

HOUSE JOINT MEMORIAL 73

47TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2005

INTRODUCED BY

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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

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

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

7 WHEREAS, national professional organizations representing
8 post-secondary faculty, administrators and trustees have agreed
9 that fair compensation for part-time and non-tenure-track
10 faculty should be based on qualifications commensurate with
11 tenure-track faculty qualifications, with a goal of pro rata
12 rather than per-course-hour rates;

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

18 BE IT FURTHER RESOLVED that the task force include both
19 full- and part-time faculty, members of the commission on
20 higher education, staff of the legislative finance committee,
21 representatives of the American federation of teachers and the
22 association of university professors and members of university,
23 community and technical college administrations; and

24 BE IT FURTHER RESOLVED that the best practices task force
25 report be presented to an appropriate interim legislative

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1 committee by September 30, 2005 and that the report address the
2 following issues: establishment of minimum acceptable levels
3 of salaries and benefits for part-time faculty; indexing part-
4 time faculty to full-time tenure-track faculty; means of
5 recognizing professional stature of part-time faculty; fiscal
6 implications of increased reliance on part-time faculty; and
7 means of addressing inequities in compensation for part-time
8 faculty at post-secondary schools; and

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

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

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