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FISCAL IMPACT REPORT

SPONSOR: McSorley DATE TYPED: 2/16/03 HB _____

SHORT TITLE: Use of Non-tenure Track Faculty in NM SB SJM 36

ANALYST: L. Baca

APPROPRIATION

Appropriation Contained		Estimated Additional Impact		Recurring or Non-Rec	Fund Affected
FY03	FY04	FY03	FY04		
	NFI				

(Parenthesis () Indicate Expenditure Decreases)

SOURCES OF INFORMATION

Responses Received From

Commission on Higher Education (CHE)

SUMMARY

Synopsis of Bill

Senate Joint Memorial 36 requests the New Mexico Legislative Council appoint an appropriate interim legislative committee to review the use of part-time and non-tenure track faculty in New Mexico's post-secondary educational institutions and requests the Commission on Higher Education study the effect of the use of such faculty in place of tenured or tenure track, full-time professional faculty on educational standards and report to the interim legislative committee.

Significant Issues

The quality of education in a college or university requires the use of full-time, permanent tenured faculty and that courses be taught by highly qualified people, whether they are full-time or part-time employees. Various national studies have shown a trend toward the hiring of part-time, non-tenured faculty who often teach in substandard conditions. These highly qualified individuals should be rewarded in a manner consistent with their qualifications and commensurate with tenure track faculty. National professional organizations representing university and community college faculty, administrators and trustees have agreed, that fair compensation for part-time and non-tenure track faculty should be on a pro rata rather than per-course-hour rates, at least as a goal.

ADMINISTRATIVE IMPLICATIONS

The CHE reports implementing this memorial will have a major impact on CHE staff time.

OTHER SUBSTANTIVE ISSUES

Quoted below, as cited in the CHE analysis, are the conclusions of “House Joint Memorial 73, 2001 Regular Session, which requested that the CHE study staffing patterns for full- and part-time faculty and classified staff at New Mexico institutions of higher education and make recommendations for ratios of full-time to part-time faculty and classified staff. The quality of education and services delivered to clients of the higher education institutions was the concern of the memorial.

“The CHE published *Report of Full-time/Part-time Faculty and Staff Ratios 2002*. The study came to the following conclusions:

- 1) Outside of public research universities, the data from New Mexico institutions for the use of part-time faculty does not appear to be far out-of-line with the data gathered nationally for similar institutions. Relative to the New Mexico public research institutions, the four-year trend through 2001 shows a 4.3% decline in the use of part-time faculty.
- 2) For part-time staff employees, the New Mexico institutions are below or in line with the national data, except for public medical schools.
- 3) There is little in the literature to suggest that the utilization of part-time faculty is a detriment to quality, and the advantages and disadvantages of using part-time faculty and staff is about evenly weighted.
- 4) In a time of some economic uncertainty, where institutions may be required to display some flexibility, and since there are no strong negative indicators in the use of part-time faculty and staff, the conclusion drawn is that no recommendations should be provided to the institutions relative to the use of part-time employees.”

LRB/prr