



**Office of the Chancellor**

New Mexico State University System  
MSC 3Z  
P.O. Box 30001  
Las Cruces, NM 88003-8001  
575-646-2035, fax: 575-646-6334  
president@nmsu.edu

DATE: July 12, 2016  
TO: NMSU Las Cruces Campus Community  
FROM: Garrey Carruthers, Ph.D.  
Chancellor  
SUBJECT: Update on Budget Reduction Process

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The past few months have presented serious financial challenges for our great university. With your collaboration we are confronting the short term challenge through a budget reduction plan to manage our operations for the coming fiscal year. We are planning for the long term fiscal health of the campus through a variety of initiatives including the “Transforming NMSU” process, which is led by five teams that are examining and modifying our administrative structures and processes. On Wednesday, at 2:30 PM, we will share the details of the budget reduction plan for the current fiscal year with the Board of Regents in the Yates Auditorium of the Domenici Building. You are invited to attend the meeting or follow it online via links at <http://panopto.nmsu.edu/bor/>.

As we have worked to make the cuts needed for our budget situation, we have had to consider the elimination of specific jobs. We have made a concerted effort to maintain as many positions as possible while meeting our budget targets. The majority (89) of the positions being eliminated are open positions; however, there are 37 filled positions that will be eliminated.

Our Human Resources Team is making every effort to place employees who will be impacted by a position elimination into another job. We have specific processes that must be followed when a filled position is eliminated. These processes are outlined in Article 24 of the AFSCME Union Contract and Administrative Rule 8.45.

As Human Resources goes through the process to identify potential placement options, the recruitment process for certain open positions may be suspended pending the placement process. Departments impacted by this suspension will be notified by Human Resources.

As the spring semester came to a close, I was told by a member of the campus community that we will sail this ship together through the stormy seas. The waters of higher education continue to be turbulent, but I am confident that by working together we will find calmer waters and NMSU will emerge stronger and better prepared than ever to serve the people of New Mexico.