

1 A JOINT MEMORIAL

2 RESOLVING TO STUDY THE PART- AND FULL-TIME FACULTY AND STAFF  
3 RATIOS AT NEW MEXICO COLLEGES AND UNIVERSITIES.

4  
5 WHEREAS, the commission on higher education has reported  
6 that New Mexico universities and colleges use part-time  
7 faculty similarly; and

8 WHEREAS, the commission on higher education reported no  
9 evidence that part-time faculty members are any less capable  
10 or qualified than full-time faculty members; and

11 WHEREAS, part-time faculty members constitute between  
12 thirty and seventy percent of New Mexico post-secondary  
13 faculties; and

14 WHEREAS, governing boards of New Mexico post-secondary  
15 schools have an obligation to carry out their roles and  
16 missions equitably and provide leadership and guidance; and

17 WHEREAS, courses should be taught by highly qualified  
18 faculty, whether part- or full-time, tenured or non-tenured,  
19 who are paid a professional salary and are included in the  
20 academic processes; and

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

23 WHEREAS, national professional organizations  
24 representing post-secondary faculty, administrators and  
25 trustees have agreed that fair compensation for part-time and

1 non-tenure-track faculty should be based on qualifications  
2 commensurate with tenure-track faculty qualifications, with a  
3 goal of pro rata rather than per-course-hour rates;

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

9 BE IT FURTHER RESOLVED that the task force include both  
10 full- and part-time faculty, members of the commission on  
11 higher education, staff of the legislative finance committee,  
12 representatives of the American federation of teachers and  
13 the association of university professors and members of  
14 university, community and technical college administrations;  
15 and

16 BE IT FURTHER RESOLVED that the best practices task  
17 force report be presented to an appropriate interim  
18 legislative committee by September 30, 2005 and that the  
19 report address the following issues: establishment of  
20 minimum acceptable levels of salaries and benefits for part-  
21 time faculty; indexing part-time faculty to full-time tenure-  
22 track faculty; means of recognizing professional stature of  
23 part-time faculty; fiscal implications of increased reliance  
24 on part-time faculty; and means of addressing inequities in  
25 compensation for part-time faculty at post-secondary schools;

1 and

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

6 BE IT FURTHER RESOLVED that the commission on higher  
7 education develop a plan and submit recommendations to the  
8 second session of the forty-seventh legislature to address  
9 compensation and staffing issues at post-secondary schools  
10 and submit to the governor a ten-year implementation plan for  
11 improved part-time faculty salaries and benefits; and

12 BE IT FURTHER RESOLVED that copies of this memorial be  
13 transmitted to members of the commission on higher education  
14 and the presidents of each of New Mexico's post-secondary  
15 schools.

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