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HOUSE MEMORIAL 32

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

INTRODUCED BY

Joy Garratt and G. Andrés Romero and Susan K. Herrera and
Brian G. Baca and Tanya Mirabal Moya

A MEMORIAL

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

WHEREAS, in the same report, survey participants indicated

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1 that they were not offered continuing contracts despite
2 satisfactory job performance; and

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

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

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

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

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

22 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
23 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the legislative
24 finance committee, in collaboration with the legislative
25 education study committee, be requested to conduct a

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1 comprehensive study on issues relating to the state of higher
2 education compensation for temporary and non-temporary
3 instructional staff; and

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

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

22 BE IT FURTHER RESOLVED that if the findings of the
23 legislative finance committee lead to a recommendation that
24 there should be considerations of compensation structures that
25 exceed the amounts currently received, the committee also

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1 recommend methodologies to fund compensation increases; and

2 BE IT FURTHER RESOLVED that the legislative finance
3 committee present its findings and recommendations by December
4 1, 2024; and

5 BE IT FURTHER RESOLVED that copies of this memorial be
6 transmitted to the director of the legislative finance
7 committee, the director of the legislative education study
8 committee and the secretary of higher education.

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