

A MEMORIAL

REQUESTING THAT THE UNIVERSITY OF NEW MEXICO HEALTH SCIENCES CENTER ASSESS POLICIES FOR THE RECRUITMENT, RETENTION AND TENURE OF HISPANIC, NATIVE AMERICAN AND OTHER MINORITY HEALTH-RELATED FACULTY AT NEW MEXICO'S PUBLIC POST-SECONDARY EDUCATIONAL INSTITUTIONS.

WHEREAS, the Hispano-Latino advisory council, created at the university of New Mexico health sciences center, sponsored a health summit in 2006; and

WHEREAS, among the council's priorities were obtaining more support for cultural and linguistic competence programs, replacing funding for the combined bachelor's degree-doctor of medicine program at the university of New Mexico health sciences center and examining hiring patterns of tenure-track faculty; and

WHEREAS, a baseline study of faculty who are tenured or on a tenure track at the university of New Mexico health sciences center documented that, while tenured and tenure-track Hispanic-Latino faculty on the main campus increased seven and one-half percent and ten and nine-tenths percent, respectively, between the years 1990 and 2004, the increase at the health sciences center was less than one percent; and

WHEREAS, the total number of tenure-track faculty at the university of New Mexico health sciences center increased from

sixty-six in 1990 to ninety-five in 2004, the increase in tenure-track Hispanic-Latino faculty during the same period only increased from five to eight; and

WHEREAS, the Hispanic-Latino tenure-track faculty ratio in basic sciences fell during the same period, from thirty-one percent in 1990 to twelve percent in 2004; the Hispanic-Latino tenure-track faculty ratio in nursing fell from fifteen percent to six percent; and the Hispanic-Latino tenure-track faculty ratio in pharmacy remained unchanged; and

WHEREAS, a study of the recruitment, retention and hiring practices of Hispanic-Latino, Native American and other minority health-related faculty at all New Mexico public post-secondary educational institutions could help to identify physicians, nurses and other public health professionals interested in academic medicine; and

WHEREAS, such a study could assemble data on existing faculty at state educational institutions who are available for academic appointments and on existing medical students who are interested in academia; and

WHEREAS, the study could identify trends in current hiring and could predict future needs; and

WHEREAS, the study could examine fiscal, attitudinal and other barriers to increasing the recruitment of, awarding tenure to and retaining minority faculty in the health sciences; and

WHEREAS, the study could investigate promising and best-practice models for addressing work force diversity within the schools of medicine, pharmacy and nursing; and

WHEREAS, the study could conclude with recommendations for programming, funding and policy changes;

NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE NEW MEXICO that the university of New Mexico health sciences center be requested to assess recruitment, retention and hiring practices for Hispanic-Latino, Native American and other health-related faculty personnel at the health sciences center and at other state public post-secondary educational institutions in the state; and

BE IT FURTHER RESOLVED that, by November 2007, the university of New Mexico health sciences center report to the interim legislative health and human services committee its findings and its plans to correct any deficiencies; and

BE IT FURTHER RESOLVED that copies of this memorial be transmitted to the executive vice president for health sciences at the university of New Mexico school of medicine, the secretary of higher education, the chair and vice chair of the legislative health and human services committee and the governor.