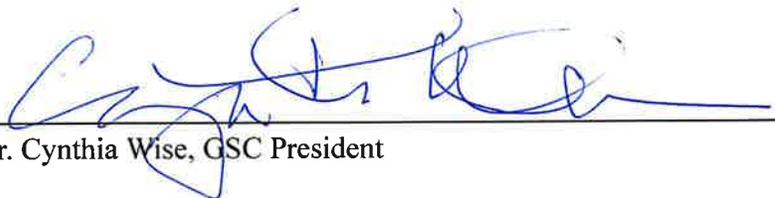


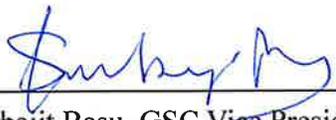
**The Graduate Student Council  
of  
New Mexico State University**

**Resolution #1**

The attached resolution has been properly approved by the constituents of the Graduate Student Council of New Mexico State University in accordance with the GSC constitution and bylaws.

  
\_\_\_\_\_  
Dr. Cynthia Wise, GSC President

11/2/22  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Sarbajit Basu, GSC Vice President

11/2/22  
\_\_\_\_\_  
Date

**GRADUATE STUDENT COUNCIL  
OF NEW MEXICO STATE UNIVERSITY**

**RESOLUTION #1**

2022-2023

Introduced by: Stewart, James - President, Anthropology GSO:

Stemock, Bryson - Secretary, Astronomy GSO

Date: 11/02/2022

Date Signed: 11/02/2022

**A RESOLUTION**

CONCERNING THE GRADUATE STUDENT UNION AND ADDRESSING THEIR REQUESTS TO NEW MEXICO STATE UNIVERSITY'S ADMINISTRATION.

WHEREAS, the mission of the Graduate Student Council is to "represent and support the research, innovations, and teaching of graduate students at New Mexico State University"; and

WHEREAS, one of the goals of the Graduate Student Council is to ensure the overall well-being of graduate students; and

WHEREAS, graduate assistants are typically the first point of contact for undergraduates and without their hard work educating, grading, and engaging with our undergraduates, NMSU would be unable to function as a place of higher education; and

WHEREAS, graduate assistants bring recognition and funding to NMSU through their research via publications, presentations, grants, and fellowships. Without this research productivity, NMSU would be unable to function as a research institution; and

WHEREAS, graduate assistants engage in countless hours of outreach and service for Las Cruces, El Paso, and other surrounding communities, uplifting our neighbors and those in need. It is through these passionate employees that NMSU is able to serve our community and fulfill its purpose as a land-grant institution; and

WHEREAS, each of the above points demonstrate how the actions of graduate employees at NMSU align exactly with NMSU's mission statement: "The mission of the New Mexico State University system is to serve the diverse needs of the state through comprehensive programs of education, research, extension and outreach, and public service. As the state's land-grant and space-grant university, and as a Hispanic-Serving Institution, NMSU fosters learning, inquiry, diversity and inclusion, social mobility, and service to the broader community."; and

WHEREAS, it is the vision of NMSU's Leads 2025 Strategic Plan that "By 2025, the NMSU system will excel in student success and social mobility for our diverse student populations, achieve the highest Carnegie research status (R1), and maintain our Carnegie Community Engagement classification." However, NMSU currently fails to provide competitive compensation to the graduate employees who serve as the foundation to the teaching, research, and outreach that define this institution; and

WHEREAS, not only is the compensation NMSU provides for graduate employees wildly insufficient in comparison with universities holding the Carnegie R1 status to which NMSU aspires, it is at the bottom of the barrel

in relation to the universities NMSU currently claims as peer institutions. Of these 14 peer institutions, 93% provide full or partial tuition remission and 74% provide some form of health insurance coverage for their graduate employees while NMSU fails to provide either. Of all of the R1 universities across the country, 98.5% provide full or partial tuition remission and 97% provide health insurance for their graduate employees. It is impossible for NMSU to reach Carnegie R1 status without offering a competitive compensation package to the graduate employees who serve as the foundation to teaching, research, and outreach at this university; and

WHEREAS, goals 1.3 and 1.4 of LEADS 2025 are “Enhance student learning, retention and degree attainment, and close achievement gaps” and “Through engagement in high impact practices, enhance student life, climate, health and wellness, and professional development leading to improved academic and career outcomes.” Furthermore, Luis Cifuentes (Vice President of Research), Dennis Esquibel (Associate Dean of Graduate School), and Carol Flinchbough (Interim Associate Dean of Graduate School) wrote in March 2022 that “including tuition in compensation packages will greatly improve graduate student recruitment, success, and well-being at NMSU.”; and

WHEREAS, the annual salary of a G1 graduate student employee over the Fall and Spring semesters is \$18,435 per year. Though this salary seems to cover the necessities of a graduate student, it does not. Currently, the cost of tuition sits at a minimum \$6,574 per school year; this accounts for 1/3 of the salary that graduate student employees must pay to work at NMSU. This leaves most graduate students with a gross salary of \$11, 861. This means that graduate employees live \$1,729 below the federal poverty line and \$20,005 below the cost of living for a single adult in Las Cruces; and

WHEREAS, summer employment is far from abundant at NMSU. In Summer 2020, 84% of NMSU graduate employees who had previously been employed in Spring 2020 were unemployed for at least some portion of the semester. This disproportionately impacts international graduate employees, who are often prohibited from finding alternative employment due to visa restrictions; and

WHEREAS, over the past four years, the health insurance international graduate students are required to purchase through NMSU has increased in cost from \$1,068 per year to \$2,184 per year in Spring 2023 for a single adult. For a family of three (including one spouse/domestic partner and one child), this plan costs \$13,152.36 per year, which is \$1,291.36 more than the gross G1 stipend after tuition. This will increase in Spring 2023 to \$15,344.42, which is \$3,483.42 more than the gross G1 stipend after tuition. Graduate employees cannot be expected to pay more for health insurance than they are paid by the university; and

WHEREAS, the NMSU graduate workers’ union, NMSU Graduate Workers United (GWU-UE Local 1498), is a union composed of and run by New Mexico State University graduate employees with the sole purpose of improving the working conditions for all graduate employees at NMSU through solidarity, conviction, and a shared understanding of one another. Their goals align with those of the Graduate Student Council and with NMSU’s own mission statement as well as LEADS 2025; and

WHEREAS, the graduate employees at NMSU cannot continue for even one more semester to work under these conditions; conditions that force them to skip meals and choose between paying for necessities like insurance, food, and rent while also preventing them from reaching their full potential as the educators, researchers, and public servants that run this university.

THEREFORE BE IT RESOLVED by the full support of the constituents of the Graduate Student Council that the NMSU administration commit to providing full tuition remission for all NMSU graduate student employees by the end of the 2022 Fall semester; and

BE IT FURTHER RESOLVED that copies will be sent to the Chancellor, the Vice Chancellor, the Board of Regents, the Provost, the Interim Associate Dean of the Graduate School, the Chair of the Faculty Senate, the ASNMSU President, ASNMSU Vice President, ASNMSU President Pro-Tempore, the President of the Graduate Student Council, the Vice President of the Graduate Student Council, the Webmaster of the Graduate Student Council, and the NMSU Student Media.