflation.</p>	<p>Tue, Apr 13, 2010 5:03 PM</p>
<p>16.I don't agree with the Peer List that NMSU is compared with it does not relate to the economic structure of the Southwest of New Mexico.</p>	<p>Mon, Apr 12, 2010 12:26 PM</p>
<p>17.I know at DACC there are a number of administrative positions created in the past 6 years that seem unproductive and serve mostly to buffer upper-administration from faculty and students. May of these positions could be eliminated without influencing the quality of learning.</p>	<p>Mon, Apr 12, 2010 8:42 AM</p>
<p>18.Show the budget line item maps to the financials. I still don't know what the budget shortfall is supposed to be. I repeat, let's get the low hanging fruit first - the frivolous stuff that we do just because we have always done it that way.</p>	<p>Sun, Apr 11, 2010 11:58 PM</p>
<p>19.Honesty and respect towards the students and faculty.</p>	<p>Sun, Apr 11, 2010 9:52 PM</p>
<p>20.Increase the 100million fund NOT decrease it. If we build it to 1 billion then we would NOT need state revenues.</p>	<p>Sun, Apr 11, 2010 9:48 PM</p>
<p>21.The budget crisis is a great opportunity to remove professors that are doing close to NOTHING. They get tenure and then allow their productivity (both teaching and S&CA) to fall to an unacceptable level. If we expect the administration to make cut to help the University, then so should we.</p>	<p>Sun, Apr 11, 2010 7:25 PM</p>
<p>22.I would like to have people look at coordinating cuts across divisions. We are fragmented. For example: most departments</p>	<p>Sun, Apr 11, 2010 5:12 PM</p>

teach research methods. Can we pool resources?

23.sell some of the land up by A mountain to faculty (one lot per faculty member...at below market rates) for faculty housing. Sat, Apr 10, 2010 1:35 PM

These houses would then only be sold to other faculty or retired faculty.

