

A JOINT MEMORIAL

RESOLVING TO STUDY THE PART- AND FULL-TIME FACULTY AND STAFF RATIOS AT NEW MEXICO COLLEGES AND UNIVERSITIES.

WHEREAS, the commission on higher education has reported that New Mexico universities and colleges use part-time faculty similarly; and

WHEREAS, the commission on higher education reported no evidence that part-time faculty members are any less capable or qualified than full-time faculty members; and

WHEREAS, part-time faculty members constitute between thirty and seventy percent of New Mexico post-secondary faculties; and

WHEREAS, governing boards of New Mexico post-secondary schools have an obligation to carry out their roles and missions equitably and provide leadership and guidance; and

WHEREAS, courses should be taught by highly qualified faculty, whether part- or full-time, tenured or non-tenured, who are paid a professional salary and are included in the academic processes; and

WHEREAS, studies have shown that the majority of part-time faculty members teach under substandard conditions; and

WHEREAS, national professional organizations representing post-secondary faculty, administrators and trustees have agreed that fair compensation for part-time and

non-tenure-track faculty should be based on qualifications commensurate with tenure-track faculty qualifications, with a goal of pro rata rather than per-course-hour rates;

NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO that the commission on higher education be requested to convene a "best practices task force" to examine compensation practices and conditions of employment for part-time faculty at post-secondary schools; and

BE IT FURTHER RESOLVED that the task force include a member of the house of representatives appointed by the speaker of the house of representatives and a member of the senate appointed by the president pro tempore of the senate, both full- and part-time faculty, members of the commission on higher education, staff of the legislative finance committee, representatives of the American federation of teachers and the association of university professors and members of university, community and technical college administrations; and

BE IT FURTHER RESOLVED that the best practices task force prepare a written report and present it to an appropriate interim legislative committee by September 30, 2005 and that the report address the following issues: establishment of minimum acceptable levels of salaries and benefits for part-time faculty; indexing part-time faculty to full-time tenure-track faculty; means of recognizing

professional stature of part-time faculty; fiscal implications of increased reliance on part-time faculty; and means of addressing inequities in compensation for part-time faculty at post-secondary schools; and

BE IT FURTHER RESOLVED that the best practices task force develop a set of best practice principles and recommendations for use by all post-secondary schools beginning in the 2007 fiscal year; and

BE IT FURTHER RESOLVED that the commission on higher education develop a plan and submit recommendations to the second session of the forty-seventh legislature to address compensation and staffing issues at post-secondary schools and submit to the governor a ten-year implementation plan for improved part-time faculty salaries and benefits; and

BE IT FURTHER RESOLVED that copies of this memorial be transmitted to members of the commission on higher education and the presidents of each of New Mexico's post-secondary schools.