

# State of New Mexico

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October 17, 2006

**MEMORANDUM**

**TO:** Legislative Education Study Committee

**FR:** Kathleen Forrer

**RE: FACULTY/STAFF COMPENSATION STUDY: HED REPORT**

The 2006 Interim Workplan of the Legislative Education Study Committee (LESC) includes a written report from the Higher Education Department (HED) regarding the salaries of both tenured and non-tenured faculty at New Mexico's postsecondary institutions, including data disaggregated by ethnicity, gender, and full or part-time status.

Attached is a copy of a preliminary report entitled *Faculty Study: New Mexico Higher Education Institutions Compared with Regional Peers: Gap Analysis and Recommended Corrective Salary Increases*. In it, HED compares the salaries by rank of full-time New Mexico instructional university staff with those of their peers in selected postsecondary institutions in Arizona, Oklahoma, and Texas. Based on the following analysis, HED estimates that "correcting the current difference between salaries at New Mexico institutions and their peer averages" will require, if phased in over four years, an estimated \$28.8 million in additional funding:

	Professor	Associate	Assistant	Instructor	Lecturer	No Rank
<b>Universities – Research</b>						
NM Average	\$101,194	\$77,664	\$67,318	\$53,117	\$58,094	
Peer Average	\$125,646	\$85,576	\$76,664	\$46,492	\$55,605	
Difference	(\$24,452)	(\$7,912)	(\$9,346)	\$6,625	\$2,489	
<b>Universities – Comprehensive</b>						
NM Average	\$69,900	\$61,057	\$58,001	\$46,583		\$54,676
Peer Average	\$87,162	\$72,781	\$62,087	\$45,971	\$47,321	\$59,074
Difference	(\$17,262)	(\$11,724)	(\$4,086)	\$612		(\$4,398)

With regard to New Mexico community colleges, the HED report compares both branch and community college salaries to the New Mexico weighted average salary of \$55,136 for these same institutions: the institutional average salaries range from \$8,769 above the state average to \$10,462 below. The report also notes that if all additional programs currently being requested by Northern New Mexico College are implemented, the institution will need an additional \$1.99 million for 32 additional faculty by 2009.

The report concludes by noting that the following additional steps are required to provide a final, more comprehensive report, scheduled for release by January 1, 2007:

- “Compiling information regarding ethnicity, gender, etc.
- Completing salary comparisons for part-time faculty
- Reporting information on recruitment and retention efforts for high quality faculty at each institution
- Determining with decision makers additional information needed such as cost of living index, workload etc.”

Attachment



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LESC

## Faculty Study

New Mexico Higher Education Institutions  
Compared with Regional Peers

Gap Analysis and Recommended Corrective  
Salary Increases

Prepared for the Legislative Education Study Committee

October 17, 2006

Dr. Beverlee J. McClure  
Secretary of Higher Education

**IV. Detailed Summary of Findings**

**Universities**

	Professor	Associate	Assistant	Instructor	Lecturer	No Rank
<b>Weighted Peer Average</b>	\$125,646	\$85,576	\$76,664	\$46,402	\$55,605	
<b>Research</b>	New Mexico Tech	\$98,015	\$77,634	\$70,461	\$43,121	\$49,772
	New Mexico State University	\$89,741	\$70,235	\$64,064	\$45,722	\$0
	University of New Mexico	\$108,859	\$78,810	\$70,235	\$68,684	\$58,502
	<b>Weighted average</b>	<b>\$101,194</b>	<b>\$77,654</b>	<b>\$67,318</b>	<b>\$53,117</b>	<b>\$58,094</b>

**Salary Gap Research Institutions v. Peers**      -24,452      -57,912      -9,345      \$0,026      \$2,489

<b>Weighted Peer Average</b>	\$87,162	\$72,781	\$62,097	\$45,971	\$47,321	\$59,074
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<b>Comp.</b>	Eastern New Mexico University	\$75,492	\$61,917	\$58,080	\$46,410	\$0	\$0
	New Mexico Highlands University	\$69,005	\$63,520	\$59,131	\$0	\$0	\$54,676
	Western New Mexico University	\$65,766	\$55,935	\$59,390	\$46,993	\$0	\$0
	<b>Weighted AVG</b>	<b>\$69,900</b>	<b>\$61,057</b>	<b>\$58,001</b>	<b>\$46,583</b>	<b>\$0</b>	<b>\$54,676</b>

**Salary Gap Comprehensive Institutions v. Peers**      -17,262      -11,724      -1,086      \$612      -\$47,321      -\$1,398

**Community Colleges**

Institution Name	Number	Average	Difference
UNM T	8	\$63,905	\$8,789
NMHI	79	\$61,836	\$6,701
SFCC	58	\$61,665	\$6,529
UNM G	66	\$57,816	\$2,681
SJC	96	\$56,849	\$1,713
NMSU C	25	\$56,464	\$1,329
CCC	50	\$55,348	\$213
UNM V	24	\$55,321	\$185
CNM	330	\$55,286	\$150
NMJC	70	\$54,778	(\$358)
NMSU G	15	\$53,814	(\$1,322)
ENMU RUI	3	\$52,848	(\$2,287)
ENMU R	66	\$52,601	(\$2,534)
NMSU DA	93	\$51,711	(\$3,424)
UNM LA	1	\$47,725	(\$7,411)
NMSU A	52	\$47,118	(\$8,018)
MCC	12	\$46,814	(\$8,322)
LCC	34	\$44,674	(\$10,462)
<b>Weighted State Average</b>		<b>\$55,136</b>	

## *Appendix A*

### Peer Group Selection

Comparisons between institutions are difficult due to their unique characteristics. The composition of the faculty in terms of length of service and educational attainment may affect salary levels. In addition programs in the curriculum will reflect market rates for recruitment and retention of faculty in different disciplines, making science and engineering programs more expensive than liberal arts. Such factors in combination make such comparisons challenging.

In response to these challenges cited above, a neutral source was used to identify regional peer institutions. This source was the U.S. Department of Education which identifies peers based on institutional characteristics such as Carnegie classification, control and level of institution, degree-granting status, Title IV status, and region. Data collected from this source reflects a long standing survey with credibility in the academic community. All New Mexico colleges were removed from the comparisons.

### **IPEDS REGIONAL PEER GROUP**

<i>Research Universities (UNM, NMSU, NM Tech)</i>	<i>Comprehensive Universities (ENMU, WNMU, NMHU)</i>
Arizona State Univ., Tempe Campus	Angelo State Univ.
Oklahoma State Univ.-Main Campus	Arizona State Univ., West Campus
Texas A & M Univ.	Cameron Univ.
Texas Tech Univ.	East Central Univ.
The Univ. of Texas at Arlington	Lamar Univ.
The Univ. of Texas at Austin	Midwestern State Univ.
Univ. of Arizona	Northeastern State Univ.
Univ. of Houston	Northwestern Oklahoma State Univ.
Univ. of North Texas	Praine View A & M Univ.
Univ. of Oklahoma Norman Campus	Sam Houston State Univ.
	Southeastern Oklahoma State Univ.
	Southwestern Oklahoma State Univ.
	Stephen F Austin State Univ.
	Sul Ross State Univ.
	Tarleton State Univ.
	Texas A & M International Univ.
	Texas A & M Univ., Corpus Christi
	Texas A & M Univ., Texarkana
	Texas State Univ., San Marcos
	The Univ. of Texas, Brownsville
	The Univ. of Texas, San Antonio
	The Univ. of Texas, Tyler
	The Univ. of Texas, Permian Basin
	Univ. of Central Oklahoma
	Univ. of Houston, Clear Lake
	Univ. of Houston, Victoria
	West Texas A & M Univ.

## **Next Steps**

This report represents preliminary results of the Faculty/Staff survey conducted by HED.

The next steps include:

- *Compiling information regarding ethnicity, gender, etc.*
- *Completing salary comparisons for part-time faculty*
- *Reporting information on recruitment and retention efforts for high quality faculty at each institution*
- *Determining with decision makers additional information needed such as cost of living index, workload etc.*

The report should be concluded by January 1, 2007.

