

HOUSE JOINT MEMORIAL 44

46TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2004

INTRODUCED BY

Rick Miera

A JOINT MEMORIAL

REQUESTING THE COMMISSION ON HIGHER EDUCATION TO ESTABLISH AND IMPLEMENT GUIDELINES REGARDING THE RATIO OF FULL-TIME TO PART-TIME FACULTY AND STAFF AT STATE INSTITUTIONS OF HIGHER EDUCATION.

WHEREAS, the commission on higher education has studied and reported on the issue of ratios of full-time to part-time faculty and staff and its impact on the quality of service provided by the state institutions of higher education; and

WHEREAS, the report does not yield definitive conclusions regarding the impact of various ratios of full-time to part-time faculty and staff; and

WHEREAS, the literature reviewed in the report suggests the following serious disadvantages to achieving quality education arising from the use of part-time faculty and staff:

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1 A. part-time faculty assignment to core courses
2 that should be taught by full-time faculty;

3 B. continual employment of part-time faculty and
4 staff over the years with no contract or commitment by the
5 institution;

6 C. part-time faculty and staff often do not receive
7 employment benefits;

8 D. few part-time faculty and staff participate in
9 curriculum planning, program assessment and other academic
10 decision-making processes;

11 E. part-time faculty and staff are often not
12 engaged in team teaching, research collaboration, grant writing
13 and other aspects of institutional life; and

14 F. full-time faculty and staff must absorb the
15 planning, student advisement and governance duties when too
16 many part-time faculty and staff are employed; and

17 WHEREAS, the commission on higher education study does not
18 address the possible relationship of the ratio of full-time to
19 part-time faculty and staff to the high turnover rates of
20 faculty and staff and the adverse impact on the quality of
21 educational services; and

22 WHEREAS, guidelines for optimal ratios of full-time to
23 part-time faculty and staff are not established and the trends
24 are not monitored; and

25 WHEREAS, after continued systematic monitoring and

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1 analysis of information about the current staffing practices in
2 public higher education institutions, a determination should be
3 made whether there is a need for setting up a more structured
4 and organized system for hiring and retaining part-time faculty
5 and staff in those institutions;

6 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
7 STATE OF NEW MEXICO that the commission on higher education be
8 requested to establish guidelines that do not exceed those
9 ratios that currently reflect recognized best practices and,
10 furthermore, will enhance and maintain the delivery of quality
11 higher education services; and

12 BE IT FURTHER RESOLVED that the commission on higher
13 education systematically and annually monitor and analyze
14 information regarding the impact of these guidelines on the
15 quality of education at state institutions of higher education;
16 and

17 BE IT FURTHER RESOLVED that the commission on higher
18 education implement formal and continued annual monitoring of
19 ratios of full-time to part-time faculty and staff and
20 determine the impact on the delivery of higher education
21 services; and

22 BE IT FURTHER RESOLVED that the findings and
23 recommendations resulting from the implementation of the
24 guidelines and the monitoring be provided to the legislative
25 education study committee by November 1, 2004; and

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BE IT FURTHER RESOLVED that copies of this memorial be transmitted to the executive director of the commission on higher education, the secretary of public education, the director of the legislative finance committee and the director of the legislative education study committee.