

HOUSE EDUCATION COMMITTEE SUBSTITUTE FOR
HOUSE MEMORIAL 32

56TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2024

A MEMORIAL

REQUESTING THE HIGHER EDUCATION DEPARTMENT TO CONDUCT A STUDY
ON HIGHER EDUCATION COMPENSATION FOR BOTH TEMPORARY AND NON-
TEMPORARY INSTRUCTIONAL STAFF IN COLLABORATION WITH THE
LEGISLATIVE FINANCE COMMITTEE AND THE LEGISLATIVE EDUCATION
STUDY COMMITTEE.

WHEREAS, temporary and non-temporary instructional staff
struggle with low pay, inadequate access to benefits and little
to no job security, and recent studies have found that sixty-
six percent of temporary and non-temporary instructional staff
have contemplated leaving the profession altogether; and

WHEREAS, a recent report by the American association of
university professors found that more than one-fourth of survey
participants earn less than twenty-six thousand five hundred
dollars (\$26,500) annually; and

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underscored material = new
~~[bracketed material] = delete~~

1 WHEREAS, in the same report, survey participants indicated
2 that they were not offered continuing contracts despite
3 satisfactory job performance; and

4 WHEREAS, in 2022, the American federation of teachers
5 conducted a survey and found that food scarcity impacts both
6 temporary and non-temporary instructional staff; and

7 WHEREAS, the same survey found that twenty percent of
8 temporary and non-temporary instructional staff rely on
9 medicare or medicaid to access basic health care services; and

10 WHEREAS, forty years ago, seventy percent of academic
11 employees were tenured or on the tenure track, while today that
12 ratio has flipped and sixty-eight percent of faculty are
13 holding positions that are not even eligible for tenure and
14 forty-eight percent of faculty are holding positions that are
15 fully part time; and

16 WHEREAS, many temporary and non-temporary instructional
17 staff work far more hours than they are paid for, holding long
18 office hours and participating in shared governance; and

19 WHEREAS, a large number of faculty in New Mexico are
20 leaving public post-secondary educational institutions to teach
21 in secondary educational institutions to earn higher
22 compensation;

23 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
24 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the higher
25 education department, in collaboration with the legislative

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1 finance committee and the legislative education study
2 committee, be requested to conduct a comprehensive study on
3 issues relating to the state of higher education compensation
4 for temporary and non-temporary instructional staff; and

5 BE IT FURTHER RESOLVED that the study review and examine
6 current New Mexico compensation data for temporary and non-
7 temporary instructional staff, including salaries and benefits,
8 counts, titles, credits or contract hours taught, other
9 required duties and course overload policies for all public
10 post-secondary educational institutions in the state; and

11 BE IT FURTHER RESOLVED that the higher education
12 department, in collaboration with the legislative finance
13 committee and the legislative education study committee,
14 consult with faculty and instructional staff, directors from
15 diverse departments and programs, representatives of bargaining
16 units, human resource managers, chief academic officers and
17 administrators at each of the state's two- and four-year public
18 post-secondary educational institutions while gathering this
19 data to adequately address cost concerns related to fringe
20 benefits, compression, return-to-work faculty, faculty duties,
21 non-credit and workforce training instructional staff and
22 increased administrative responsibilities; and

23 BE IT FURTHER RESOLVED that if the findings of the higher
24 education department, in collaboration with the legislative
25 finance committee and the legislative education study

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1 committee, lead to a recommendation that there should be
2 considerations of compensation structures that exceed the
3 amounts currently received, the department also recommend
4 methodologies to fund compensation increases; and

5 BE IT FURTHER RESOLVED that the higher education
6 department present its findings and recommendations by December
7 1, 2024; and

8 BE IT FURTHER RESOLVED that copies of this memorial be
9 transmitted to the governor, the director of the legislative
10 finance committee, the director of the legislative education
11 study committee and the secretary of higher education.