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SENATE BILL 597

52ND LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2015

INTRODUCED BY

Howie C. Morales

AN ACT

RELATING TO HIGHER EDUCATION; PROVIDING FOR DUTY SPECIFICATIONS, ANNUAL EVALUATIONS AND COMPENSATION PARITY FOR FACULTY MEMBERS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. A new section of Chapter 21 NMSA 1978 is enacted to read:

"~~[NEW MATERIAL]~~ PUBLIC POST-SECONDARY EDUCATIONAL INSTITUTIONS--FACULTY COMPENSATION PARITY.--

A. By July 1, 2016, each public post-secondary educational institution shall develop specifications for work quantity, quality and duties for faculty member positions.

B. Starting July 1, 2016, each faculty member shall receive an annual job performance evaluation.

C. Starting July 1, 2017, regardless of employment

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1 status as a tenured, tenure-track or non-tenure-track faculty
2 member, each faculty member shall receive compensation based on
3 work quantity, quality and duties and the job performance
4 evaluation.

5 D. As used in this section:

6 (1) "compensation" includes salary and
7 benefits, including, to the extent permitted under law:

8 (a) health and insurance benefits; and

9 (b) participation in the Educational
10 Retirement Act;

11 (2) "faculty member" includes tenured, tenure-
12 track and non-tenure-track faculty members;

13 (3) "non-tenure-track faculty" includes
14 faculty members who work on a full-time, part-time or temporary
15 basis who are not tenured or tenure-track faculty members and
16 excludes currently enrolled student teaching assistants;

17 (4) "public post-secondary educational
18 institution" means:

19 (a) a branch community college of a
20 state educational institution established pursuant to Chapter
21 21, Article 13 NMSA 1978;

22 (b) a community college or technical and
23 vocational institute established pursuant to Chapter 21,
24 Article 16 NMSA 1978; or

25 (c) eastern New Mexico university,

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1 western New Mexico university, New Mexico highlands university,
2 northern New Mexico college, the university of New Mexico, New
3 Mexico state university or the New Mexico institute of mining
4 and technology;

5 (5) "tenure" means a position with guaranteed
6 job security and benefits and participation in governance
7 terminable only upon cause; and

8 (6) "tenure track" means a position with job
9 security and benefits and explicit or implicit opportunities
10 for job advancement."

11 SECTION 2. [NEW MATERIAL] FACULTY COMPENSATION PARITY
12 FUND.--A "faculty compensation parity fund" shall be created in
13 each public post-secondary educational institution to carry out
14 the provisions of Section 1 of this 2015 act. Starting with
15 fiscal year 2018, a sufficient amount of the appropriations
16 from the legislature for instruction and general purposes at
17 each institution shall be transferred to the institution's
18 faculty compensation parity fund.