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HOUSE MEMORIAL 39

**57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

INTRODUCED BY

Joy Garratt

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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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, 2025; 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.