## College of Engineering

2016-2017

$\mathbf{N M}^{\text {College of }}$
STATHENgineering

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## COLLEGE PROFILE



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## College of Engineering Program Goals

- To maintain undergraduate retention and six-year graduation rates within $+/-5$ points of the national average ( 50 percent); delivering a curriculum that graduates industry and graduate school-ready engineers who value their education and the College of Engineering at the time of degree completion,
- To maintain a robust externally funded research program led by graduate faculty at an average expenditure rate of $\$ 100 \mathrm{~K} / \mathrm{faculty} / \mathrm{year}$ as well as robust and stable funding of college-level research centers above the faculty base,
- To maintain a strong enrollment of high-achieving graduate students with a priority of graduating 25 Ph.Ds. per year,
- Grow the scholarly publication rate to an average of two publications/faculty/year,
- To lead the state in engineering outreach and public service initiatives that support our pre-college and professional engineering constituents.


## College of Engineering Core Values and Beliefs

- We are highly committed educators who are passionate about our students and external constituents.
- We maintain a sense of pride and tradition, a history of effective teaching, research and service, and a belief that an engineering education can make lifechanging impacts on graduates and society at large.
- We are highly regarded for the ability and commitment to fill the gap in educational attainment of New Mexico's demographically and culturally diverse citizens by ensuring access to a quality and relevant engineering education.
- We are dedicated to making a difference in how engineers are educated, an innovative approach to conducting research, and dissemination of outcomes that are regarded and valued by peers.
- Our developments translate into intellectual property that contribute to development of the state's economic engine.
- The outcomes of our research and public service are fundamental to successful development of New Mexico's economy, developing technology that stimulates industry and global competitiveness.


## College of Engineering Philosophy

Engaged faculty and staff actively support the College of Engineering vision and mission and actively contribute to the college goals in the areas of teaching, research, service and outreach through:

- Implementation or development of state-of-the-art teaching practices,
- Publishing in high-quality journals and conference participation, securing external research funding and advising and mentoring graduate students,
- Participation in university and professional activities that improve the college, New Mexico State University and the engineering profession in general,
- Participation in initiatives that directly assist New Mexico citizens and raise the public profile of New Mexico State University.



## Engineering Plan Goal 1: Academics and Graduation

Goal: Enhance higher education access and outcomes through effective programs, instruction and services.
Maintain undergraduate retention and six-year graduation rates within $+/-5$ points of the national average ( 50 percent), deliver a curriculum that graduates industry and graduate school-ready engineers who value their education and the College of Engineering at the time of degree completion, andmaintain a strong enrollment of high-achieving graduate students with a priority of graduating 25 Ph .Ds. a year.

Objectives and Strategies

- Recruit undergraduate students who are committed to engineering before they enroll in the college:
- Provide awareness and support of secondary school engineering-based programs through Project Lead the Way, Boosting Engineering and Science Technology Robotics and New Mexico Math Engineering Science Achievement.
- Implement a strong retention initiative that is built on understanding why engineering majors leave and a commitment to help students succeed:
- Incorporate new programs for freshmen and sophomores based on research focused on retention strategies of diverse populations of students (Freshman Year Experience, Sophomore Year Engagement and Transfer Student Opportunities),
- Develop a formal process to place and assess students in summer internship and co-ops by partnering with Career Services,
- Broaden co- and extra-curicular opportunities and professional society involvement to impact a larger student population, and
- Expand undergraduate research experience opportunities.
- Increase Ph.D. enrollment to support scholarly productivity and quality of our research programs:
- Grow a population of highly motived graduate students through fellowship opportunities and graduate enhancement stipends, and
- Encourage M.S. students to pursue the Ph.D.
- Provide on-line degree programs to serve practicing engineers in their professional development:
- Implement Master of Engineering degree.

Key Performance Indicators

- Time to graduation and improvement of success in program of study. Use national average engineering time to degree: 4.5-5 years,
- Retention and graduation rates, Use national average engineering retention and graduation statistics ( $+/-5$ percent) as a baseline: increase the first year to second year persistence from 64 percent to 75 percent, increase the second to third year persistence from 47 percent to 65 percent, increase the third to fourth year persistence from 38 percent to 60 percent, increase the four-year graduation rate from 11 percent to 30 percent, and increase the six-year graduation rate from 29 percent to 50 percent,
- Time to Ph.D. degree. Graduation of 1-2 Ph.D. students per year, per tenure-track faculty in Ph.D.-granting departments,
- Establish and track Master of Engineering degrees.



## Engineering Plan Goal 2: Diversity and Internationalization

Goal: Ensure access to a quality and relevant engineering education for New Mexico's demographically and culturally diverse citizens as well as to a diverse international population.
The College of Engineering takes pride in the diversity of the state of New Mexico. The college respects its land-grant mission, the designation as Hispanic and minority serving, its relationship with American Indians, and its associations with community colleges and international constituents - a truly global perspective. Broadening participation through diversity of gender, underrepresented minorities, and internationalization contributes directly to the quality of learning for all who participate in an engineering education. It is important for the college community to fully reflect diversity within the composition of its students, faculty and staff.

## Objectives and Strategies

- Increase representation of women and underrepresented minorities in faculty and student ranks:
- Develop a diversity plan addressing recruitment and retention of students and faculty, and
- Target undergraduate students for research experiences.
- Increase the opportunities for students to transfer from New Mexico community colleges:
- Build and maintain transfer agreements and advising strategies that offer pre or general engineering and technology programs.
- Increase international collaborations that support faculty interest areas and maintain opportunities for travel abroad as well as host international delegations:
- Develop recruitment plans that represent a diverse international population through MOUs and MOAs.
- Collaborative Ph.D. with Northern China University of Technology and the China Ministry of Transport Beijing,
- 3+1 program with East China University of Science and Technology,
- B.S. aerospace engineering and Ph.D. civil engineering with Universidad Autónoma de Chihuahua, Chihuahua, Mexico, and
- M.S. to Ph.D. with COMSATS Institute of lnformation

Technology, Pakistan, Tomsk Polytechnic University, Russia.

- Increase opportunities for all students to participate in study abroad and exchange programs:
- Work with International and Border Programs to develop a transparent study abroad-exchange process.

Key Performance Indicators

- Number of women and underrepresented minorities in student and faculty ranks,
- Number of transfer students with general and associate engineering degrees,
- MOUs with international universities or agencies, and
- Number of students participating in study abroad and exchange programs.



## Engineering Plan Goal 3: Research and Creative Activity

Goal: By 2020, the college will rank among the top 75 public engineering programs in the United States.
Research and creative activity expand the frontiers of knowledge. Faculty who are actively engaged in research and creative activity provide a dynamic education for undergraduate and graduate students. Peers and constituents measure engineering programs on the basis of research and creative activity products. To grow our stature as an engineering college, we will focus on growing external funding and scholarly activity.

Objectives and Strategies

- Grow externally funded research led by graduate faculty to an average expenditure rate of $\$ 100 \mathrm{~K} /$ faculty/year, in addition to a robust and stable funding of college-level research centers above the faculty base:
- Provide stronger support for Pls, including both college and university web resources and pre-award communication,
- Reduce administrative burden for Pls on award administration, including procurement support,
- Implement a Shared Services Center,
- Build on research strengths and emerging strengths with strategic hiring of future faculty, and
- Pursue non-federal research funding, including state agencies, industry and local organizations.
- Grow the scholarly publication rate to an average of two publications/faculty/year:
- Continue Graduate Enhancement Stipends, and
- Implement Ph.D. publication requirements for promotion and tenure.
- Increase partnerships among faculty, across the college, across and among colleges, other institutions, as well as public-private partnerships:
- Create opportunities for partnerships among faculty, across colleges and across institutions, through expertise lists and direct connections, and
- Align research and creative activity with demonstrated community needs and potential partners.

Key Performance Indicators

- Standing in US News and World Report,
- Research expenditures and awards,
- Expenditures/faculty member,
- Scholarly output from faculty and research staff,
- Number of faculty participating in sponsored research,
- Number of applications to NSF 1-corps, Arrowhead Studio G and Launch, patents awarded, provisional patents filed, and
- Partnerships created.



## Engineering Plan Goal 4: Economic Development and Community Engagement

Goal: Increase outreach, public service and economic development initiatives.
Lead the state in engineering outreach and public service initiatives that support our pre-college and professional engineering constituents. Contribute to the fundamental mission of New Mexico's land-grant program, creating and implementing technology that stimulates creation of industry and global competitiveness

Objectives and Strategies

- Promote and expand engineering outreach and public service programming in support of a high-wage, high-technology workforce development to foster economic development statewide.
- Expand public school engagement in STEM outreach programs to broaden access to engineering outreach programs,
- Engage strong partnerships with industry and government agencies to identify and offer relevant short-courses and workshops, utilize faculty expertise to enhance business assistance programming (prototype and validation, automation and mechanization, etc.), and foster workforce readiness of undergraduate and graduate students through innovation and entrepreneurship educational programming, and
- Promote and support the economic development of New Mexico and regional communities through community engagement and partnership providing relevant research-based knowledge and information, educational programs and professional development training to achieve community and regional economic development.

Key Performance Indicators

- Track and monitor STEM engagement by program:
- Number of schools (private, public, charter, homeschool),
- Number of students (gender, ethnicity), and
- Geographic location.
- Track and monitor partnerships:
- Number of partnerships (industry, small business, government agency), and
- Quantify the partnership (sponsorship, co-partners for proposals, etc.).
- Demonstrate how community engagement efforts contribute to growth and retention in industries and employment:
- Number of companies participating in bi-annual career fairs, and
- Student employment (co-op, internships, permanent hires).
- Demonstrate community engagement impact on workforce preparedness, employer satisfaction, and collaborative innovations:
- Conduct annual survey of industry partners and report feedback.



## Engineering Plan Goal 5: Resource Stewardship

Goal: Optimize resources to effectively support teaching, research and public service.
Alternative revenue streams are essential to quality education and fulfillment of our land-grant mission. Alternative revenues enable the college to offer scholarships, attract outstanding faculty, purchase equipment and renovate facilities, all of which are resources indispensable to excellence in education and research. While new revenue is essential to the achievement of our goals, the college strives for efficient operation through optimal resource allocation to minimize the cost and maximize the value of an engineering education.

## Objectives and Strategies

- Enhance revenue to the college:
- Seek opportunities and develop plans to receive external funding for unique engineering ventures through research and public service projects and other land-grant mission initiatives from state and federal agencies and private foundations,
- Increase philanthropy to the college through donor cultivation and stewardship,
- Cultivate an awareness and philosophy of philanthropy among students as future donors to the college, and
- Cultivate opportunities to develop public-private partnerships.
- Effectively utilize existing resources of the college:
- Increase faculty and staff knowledge of resource stewardship through participation in discussions to establish priorities for resource allocation in accordance with overall college budget priorities and strategic plan goals,
- Incorporate the use of data-driven decision-making to allocate available resources across administrative and academic functions, and prioritize and transition resources as appropriate,
- Improve classtoom, research and administrative facilities, and
- Develop opportunities to invest strategically in faculty and staff compensation.

Key Performance Indicators

- Funding and expenditures for RPSPs, federal and state agency grants, private grants, and impacts of public and private support,
- Alumni and corporate giving rates and gift revenues-endowments and current-use funding (scholarships, faculty support and naming of facilities),
- Resource stewardship discussions at college and department open forums (Fall Convocation and Spring Engineers' Roundup) and Dean's Advisory Council meetings), and
- Annual faculty and staff merit-pay assessment, rewards and recognition.



## Degrees Offered

| Aerospace Engineering | B.S., M.S. and Ph.D. |
| :---: | :---: |
| Chemical Engineering | B.S., M.S. and Ph.D. |
| Civil Engineering | B.S., M.S. and Ph.D. |
| Environmental Engineering | M.S. |
| Electrical and Computer Engineering | B.S., M.S. and Ph.D. |
| Engineering Physics | B.S. |
| Engineering Technology | nation, or Mechanical |
| Industrial Engineering | B.S., M.S. and Ph.D. |
| Information and Communication Technology | B.I.C.T. |
| Mechanical Engineering | B.S., M.S. and Ph.D. |
| Geometric Engineering | B.S. |
| Graduate Certificates Offered <br> - Digital Communications <br> - Digital Signal Processing <br> - Electric Energy Systems <br> - Systems Engineering <br> - Telemetering |  |

## Accreditation

Baccalaureate degree programs in civil, chemical, electrical and computer, engineering physics, industrial, mechanical and surveying engineering are accredited by the Engineering Accreditation Commission of ABET. Baccalaureate degree programs in civil, electronics and computer, geometrics and mechanical engineering technology are accredited by the Engineering Technology Accreditation Commission of ABET.

Commission of the Accreditation Board for Engineering and Technology www.abet.org


## Leadership



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## Deans

| Lakshmi N. Reddi | Dean | lnr@nmsu.edu |
| :--- | ---: | ---: |
| Sonya L. Cooper | Associate Dean of Academics | socooper@nmsu.edu |
| Phillip De Leon | Associate Dean of Research | pdeleon@nmsu.edu |
| Patricia A. Sullivan | Associate Dean of Outreach and Recruiting | patsulli@nmsu.edu |

## Department Heads



## Administrative Staff

| Linda Fresques | Chief of Staff | lfresque@nmsu.edu | 575-646-7416 |
| :--- | ---: | ---: | ---: |
| Monica Lopez | Interim Budget Manager | monlopez@nmsu.edu | $575-646-3545$ |

Organizational Chart


## Deans of the College of Engineering

| Arthur T. Barnes | $1914-1920$ |
| :--- | :--- |
| Ralph W. Goddard | $1920-1929$ |
| James T. Rood | $1930-1932$ |
| Burton P. Fleming | $1932-1934$ |
| Hugh M. Milton | $1935-1938$ |
| Daniel B. Jett | $1938-1947$ |
| Melvin A. Thomas | $1947-1961$ |
| Frank Bromilow | $1961-1974$ |
| John Hernandez | $1975-1980$ |
| C. Quentin Ford | $1980-1981$ |
| Joseph Genin | $1981-1985$ |
| J. Derald Morgan | $1985-1998$ |
| Jay Jordan | $1999-2002$ |
| Kenneth White (interim) |  |
| William C. McCarthy (interim) | $2002-2003$ |
| Steven P. Castillo |  |
| Kenneth White: (interim) |  |
| Ricardo B. Jacquez | $2003-2004$ |
| Steven J. Stochaj (interim) | $2005-2009$ |
| Lakshmi N. Reddi | $2009-2010$ |

## College of Engineering Dean's Advisory Council

Active

| Michael Beck | Associated Contractors of New Mexico |
| :---: | :---: |
| Eddie Binns | Binns Construction |
| Leonard Bloom | W.ath Western Refining, Inc. |
| Colin Cahoon |  |
| Jack E. Davis | 二积 |
| David L. Durgin | Verge Fund |
| Kevin C. Eades | - 7 ! ${ }^{\text {a }}$ ( Molzen Corbin |
| Edgar Foreman | astumaty |
| Harold Foreman |  |
| John C. Galassini |  |
| Carlos Gutierrez |  |
| Lou Gomez |  |
| Bruce Hayes |  |
| Daniel Hicks | Frat |
| Debra Hicks | 6. Pettigrew and Associates |
| Arthur D. Hurtado | Wery Altamira Technologies Corporation |
| Aubrey Johnson | Public Service Company of New Mexico |
| Michael Johnson | 2. . . Retired |
| Christopher Long | * Orbital ATK Space Systems Group |
| Richard C. Madrid | Retired |



| Sylvia Grace | Gilbert Unified School District, AZ |
| :--- | ---: |
| Lester L. Lyles | The Lyles Group (retired Air Force General) |
| Joseph E. Perea | Exxon Mobil |
| Brian Rashap | Intel Corp. |
| Jerome Shaw | Volt Information Sciences, Inc. |



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## COLLEGE FACULTY STATISTICS

Source: NMSU Office of Institutional Analysis


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2015 Student Enrollment/Tenured and Tenured Track Faculty/College Track Faculty by College


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## 2016 Percent Tenured/Tenure-Track in Department



All Faculty by Tenure Status

| Tenure Status | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: |
| Tenured | 52 | 56 | 56 | 54 | 51 | 54 |
| Tenure Track | 22 | 20 | 23 | 26 | 24 | 25 |
| Non-Tenure Track | 3 | 5 | 3 | 1 | 1 | 2 |
| Term | 2 | 0 | 1 | 0 | 0 | 1 |
| Temporary* | 16 | 15 | 14 | 16 | 14 | 17 |
| Total | $\mathbf{9 5}$ | $\mathbf{9 6}$ | $\mathbf{9 7}$ | $\mathbf{9 7}$ | $\mathbf{9 0}$ | $\mathbf{9 9}$ |

*Includes all temporary faculty regardless of records with a tenure status

Regular Faculty Only by Rank

| Rank | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Professor | 24 | 26 | 24 | 23 | 23 | 25 |
| Associate Professor | 32 | 32 | 32 | 30 | 28 | 29 |
| Assistant Professor | 21 | 23 | 26 | 28 | 25 | 27 |
| Total | $\mathbf{7 7}$ | $\mathbf{8 1}$ | $\mathbf{8 2}$ | $\mathbf{8 1}$ | $\mathbf{7 6}$ | $\mathbf{8 1}$ |

*Term and all temporary faculty excluded as they bave no rank.

All Faculty by Faculty Type and Gender

| Faculty Type | Gender | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Regular <br> Faculty* | Female | 13 | 11 | - 13 | 13 | 13 | 16 |
|  | Male | 66 | 70 | TMos 70 | 68 | 63 | 66 |
|  | Total | 79 | 81 | 83 | 81 | 76 | 82 |
| Temporary Faculty | Female | 12 2 | 2 | 2 | 1 | 185 2 | 2 |
|  | Male | bul 14 | 12.13 | 12 | 15 | - 12 | 15 |
|  | Total | 16 | 15 | 14 | 16 | 14 | 17 |
| All <br> Engineering <br> Faculty | Female | 15 | M 13 | 15 | a 14 | - 15 | 18 |
|  | Male $\quad\left[\begin{array}{l}\text { c }\end{array}\right.$ | 1. 80 | ㅂul 83 | 82 | 83 | - 75 | 81 |
|  | Total | 95 | 96 | 97 | 97 | 90 | 99 |

*Regular Faculty INCLUDES Term (Visiting) Faculty

## All Faculty by Faculty Type and Race/Ethnicity*

| Faculty Type | Race/Ethnicity | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Regular Faculty* | Multi-racial | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Asian | 24 | 24 | 24 | 23 | 23 | 22 |
|  | Black | 1 | 1 | 1 | 1 | 1 | 1 |
|  | Hispanic | 11 | 10 | 10 | 13 | 12 | 11 |
|  | International | 3 | 5 | 8 | 7 | 4 | 7 |
|  | Unknown | 0 | 3 | 2 | 0 | 0 | 2 |
|  | White | 39 | 38 | 38 | 37 | 36 | 39 |
|  | Total | 79 | 81 | 83 | 81 | 76 | 82 |
| Temporary Faculty | Multi-racial | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Asian | 1 | 0 | 0 | 1 | 1 | 0 |
|  | Hispanic | 2 | 3 | 2 | 2 | 3 | 2 |
|  | International | 1 | 2 | 0 | 4 | 0 | 1 |
|  | Unknown | 6 | 5 | 7 | -4 | 6 | 6 |
|  | White | -umast 5 | 8) 3 | Mater 5 | - 5 | 4 | 8 |
|  | Total | 16 | 15 | 14 | 16 | 14 | 17 |
| All Engineering Faculty | Multi-racial | 42 | \% 0 | I2 I! 0 | [1) 0 | 0 | 0 |
|  | Asian | - 25 | 24 | 7- 24 | - 24 | 24 | 22 |
|  | Black | $=-1$ | 1 | -1 | 1 | - 1 | 1 |
|  | Hispanic | - 13 | - 13 | 12 | 15 | 15 | 13 |
|  | International | - 4 | 7 | 4 8 | 11 | 4 | 8 |
|  | Unknown | 6 | 8 | 9 | 4 | - 38 | 8 |
|  | White | - 44 | - 43 | - 43 | 42 | 4 11.40 | 47 |
|  | Total | 95 | 96 | 97 | 97 | 90 | 99 |

*Every NMSU employee is asked to submit their race/ etbnicity when they are hired via a two-part question. "Are you Hispanic or not"? (Ethnicity), and, "What is your race"? (American Indian, Black, Asian American, Hawaiian Pacific/ Other Pacific Islander, White). Employees may pick all that apply. If the employee doesn't provide any information, they get coded as "Unknown." All race/ etbnicity reporting is self-claimed.

NMSU follows federal guidelines in tracking race/ etbnicity. In attempt to get consistent, unduplicated counts (because selection allows multiple choices), Federal guidelines say to count Hispanic first, then if not Hispanic, count multiple races as "two or more" and then count the single race. If a person selects Hispanic, American Indian and White, that person will be counted as Hispanic. If the person selects Asian and White, that person will be counted as "two or more." For most reporting at NMSU, employees who have a citizenship of international are usually


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Regular Faculty by Tenure Status and Rank

| Tenure Status | Rank | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tenured | Assistant Professor | 1 | 2 | 3 | 2 | 1 | 1 |
|  | Associate Professor | 28 | 29 | 30 | 29 | 27 | 28 |
|  | Professor | 23 | 25 | 23 | 23 | 23 | 25 |
|  | Total | 52 | 56 | 56 | 54 | 51 | 54 |
| Tenure Track | Assistant Professor | 20 | 19 | -22 | 25 | 23 | 24 |
|  | Associate Professor | 2 | 1 | 1 | 1 | 1 | 1 |
|  | Total | 22 | 20 | 23 | 26 | 24 | 25 |
| Non-Tenure Track | Assistant Professor | 0 | - 2 | 1 | 411 | 1 | 2 |
|  | Associate Professor | 2 | -2, 2 | 4>> 1 | 0 | 0 | 0 |
|  | Professor | 1 | 341 1 | (1) 1 | 0 | - 0 | 0 |
|  | Total | 3 | 5 | 3 | 1 | 1 | 2 |
| Term | No Rank | $\pm-2$ | 0 | (-5 ำ1 | 40 | 23. 0 | 1 |

## Regular Faculty by Tenure Status and Gender

| Tenure Status | Gender | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tenured | Female | 6 | 5 | 5 | 5 | 6 | 7 |
|  | Male | 46 | 51 | 51 | 49 | 45 | 47 |
|  | Total | 52 | 56 | 56 | 54 | 51 | 54 |
| Tenure Track | Female | 5 | 4 | 6 | 7 | 6 | 7 |
|  | Male | 17 | 16 | 17 | 19 | 18 | 18 |
|  | Total | 22 | 20 | 23 | 26 | 24 | 25 |
| Non-Tenure Track | Female | 1 | 2 | 2 | - 1 | 1 | 1 |
|  | Male | 2 | 3 | 1 | マ 0 | 0 | 1 |
|  | Total | 3 | 5 | 3 | 1 | 1 | 2 |
| Term | Female | 1 | 0 | - 0 | (1) 0 | 0 | 1 |
|  | Male | 1 | 0 | - 1 | - 0 | 0 | 0 |
|  | Total | 2 | 0 | 1 | 0 | 0 | 1 |

Regular Faculty by Tenure Status and Race/Ethnicity

| Tenure Status | Race/Ethnicity | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tenured | Multi-racial | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Asian | 12 | 17 | 19 | 21 | 19 | 19 |
|  | Black | 1 | 1 | 1 | 1 | 1 | 1 |
|  | Hispanic | 7 | 7 | 7 | 7 | 8 | 7 |
|  | International | 0 | 0 | 1 | 0 | 0 | 0 |
|  | Unknown | 0 | 1 | 0 | $\bigcirc$ | 0 | 0 |
|  | White | 31 | 30 | 28 | - 25 | 23 | 27 |
|  | Total | 52 | 56 | 56 | 54 | 51 | 54 |
| Tenure Track | Asian | 11 | 6 | 4 | 1 | 3 | 2 |
|  | Hispanic | 3 | 3 | 3 | - 6 | 4 | 4 |
|  | International | 3 | 4 | 6 | $\bigcirc 7$ | 4 | 7 |
|  | Unknown | 0 | 2 | 2 | 410 | 0 | 1 |
|  | White | 5 | 5 | 8 | 2 512 | 13 | 11 |
|  | Total | 22 | 20 | 23 | 26 | 24 | 25 |
| Non-Tenure Track | Asian | - 0 | $7-1$ | +21 1 | 710 | 1 | 1 |
|  | International | 0 | 14 | 1120 | U.0.0 | $3{ }^{3}$ | 0 |
|  | Unknown | (3) 0 |  | 350 | $\ldots 0$ | \% 0 | 1 |
|  | White | ir 友 3 | [ 3 | - 3 - 2 | 40 | 1080 0 | 0 |
|  | Total | 3 | 5 | 3 | 1 | 1 | 2 |
| Term | Asian | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Hispanic | 1 | - 0 | $\therefore 0$ | (6) 0 | $\square 0^{-1}$ | 0 |
|  | International | - 0 | 0 | - 1 | 10 | 1-60 | 0 |
|  | White | 0 | 0 | 0 | 0 | 0 | 1 |
|  | Total | 2 | 0 | 1 | 0 | 0 | 1 |

Regular Faculty Annual Salary Statistics by Tenure Status

| Tenure Status | Statistic | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tenured | Number | 52 | 56 | 56 | 54 | 51 | 54 |
|  | Maximum | \$148,705 | \$149,395 | \$150,889 | \$156,130 | \$163,988 | \$163,988 |
|  | Minimum | \$65,014 | \$66,316 | \$66,979 | \$69,313 | \$69,313 | \$69,313 |
|  | Mean | \$89,187 | \$91,662 | \$93,682 | \$96,090 | \$99,484 | \$99,686 |
| Tenure Track | Number | 22 | 20 | 23 | 26 | 24 | 25 |
|  | Maximum | \$83,000 | \$87,522 | \$85,507 | \$86,184 | \$86,184 | \$86,500 |
|  | Minimum | \$65,000 | \$67,500 | \$68,175 | \$67,000 | \$67,000 | \$67,876 |
|  | Mean | \$74,767 | \$77,196 | \$77,465 | \$78,168 | \$79,064 | \$78,594 |
| Non-Tenure Track | Number | 3 | 5 | 3 | 1 | 1 | 2 |
|  | Maximum | \$80,012 | \$108,667 | \$66,751 | \$51,455 | \$51,455 | \$77,183 |
|  | Minimum | \$59,697 | \$50,703 | \$50,703 | \$51,455 | \$51,455 | \$62,414 |
|  | Mean | \$66,646 | \$72,659 | \$59,661 | \$51,455 | \$51,455 | \$69,798 |
| Term | Number | 2 | 0 | - | \$ 0 | 0 | 1 |
|  | Maximum | \$50,000 | \%4 | \$56,000 |  |  | \$62,414 |
|  | Minimum | \$50,000 | $x^{2}=0$ erat | \$56,000 | 9500 | $\square$ | \$62,414 |
|  | Mean | \$50,000 |  | \$56,000 |  |  | \$62,414 |
|  |  |  |  |  |  |  |  |

## Regular Faculty Annual Salary Statistics by Rank

| Rank | Statistic | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Professor | Number | 24 | 26 | 24 | 23 | 23 | 25 |
|  | Maximum | \$148,705 | \$149,395 | \$150,889 | \$156,130 | \$163,988 | \$163,988 |
|  | Minimum | \$60,229 | \$61,433 | \$66,751 | \$76,801 | \$88,141 | \$84,279 |
|  | Mean | \$97,302 | \$101,335 | \$105,391 | \$110,040 | \$113,901 | \$114,874 |
| Associate Professor | Number | 32 | 32 | 32 | 30 | 28 | 29 |
|  | Maximum | \$116,956 | \$119,295 | \$121,200 | \$123,061 | \$124,875 | \$122,121 |
|  | Minimum | \$59,697 | \$60,921 | \$61,530 | \$72,387 | \$72,387 | \$75,351 |
|  | Mean | \$80,917 | \$82,820 | \$84,750 | \$86,428 | \$88,244 | \$86,800 |
| Assistant Professor | Number | 21 | 23 | 1 26 | 28 | 25 | 27 |
|  | Maximum | \$81,600 | \$108,667 | \$83,797 | - \$84,875 | \$84,875 | \$86,500 |
|  | Minimum | \$65,000 | \$50,703 | \$50,703 | \$51,455 | \$51,455 | \$62,414 |
|  | Mean | \$74,186 | \$76,319 | \$75,595 | \$76,746 | \$77,284 | \$77,718 |
| Term - No Rank | Number | 2 | 0 | 1 | 50 | 0 | 1 |
|  | Maximum | \$50,000 |  | \$56,000 | ¢为 |  | \$62,414 |
|  | Minimum | \$50,000 | 7-20) | \$56,000 | W1 larem |  | \$62,414 |
|  | Mean | \$50,000 |  | \$56,000 |  |  | \$62,414 |

Note: Salaries have NOT been adjusted for 9 month/ 12 month positions, nor for FTE

Regular Faculty Annual Salary Statistics by 9- and 12-month Contract* and Tenure Status

| Contract <br> Category | Tenure Status | Statistic | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :--- | :--- | :--- | ---: | ---: | ---: | ---: | ---: |
| 12 Month <br> Faculty | Tenured | Number | 8 | 7 | 7 | 7 |
|  |  | Maximum | $\$ 150,889$ | $\$ 156,130$ | $\$ 163,988$ | $\$ 163,988$ |
|  |  | Minimum | $\$ 76,871$ | $\$ 84,761$ | $\$ 90,271$ | $\$ 90,271$ |
|  |  | Mean | $\$ 122,709$ | $\$ 130,977$ | $\$ 132,565$ | $\$ 136,869$ |

*The data element clarifying contract status was not consistent prior to Fall 2013 and therefore, Fall 2011 and Fall 2012 have not been included in this table

Regular Faculty Annual Salary Statistics by 9- and 12-Month Contract* and Rank

| Contract Category | Rank | Statistic | Fall 2013 |  | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 12 Month Faculty | Professor | Number | 5 |  | 5 | 5 | 6 |
|  |  | Maximum | \$150,889 |  | \$156,130 | \$163,988 | \$163,988 |
|  |  | Minimum | \$76,871 |  | \$84,761 | \$90,271 | \$90,271 |
|  |  | Mean | \$129,687 |  | \$134,331 | \$136,192 | \$139,327 |
|  | Associate <br> Professor | Number | 3 |  | 2 | 2 | 1 |
|  |  | Maximum | \$121,200 |  | \$123,061 | \$124,875 | \$122,121 |
|  |  | Minimum | \$91,552 |  | \$122,121 | \$122,121 | \$122,121 |
|  |  | Mean | \$111,080 |  | \$122,591 | \$123,498 | \$122,121 |
|  | Assistant <br> Professor | Number | 1 |  | 1 | 1 | 1 |
|  |  | Maximum | \$50,703 | F | \$51,455 | \$51,455 | \$77,183 |
|  |  | Minimum | \$50,703 |  | \$51,455 | \$51,455 | \$77,183 |
|  |  | Mean | \$50,703 |  | \$51,455 | \$51,455 | \$77,183 |
| 9 Month Faculty | Professor | Number | 19 |  | 5 18 | 18 | 19 |
|  |  | Maximum | \$116,123 | ate | \$118,435 | \$122,634 | \$122,634 |
|  |  | Minimum | \$66,751 | - 6 | \$76,801 | \$88,141 | \$84,279 |
|  |  | Mean | \$98,997 |  | \$103,293 | \$107,709 | \$107,152 |
|  |  | Number | 29 | 5 3 P | $5 . .428$ | 3¢ 26 | 28 |
|  |  | Maximum | - \$92,956 | 3 1/ | \$91,943 | \$93,409 | \$93,409 |
|  |  | Minimum | \$ $\$ 61,530$ | 120 | \$72,387 | \$72,387 | \$75,351 |
|  |  | Mean | \$82,026 |  | \$83,845 | \$85,533 | \$85,539 |
|  | Assistant <br> Professor | Number | 25 | , 售管 |  | - 24 | 26 |
|  |  | Maximum | \$83,797 | cres | \$84,875 | \$84,875 | \$86,500 |
|  |  | Minimum | \$66,979 |  | \$67,000 | \$67,000 | \$62,414 |
|  |  | Mean | \$76,591 |  | \$77,683 | \$78,361 | \$77,739 |
|  | Term - No Rank | Number | 1 |  | 0 | -170 | 1 |
|  |  | Maximum | \$56,000 |  |  |  | \$62,414 |
|  |  | Minimum | \$56,000 | n) | 3 |  | \$62,414 |
|  |  | Mean | \$56,000 |  |  |  | \$62,414 |

[^0]
## All Faculty by Type and Department


*Regular Faculty INCLUDES Term (Visiting) Faculty

Regular Faculty Headcount by Department, Tenure Status and Rank - Fall 2016

| Department | Tenured |  |  |  | Tenure Track |  |  | Non-Tenure Track |  | Term |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Professor | Associate <br> Professor | Assistant <br> Professor | Total | Associate <br> Professor | Assistant <br> Professor | Total | Assistant <br> Professor | Total | No <br> Rank | Total |
| Chemical and Materials | 2 | 3 | 0 | 5 | 0 | 4 | 4 | 0 | 0 | 0 | 0 |
| Civil | 6 | 5 | 0 | 11 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| Engineering Tech./Surveying | 7 | 2 | 1 | 10 | 1 | 5 | 6 | 0 | 0 | 0 | 0 |
| Industrial | 0 | 4 | 0 | 4 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Electrical and Computer | 7 | 7 | 0 | 14 | 0 | be 4 | 4 | 1 | 1 | 0 | 0 |
| Mechanical and Aerospace | 3 | 7 | 0 | 10 | 0 | 6 | 6 | 1 | 1 | 1 | 1 |

Regular Faculty FTE* by Department, Tenure Status and Rank - Fall 2016

|  | Tenured |  |  |  | Tenure Track |  |  | Non-Tenure Track |  | Term |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Professor | Associate <br> Professor | Assistant <br> Professor | Total | Associate <br> Professor | Assistant <br> Professor | Total | Assistant <br> Professor | Total | No <br> Rank | Total |
| Chemical and Materials | 2 | $3$ | - 0 | -5 | 0 |  | 4 | 0 | 0 | 0 | 0 |
| Civil | 6 | 5 | L. 0 | 11 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| Engineering <br> Tech./Surveying | 7 | $2$ | $1$ |  |  | , 5 | 6 | 0 | 0 | 0 | 0 |
| Industrial | 0 | 4 | - 0 | - 4 | -0 | - 2 | 2 | 0 | 0 | 0 | 0 |
| Electrical and Computer |  | $7$ | 0 | 14 | 0 | 4 | 4 | 0.8 | 0.8 | 0 | 0 |
| Mechanical and Aerospace | 3 | $7$ | 0 | 10 | 0 | 6 | 6 | \% 0.8 | 0.8 | 0.8 | 0.8 |

*Primary FTE - overload FTE is not included

Regular Faculty Headcount by Department and Tenure Status

| Department | Tenure Status | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Chemical and Materials | Tenured | 5 | 3 | 3 | 4 | 5 | 5 |
|  | Tenure Track | 2 | 3 | 6 | 5 | 3 | 4 |
|  | Term | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Total | 8 | 6 | 9 | 9 | 8 |  |
| Civil | Tenured | 9 | 10 | 9 | 9 | 8 | 11 |
|  | Tenure Track | 4 | 3 | 4 | 5 | 5 | 3 |
|  | Total | 13 | 13 | 13 | 14 | 13 | 14 |
| Engineering Technology and Surveying | Tenured | 9 | 10 | 10 | 10 | 10 | 10 |
|  | Tenure Track | 2 | 3 | 4 | 6 | 5 | 6 |
|  | Non-Tenure Track | 1 | 1 | - 1 | 0 | 0 | 0 |
|  | Total | 12 | 14 | 15 | 16 | 15 | 16 |
| Industrial | Tenured | 3 | $\square \quad 4$ | 4 | 4 | 4 | 4 |
|  | Tenure Track | -3 | Mosar 2 | 412 | 2 | 1 | 2 |
|  | Total | 6 | 6 | 6 | 6 | 5 | 6 |
| Electrical and Computer | Tenured | -15 | 1) 16 | 18 | 15 | 14 | 14 |
|  | Tenure Track | 碞 5 | -r 5 | 3 | - 2 | 3 | 4 |
|  | Non-Tenure Track | [ 1 | $44-3$ | 11 | - 1 | 1 | 1 |
|  | Term | $\square 1$ | 100 | (8) $=0$ | 0 | 0 | 0 |
|  | Total | 22 | 24 | 22 | 18 | 18 | 19 |
| Mechanical and Aerospace | Tenured $\square$ | [-1/ 11 | - $\quad 1 \begin{aligned} & 13\end{aligned}$ | (6) 12 | $\begin{array}{r}1 \\ -12 \\ \hline\end{array}$ | 10 | 10 |
|  | Tenure Track | - 6 | - 4 | $\square$ | 4116 | 7 | 6 |
|  | Non-Tenure Track | 1 | 1 | 1 | 0 | 0 | 1 |
|  | Term | 0 | 0 | 1 | 0 | 0 | 1 |
|  | Total | 18 | 18 | 18 | 18 | 17 | 18 |

## Regular Faculty FTE＊by Department and Tenure Status

| Department | Tenure Status | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Chemical and Materials Engineering | Tenured | 5 | 3 | 3 | 4 | 5 | 5 |
|  | Tenure Track | 2 | 3 | 6 | 5 | 3 | 4 |
|  | Term | 1 | 0 | 0 | 0 | 0 | 0 |
|  | Total | 8 | 6 | 9 | 9 | 8 | 9 |
| Civil Engineering | Tenured | 9 | 10 | 9 | 9 | 8 | 11 |
|  | Tenure Track | 4 | 3 | 4 | 5 | 5 | 3 |
|  | Total | 13 | 13 | 13 | 14 | 13 | 14 |
| Engineering Technology and Surveying Engineering | Tenured | 9 | 10 | （1） 10 | 10 | 10 | 10 |
|  | Tenure Track | 2 | 3 | 4 | 6 | 5 | 6 |
|  | Non－Tenure <br> Track | 1 | 1 |  | 0 | 0 | 0 |
|  | Total | 12 | 14 | 15 | 16 | 15 | 16 |
| Industrial Engineering | Tenured | 3 | 4 | ［ 4 a 4 | 4 | 4 | 4 |
|  | Tenure Track | 3 | 20407－2 | － 2 | － 2 | 1 | 2 |
|  | Total | 6 | 6 | 6 | 6 | 5 | 6 |
| Electrical and Computer Engineering | Tenured | 4 15 | －34 16 | （1） 18 | 8－15 | 14 | 14 |
|  | Tenure Track | 14． 5 | 5 | 3 | 2 | 3 | 4 |
|  | Non－Tenure <br> Track | $\square=1$ | 2.5 | 4． 0.5 | ${ }^{8} 80.5$ | 0.5 | 0.8 |
|  | Term | F－0．5 | 0 | － 27.0 | $4-8$ | $\bigcirc$ | 0 |
|  | Total | 21.5 | 23.5 | 21.5 | 17.5 | 17.5 | 18.8 |
| Mechanical and Aerospace Engineering | Tenured 相 | V： 11 | －8× 13 | 戊同 12 | 12 | －18 10 | 10 |
|  | Tenure Track | －-6 | － 4 | － 4 | $\square 6$ | 12， 7 | 6 |
|  | Non－Tenure <br> Track | 0.8 | 0.8 | 0.8 | 0 | － 0 | 0.8 |
|  | Term | 0 | 0 | 1 | 0 | 0 | 0.8 |
|  | Total | 17.8 | 17.8 | 17.8 | 18 | 17 | 17.5 |

Regular Faculty Salary Statistics by 9- and 12-Month Contracts* and Rank for Each Department
Chemical and Materials Engineering

| Contract Category | Rank | Statistic | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 12 Month Faculty | Professor | Number | 1 | 1 | 1 | 1 |
|  |  | Maximum | \$148,136 | \$156,130 | \$163,988 | \$163,988 |
|  |  | Minimum | \$148,136 | \$156,130 | \$163,988 | \$163,988 |
|  |  | Mean | \$148,136 | \$156,130 | \$163,988 | \$163,988 |
|  | Associate <br> Professor | Number | 6. 11 | 0 | 0 | 0 |
|  |  | Maximum | \$91,552 |  |  |  |
|  |  | Minimum | \$91,552 |  |  |  |
|  |  | Mean | \$91,552 |  |  |  |
| 9 Month Faculty | Professor | Number | - 1 | 1 | 1 | 1 |
|  |  | Maximum | \$107,020 | \$115,229 | \$122,634 | \$122,634 |
|  |  | Minimum | - \$107,020 | \$115,229 | \$122,634 | \$122,634 |
|  |  | Mean | \$107,020 | \$115,229 | \$122,634 | \$122,634 |
|  | Associate <br> Professor <br> Assistant <br> Professor | Number |  | - 2 | 3 | 3 |
|  |  | Maximum | 3 515 | \$91,700 | \$91,700 | \$91,700 |
|  |  | Minimum |  | \$87,091 | \$87,091 | \$87,091 |
|  |  | Mean |  | \$89,396 | \$88,645 | \$89,087 |
|  |  | Number | 6 | $\because 5$ | 3 | 4 |
|  |  | Maximum | \$80,800 | \$82,481 | \$81,227 | \$85,000 |
|  |  | Minimum | 7. \$78,275 | \$80,451 | \$80,451 | \$80,451 |
|  |  | Mean | \$79,692 | \$81,187 | \$80,710 | \$81,782 |

Civil Engineering


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Engineering Technology and Surveying Engineering


Industrial Engineering

| Contract Category | Rank | Statistic | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 12 Month Faculty | Professor | Number | 1 | 1 | 1 | 1 |
|  |  | Maximum | \$120,488 | \$122,121 | \$122,121 | \$122,121 |
|  |  | Minimum | \$120,488 | \$122,121 | \$122,121 | \$122,121 |
|  |  | Mean | \$120,488 | \$122,121 | \$122,121 | \$122,121 |
| 9 Month Faculty | Associate <br> Professor | Number | 2 | 3 | 3 | 3 |
|  |  | Maximum | \$82,512 | \$83,534 | \$84,360 | \$84,360 |
|  |  | Minimum | \$78,369 | \$76,580 | \$84,360 | \$84,360 |
|  |  | Mean | \$80,440 | \$80,010 | \$84,360 | \$84,360 |
|  | Assistant Professor | Number | be 3 | 2 | 1 | 2 |
|  |  | Maximum | \$71,089 | \$70,921 | \$73,241 | \$73,241 |
|  |  | Minimum | \$70,054 | \$70,858 | \$73,241 | \$70,000 |
|  |  | Mean | \$70,399 | \$70,889 | \$73,241 | \$71,621 |

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## Electrical and Computer Engineering

| Contract Category | Rank | Statistic | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 12 Month Faculty | Professor | Number | 1 | 1 | 1 | 1 |
|  |  | Maximum | \$150,889 | \$154,372 | \$156,340 | \$156,340 |
|  |  | Minimum | \$150,889 | \$154,372 | \$156,340 | \$156,340 |
|  |  | Mean | \$150,889 | \$154,372 | \$156,340 | \$156,340 |
|  | Assistant <br> Professor | Number | 1 | 1 | 1 | 1 |
|  |  | Maximum | \$50,703 | \$51,455 | \$51,455 | \$77,183 |
|  |  | Minimum | \$50,703 | \$51,455 | \$51,455 | \$77,183 |
|  |  | Mean | \$50,703 | \$51,455 | \$51,455 | \$77,183 |
| 9 Month Faculty | Professor | Number | - 648 | 7 | 6 | 6 |
|  |  | Maximum | \$114,841 | \$116,479 | \$117,255 | \$117,255 |
|  |  | Minimum | \$98,848 | \$108,599 | \$117,255 | \$116,479 |
|  |  | Mean | \$106,161 | \$111,481 | \$117,255 | \$117,125 |
|  | Associate <br> Professor <br> Assistant <br> Professor | Number | 1/9 | 7 | 7 | 7 |
|  |  | Maximum | \$92,956 | \$89,947 | \$89,947 | \$89,947 |
|  |  | Minimum | \$80,672 | \$82,443 | \$85,629 | \$85,629 |
|  |  | Mean | \$86,551 | \$86,526 | \$87,145 | \$87,145 |
|  |  | Number | 12.3 | 152 | 3 | 4 |
|  |  | Maximum | \$83,797 | \$84,875 | \$84,875 | \$86,500 |
|  |  | Minimum | \$82,170 | \$83,374 | \$83,374 | \$83,374 |
|  |  | Mean | \$82,760 | \$84,124 | \$83,916 | \$84,562 |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

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Mechanical and Aerospace Engineering

| Contract Category | Rank | Statistic | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 12 Month Faculty | Professor | Number |  |  |  | 1 |
|  |  | Maximum |  |  |  | \$155,000 |
|  |  | Minimum |  |  |  | \$155,000 |
|  |  | Mean |  |  |  | \$155,000 |
|  | Associate <br> Professor | Number | 1 | 1 | 1 | 0 |
|  |  | Maximum | \$121,200 | \$123,061 | \$124,875 |  |
|  |  | Minimum | \$121,200 | \$123,061 | \$124,875 |  |
|  |  | Mean | \$121,200 | \$123,061 | \$124,875 |  |
| 9 Month Faculty | Professor | Number | -634 2 | 1 | 2 | 2 |
|  |  | Maximum | \$103,335 | \$106,624 | \$111,721 | \$111,721 |
|  |  | Minimum | \$66,751 | \$106,624 | \$97,016 | \$103,835 |
|  |  | Mean | \$85,043 | \$106,624 | \$104,368 | \$107,778 |
|  | AssociateProfessor | Number | $1 \quad 9$ | 9 | 7 | 7 |
|  |  | Maximum | \$90,882 | \$91,943 | \$93,409 | \$93,409 |
|  |  | Minimum | \$79,333 | \$80,934 | \$85,437 | \$85,437 |
|  |  | Mean | \$83,877 | \$84,950 | \$87,814 | \$86,957 |
|  |  | Number | 12.15 | 157 | 7 | 7 |
|  |  | Maximum | \$80,800 | \$83,000 | \$83,000 | \$83,000 |
|  |  | Minimum | \$77,735 | \$80,934 | \$80,934 | \$62,414 |
|  |  | Mean | \$79,531 | \$82,153 | \$82,303 | \$79,520 |
|  |  | Number | -20 1 | - 0 | - 0 | 1 |
|  |  | Maximum | \$56,000 | 4 | 18 | \$62,414 |
|  |  | Minimum | \$56,000 | $\cdots$ | 12 | \$62,414 |
|  |  | Mean | \$56,000 |  |  | \$62,414 |

*The data element clarifying contract status was not consistent prior to Fall 2013 and therefore, Fall 2011 and Fall 2012 have not been included in this table

## Chairs

| William Kersting Endowed Chair in Power Systems Engineering | Sukumar Brahma |
| :--- | ---: |
| Frank Carden Endowed Chair in Telemetering and Telecommunications | Charles Creusere |
| Ed and Harold Foreman Endowed Chair in Civil Engineering | Nagamany Nirmalakhandan |
| PNM Endowed Chair in Utility Management | Satish Ranade |
|  |  |
| Professorships | Phil King |
| John Clark Professorship | Igor Sevostianov |
| Dwight L. and Audrey Graham Chapman Endowed Professorship in Mechanical Engineering | David Rockstraw |
| Robert Davis Distinguished Professorship in Chemical Engineering | (pending completion) |
| Dyrud Professorship in Engineering Excellence | David Jáuregui |
| Ed Foreman Endowed Professorship for Excellence in Civil Engineering | Zohrab Samani |
| Harold Foreman Endowed Professorship for Excellence in Civil Engineering | Deva Borah |
| International Foundation for Telemetering Professorship in Telecommunications |  |
| William Kersting Endowed Professorship in Power Systems Engineering | Phillip DeLeon |
| Paul W. and Valerie Klipsch Distinguished Professorships in the Klipsch School of Electrical and | Steven J. Stochaj |
| Computer Engineering | Wei Tang |
| George W. Lucky Endowed Professorship for Excellence in Engineering Education | David Voelz |
| Mechanical and Aerospace Engineering Academy Endowed Distinguished Professorship | TBA |
| Dr. John Minor P.E. Memorial Endowed Professorship | (pending completion) |


| The Forrest Mooney Endowed Professorship in Aerospace Engineering | TBA |
| :--- | ---: |
| Robert G. Myers Professorship in Mechanical Engineering | Ruey-Hung Chen |
| John Kaichiro Nakayama and Tome Miyaguchi Nakayama Professorship for Research Excellence | Ou Ma |
| John Kaichiro Nakayama and Tome Miyaguchi Nakayama Professorship for Teaching Excellence | Paul Furth |
| Luke Barry Shires Endowed Professorship in Chemical and Materials Engineering | Hongmei Luo |
| PECSO Endowed Professorship in Water Quality and Reclamation Research | (pending completion) |
| Wells-Hatch Family Endowed Professor in Civil Engineering | Paola Bandini |
| Kenneth White Professorship in Transportation and Structural Engineering | (pending completion) |



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## STUDENT COMPOSITION

Source: NMSU Office of Institutional Analysis


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NMSU Fall 2016 Enrollment by College


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## NMSU 2010-2016 Undergraduate Enrollment by College



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Fall 2016 Engineering Statistics




## Engineering Student Statistics

|  | 2010 | \% | 2011 | \% | 2012 | \% | 2013 | \% | 2014 | \% | 2015 | \% | 2016 | \% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Male | 1965 | 80\% | 1979 | 81\% | 2107 | 82\% | 2106 | 82\% | 2073 | 81\% | 2123 | 80\% | 2050 | 80\% |
| Female | 459 | 20\% | 474 | 19\% | 463 | 18\% | 469 | 18\% | 483 | 19\% | 534 | 20\% | 504 | 20\% |
| Total* | 2324 |  | 2453 |  | 2570 |  | 2575 |  | 2607 |  | 2657 |  | 2554 |  |
| Undergraduate | 1982 | 81\% | 2059 | 82\% | 2154 | 82\% | 2144 | 83\% | 2107 | 82\% | 2228 | 84\% | 2158 | 85\% |
| Graduate | 436 | 18\% | 419 | 17\% | 462 | 17\% | 441 | 17\% | 461 | 18\% | 434 | 16\% | 396 | 15\% |
| Non Degree | 19 | 1\% | 21 | 1\% | 24 | 1\% | 0 | $0 \%$ | 0 | 0\% | 0 | 0\% | 0 | 0\% |
| Total* | 2437 |  | 2499 |  | 2640 |  | 2585 |  | 2568 |  | 2662 |  | 2554 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Hispanic | 994 | 41\% | 1025 | 41\% | 1082 | 41\% | 1060 | 42\% | 1053 | 41\% | 1065 | 40\% | 1098 | 43\% |
| NM Resident | 1746 | 72\% | 1724 | 69\% | 1742 | 66\% | 1680 | 65\% | 1618 | 63\% | 1624 | 61\% | 1584 | 62\% |

* Totals presented as found on Office of Institutional Analysis reports.


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 53

## Engineering Undergraduate Enrollment by Program



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 54

Engineering Undergraduate Enrollment Gender 2010-2016


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 55

Engineering Undergraduate Enrollment/Degrees Granted by Fiscal Year


Engineering MS Enrollment/Degrees Granted by Fiscal Year


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 57

Engineering Ph.D. Enrollment/Degrees Granted by Fiscal Year


Engineering Graduate Certificates Enrollment/Certificates Awarded


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 59

## NMSU Student Credit Hours by Academic Year



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 60

Engineering Total Student Credit Hours


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 61

Engineering Undergraduate Student Credit Hours by Department


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 62

Engineering Graduate Student Credit Hours by Department


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 63

## Engineering Distance Education Program Student Credit Hours

Source: COE Distance Education Program


Number of students registered as DE students versus on-campus students is not tracked.

2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 64

## Engineering/NMSU First-Year Retention Rates



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 65

## Engineering/NMSU Fourth-Year Graduation/Retention Rates



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 66

## Engineering/NMSU Sixth-Year Graduation Retention Rates



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 67

## Engineering/NMSU Eighth-Year Graduation/Retention Rates



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 68

## RESEARCH DATA



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 69

## Engineering Research Centers and Laboratories

## Carlsbad Environmental Monitoring and Research Center (CEMRC)

rhardy@nmsu.edu
575-234-5555
Russell Hardy
CEMRC, a division of the College of Engineering, is a radiochemistry facility that can perform a wide range of environmental and radiochemistry work. CEMRC's programs include environmental monitoring of almost any radiological and inorganic constituent; actinide chemistry and repository science particularly concerning the environmental behavior of $\mathrm{Pu}, \mathrm{Am}, \mathrm{U}$ and Np ; dirty bomb mitigation research and training particularly for ${ }^{137} \mathrm{Cs}$ and ${ }^{60} \mathrm{Co}$, head space gas and volatile organic compound (VOC) analyses; in vivo and in vitro bioassay, whole body dosimetry, military small arms range clean-up, evaluation and design of innovative treatment technologies, and soil, water, air and waste characterization.

| Center for Bio-Mediated and Bio-Inspired Geotechnics | paola@nmsu.edu 575-646-2471 |
| :--- | :--- |

(CBBG) Paola Bandini

The goal of CBBG is to develop and implement into practice nature-inspired sustainable solutions to geotechnical engineering and infrastructure problems in four research thrust areas. The center-wide thrust areas include hazard mitigation, infrastructure construction, resource recovery and environmental protection and restoration.
Center for Telemetry and Telemetering 2 Charles Creusere creusere@nmsu.edu 575-646-3919

The Center for Telemetry and Telemetering hosts the Manuel Lujan, Jr. Space Tele-Engineering Program and the Frank Carden Chair for Telemetry and Telemetering. Faculty and staff in the center are involved in education and research programs focusing on telecommunications, communication theory, coding and information theory, wireless networks, digital signal processing, optical and radio frequency communications and digital image processing. The center has several major research sponsors including NASA, the Department of Defense, and the National Science Foundation.

| Engineering New Mexico Resource Network (ENMRN) | Patricia Sullivan | patsulli@nmsu.edu | 575-646-2913 |
| :--- | :--- | :--- | :--- |

The Engineering New Mexico Resource Network provides statewide engineering-based outreach and public service programs. Through collective impact, Engineering New Mexico leverages a network of industry, community, and academic partners to solve problems that improve the quality of life, promote economic development, and enhance educational systems across New Mexico. The program delivers a range of engineering programs and services to businesses, government agencies, teachers and K-16 students.

## Interdisciplinary Center of Research in Design of Intelligent

## Technologies for Smart Grids (iCREDITS)

Satish Ranade
iCREDITS was established at NMSU in 2014 with a grant awarded from the National Science Foundation. The center brings together experts in electrical engineering, computer science, mathematics, management and education. Its goal is to serve as a new epicenter for research and training in smart grids.
Manufacturing Technology and Engineering Center $\quad$ Tom Jenkins $\quad$ tjenkins $@$ nmsu.edu $\quad$ 575-646-3847

The Manufacturing Technology and Engineering Center is funded through the state's the Manufacturing Sector Development Program. M-TEC helps businesses and entrepreneurs with a vast array of projects and products providing technical assistance in the form of engineering, design, analyses and product development. M-TEC is a recognized leader in prototyping and concept validation. M-TEC has created a synergistic environment which allows students to gain valuable work experience while they are in school.

| New Mexico Alliance for Minority Participation (NM AMP) |
| :--- |
| NMAMP is a statewide partnership of universities and colleges with a goal to increase the number of underrepresented minority students |
| who successfully complete their B.S. degrees in the STEM disciplines. New Mexico AMP supports targeted students through a broad |
| range of activities. |

The Office of Engineering Research supports faculty in both pre- and post-award phases of externally-funded research. In the preaward phase, the OER assists faculty in identifying potential sources of funding and grant opportunities, proposal preparation and assistance, and submission of the research proposal in coordination with the Office of Grants and Contracts. In the post-award phase, the OER assists faculty in managing the contractual, financial, and reporting aspects of the research grant.

| Engineering Research Center for Re-inventing the Nation's | Nagamany <br> Urban Water Infrastructure (ReNUWIt) | nkhandan@nmsu.edu | 575-646-5378 |
| :--- | ---: | ---: | ---: |

Re-NUWIt is a multi-institution research center whose goal is to change the ways in which we manage urban water. Our vision is of safe, sustainable urban water infrastructures enabled by technological advances in natural and engineered systems and informed by a deeper understanding of institutional frameworks. It is funded by the National Science Foundation. The partners include Stanford University (lead) and the University of California Berkeley.

| Southwest Technology Development Institute (SWTDI) John Wiles | jwiles@nmsu.edu | 575-646-3705 |
| :--- | :--- | :--- | :--- |

The SWTDI is a non-profit, university-based organization that provides applied research and development services to private and public sector clients. SWTDI was established in 1977 as the New Mexico Solar Energy Institute and has active research programs in energy and related systems. SWTDI provides training and contract engineering services for systems analysis, hardware development and evaluation, feasibility studies, computer modeling and informational kiosks. SWTDI performs contract engineering for a wide variety of private and public sector clients, including research organizations, utility companies, and local, state and federal agencies.
Transportation Consortium of South-Central States (Tran-SET) Craig Newtson newtson@nmsu.edu 575-646-3034

The goal of the Tran-SET center is to extend the life of transportation infrastructure, preserving the environment and preserving the existing transportation system. The center's research thrusts include improving durability of transportation infrastructure, pavement and bridges.


## 2015 Tenure and Tenure Track Faculty/Graduate Students by College

Source: NMSU Office of Institutional Analysis


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 73

Academic Units: Number of Proposals Submitted/Amount Requested FY13-FY17
Source: Office of Engineering Research, ARGIS


Academic Units: Number of Proposals Awarded/Amount Awarded FY13-FY17
Source: Office of Engineering Research, ARGIS


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 75

Research Units: Number of Proposals Submitted/Amount Requested FY13-FY17
Source: Office of Engineering Research, ARGIS

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2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 76

Research Units: Number of Proposals Awarded/Amount Awarded FY13-FY17
Source: Office of Engineering Research, ARGIS


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 77

## 2015-2017 Percentage of Expenditures by Funding Agency

Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 78

## 2016 Engineering Research Expenditure Source by Department

Source: Office of Engineering Research



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 79

## 2016 Engineering Research Expenditure Source by Program

Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 80

## Engineering Research Expenditures by Program

Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 81

Value of Proposals Submitted/Value of Awards Made FY13-FY17
Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 82

## Total Engineering Research Expenditures

Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 83

Engineering Research Expenditures/Faculty
Source: Office of Engineering Research


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 84

## FINANCIAL DATA



2016-2017: FACT BOOK \| COLLEGE OF ENGINEERING 85

## Development Progress by Year

Source: NMSU Foundation

|  | $\mathbf{0 9 - 1 0}$ | $10-11$ | $11-12$ | $12-13$ | $13-14$ | $14-15$ | $\mathbf{1 5 - 1 6}$ |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Total Cash Giving | $\$ 1,208,727$ | $\$ 1,257,267$ | $\$ 2,129,211$ | $\$ 1,299,580$ | $\$ 1,589,506$ | $\$ 887,087$ | $\$ 1,927,703$ |
| Less Pledge Payments* | $\$(343,650)$ | $\$(345,485)$ | $\$(528,650)$ | $\$(11,665)$ | $\$(26,552)$ | $\$(49,886)$ | $\$(32,265)$ |
| Total Gifts-in-Kind | $\$ 39,797$ | $\$ 30,843,360$ | $\$ 25,839$ | $\$ 600$ | - | $\$ 2,633$ | $\$ 10,000$ |
| Total Private Non-exchange Grants | - | - | - | - | $\$ 14,400$ | $\$ 88,035$ | $\$ 25,500$ |
| Total New Pledges | $\$ 10,000$ | $\$ 11,415$ | $\$ 7,735$ | $\$ 12,385$ | $\$ 27,462$ | $\$ 73,251$ | $\$ 199,778$ |
| Total Gift Support | $\$ 914,874$ | $\$ 31,766,557$ | $\$ 1,634,135$ | $\$ 12,385$ | $\$ 1,604,816$ | $\$ 1,001,120$ | $\$ 2,130,716$ |

*Multi-year pledges are booked in total during the year in which they are pledged. So as not to double count, payments are deducted during the years in which they are paid.


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## ALUMNI



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 87

## Known Living Engineering Alumni

Source: NMSU Foundation


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 88

## PEER INSTITUTION DATA

Source: U.S. News and World Report


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 89

## Undergraduate Engineering Rankings among Peer Institutions



## Peer Institution Ranking by Department

|  | Civil | Aerospace | Mechanical | Chemical | Materials | Electrical | Computer | Industrial |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Colorado State University | 40 |  | 69 | 63 | RNP | 65 | 64 | RNP |
| Iowa State University | 36 | 31 | 42 | 33 | 27 | 42 | 46 | 24 |
| Kansas State University | 70 | RNP | 95 | 69 | RNP | 83 | 70 | 57 |
| Montana State University | 103 | RNP | RNP | RNP | RNP | RNP | RNP | RNP |
| New Mexico State University | 103 | 60 | RNP | RNP | RNP | 112 | 106 | RNP |
| Oklahoma State University | 82 | RNP | 78 | 84 | RNP | 92 | 86 | 32 |
| Oregon State University | 40 | RNP | 65 | 84 | RNP | 55 | 55 | 61 |
| Texas Tech University | 70 | RNP | 78 | 84 | RNP | 92 |  | 38 |
| University of Arizona | 40 | 26 | 57 | 63 | 54 | 42 | 36 | 24 |
| University of Idaho | RNP | RNP | RNP | RNP | RNP | RNP | RNP | RNP |
| University of New Mexico | 82 | RNP | 95 | 69 | RNP | 74 | 70 | RNP |
| University of Texas－El Paso | RNP | RNP | RNP | RNP | ${ }^{\text {RNP }}$ | RNP | RNP | RNP |
| University of Wyoming | 103 | RNP | RNP | RNP | RNP | RNP | RNP | RNP |
| Utah State University | 70 | 54 | RNP | RNP | RNP | 135 | RNP | RNP |
| Washington State University | 50 | RNP | 57 Pd | 84 | 46 | 74 | 46 | RNP |
| RNP：Rank Not Provided |  |  |  |  |  |  |  |  |

2016－2017：FACT BOOK｜COLLEGE OF ENGINEERING 91

## Peer Institution Graduate Enrollment



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 92

Peer Institution Faculty not including Computer Science


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2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 93

Peer Institution 2016 Total Graduates


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 94

Peer Institution 2016 Master's Graduates


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 95

Peer Institution 2016 Ph.D. Graduates


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 96

## Peer Institution Assessment Scores



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 97

## Peer Institution Research Expenditures/Per Faculty Member



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 98

Peer Institution Ph.D. Student/Faculty Ratio


2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 99

## Peer Institution Number of Graduate Assistant Positions Available



2016-2017: FACT BOOK | COLLEGE OF ENGINEERING 100

Historical Comparison of Faculty Salaries with NMSU's Peer Group
Source: NMSU Office of Institutional Analysis

|  | Professors |  |  | Associate Professors |  |  | Assistant Professors |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Year | NMSU <br> Mean <br> Salary | Peer <br> Mean <br> Salary | NMSU as \% of PG Mean | NMSU <br> Mean <br> Salary | Peer <br> Mean <br> Salary | NMSU as \% of PG Mean | NMSU <br> Mean <br> Salary | Peer <br> Mean <br> Salary | NMSU as \% of PG Mean |
| 2003 | \$68,800 | \$85,328 | 81\% | \$57,300 | \$63,269 | 91\% | \$49,500 | \$54,981 | 90\% |
| 2004 | \$72,000 | \$88,013 | 82\% | \$59,800 | \$65,263 | 92\% | \$51,300 | \$57,181 | 90\% |
| 2005 | \$70,700 | \$91,706 | 77\% | \$61,000 | \$67,981 | 90\% | \$50,800 | \$59,550 | 85\% |
| 2006 | \$72,000 | \$95,944 | 75\% | \$61,800 | \$70,650 | 88\% | \$52,800 | \$62,031 | 85\% |
| 2007* | \$76,200 | \$95,780 | 80\% | \$66,300 | \$71,747 | 92\% | \$56,000 | \$62,973 | 89\% |
| 2008* | \$78,300 | \$100,886 | 78\% | \$66,500 | \$75,079 | 89\% | \$55,300 | \$64.079 | 86\% |
| 2009* | \$79,000 | \$101,507 | 78\% | \$65,700 | \$76,500 | 87\% | \$52,800 | \$65,936 | 80\% |
| 2010* | \$81,500 | \$102,133 | 80\% | \$67,600 | \$75,307 | 90\% | \$55,700 | \$65,960 | 85\% |
| 2011* | \$81,500 | \$103,493 | 79\% | \$67,400 | \$75,693 | 89\% | \$56,300 | \$67,367 | 84\% |
| 2012* | \$87,000 | \$105,827 | 82\% | \$70,800 | \$77,180 | 92\% | \$58,800 | \$69,120 | 85\% |
| 2013* | \$91,100 | \$108,773 | 85\% | \$71,900 | \$79,273 | 91\% | \$61,900 | \$70,407 | 89\% |

Source: IA and AAUP - Full-time Instructional Faculty Salary Survey.
*New Peers used for comparison.

Historical Comparison of Faculty Salaries with NMSU's Peer Group
Source: NMSU Office of Institutional Analysis


Source: IA and AAUP Annual Survey of Faculty Compensation
*New Peers used for Comparison

2014-2015 Tuition and Fees Compared with Peer Institutions (undergraduate rates/academic year)
Source: NMSU Office of Institutional Analysis

| Institution | Resident | Non-Resident |
| :--- | ---: | ---: |
| Washington State University - Pullman | $\$ 12,428$ | $\mathbf{1 0 , 9 5 7}$ |
| University of Arizona - Tucson | 9,897 | 29,510 |
| Colorado State University - Fort Collins | 9,122 | 26,421 |
| Oregon State University - Corvallis | 9,034 | 26,294 |
| Kansas State University - Manhattan | 7,811 | 22,624 |
| Texas Tech University - Lubbock | 7,731 | 16,499 |
| lowa State University - Ames | 7,442 | 20,617 |
| Oklahoma State University - Stillwater | 7,259 | 20,027 |
| The University of Texas - El Paso | 6,846 | 18,389 |
| University of New Mexico - Albuquerque | 6,800 | 20,664 |
| Montana State University - Bozeman | 6,784 | 21,391 |
| University of Idaho - Moscow | 6,610 | 20,314 |
| University of Nevada - Reno | 6,250 | 20,520 |
| Utah State University - Logan | $\mathbf{5 , 9 5 0}$ | 18,250 |
| New Mexico State University | 4,646 | 19,112 |
| University of Wyoming - Laramie |  | 14,876 |
|  | 7,974 |  |
| Peer Average without NMSU |  |  |
|  | $74,61 \%$ | 21,445 |
| NMSU as $\%$ of Peer Average |  | $89,12 \%$ |



NMSU is an affirmative action, equal-opportunity employer and educator.


[^0]:    *The data element clarifying contract status was not consistent prior to Fall 2013 and therefore, Fall 2011 and Fall 2012
    have not been included in this table

