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## FISCAL IMPACT REPORT

**ORIGINAL DATE** 03/05/09

**SPONSOR** Morales **LAST UPDATED** \_\_\_\_\_ **HB** \_\_\_\_\_

**SHORT TITLE** NM College Faculty Salary Study **SJM** 66

**ANALYST** Wilson

### APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Non-Rec	Fund Affected
FY09	FY10		
	NFI		

(Parenthesis ( ) Indicate Expenditure Decreases)

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY09	FY10	FY11	3 Year Total Cost	Recurring or Non-Rec	Fund Affected
<b>Total</b>		Unknown See Below			Non- recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

### SOURCES OF INFORMATION

LFC Files

### SUMMARY

#### Synopsis of Bill

Senate Joint Memorial 66 asks the Higher Education Department (HED) to use existing resources and work together with New Mexico institutions of higher education to define a group of peer institutions for each New Mexico institution of higher education that have common missions, including research or comprehensive missions by September 18, 2009.

HED must use existing resources and work together with New Mexico institutions of higher education to conduct a study comparing faculty salaries and compensation between peer institutions and New Mexico institutions of higher education by November 20, 2009.

HED should use existing resources and the results of the study to identify and incorporate strategies and goals into the HED's strategic plan that will close salary or compensation gaps identified in the study by December 4, 2009.

HED must submit a report to the governor and to the legislature on the findings of the study, noting how the results of the study will be used in the strategic plan no later than December 31, 2009.

### **FISCAL IMPLICATIONS**

This is a joint memorial and there is no appropriation. HED will need to find the resources in their existing budget to carry out the study.

### **SIGNIFICANT ISSUES**

HED is currently in the process of developing a strategic plan for the next decade, including a vision that will create a more educated citizenry in New Mexico.

The strategic plan should include goals of increasing degree attainment and student success, expanding access to post-secondary education through partnerships, making post-secondary education affordable for all, meeting the workforce needs of New Mexico.

The strategic plan needs to include goals and strategies to recruit and retain faculty and staff who will contribute to the creative work that will be necessary to move higher education toward its vision.

The Faculty Salary Study II presented to the LFC in December 2006 showed huge gaps between average compensation amounts at New Mexico institutions of higher education compared to compensation amounts at peer institutions.

The strategic plan needs to prioritize evidence-based decision-making.

The legislature recognizes the importance of recruiting and retaining quality personnel at New Mexico institutions of higher education.

### **ADMINISTRATIVE IMPLICATIONS**

HED will have to conduct the provisions required by this memorial as part of its ongoing responsibilities.

DW/mc