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**LEGISLATIVE EDUCATION STUDY COMMITTEE**  
**BILL ANALYSIS**  
**56th Legislature, 2nd Session, 2024**

**Bill Number** HM32/HECS      **Sponsor** Garratt/Romero, GA/Herrera/Baca/Mirabal Moya  
**Tracking Number** .227922.1      **Committee Referrals** HEC  
**Short Title** Compensation for Higher Ed Staff Study  
**Analyst** Hathaway      **Original Date** 2/1/2024  
**Last Updated** 2/13/2024

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**BILL SUMMARY**

Synopsis of Bill

The House Education Committee Substitute for House Memorial 32 (HM32/HECS) requests the Higher Education Department (HED) to conduct a study on higher education compensation for both temporary and non-temporary instructional staff in collaboration with the Legislative Finance Committee (LFC) and Legislative Education Study Committee (LESC).

HM32 requests a comprehensive study, including a review of compensation data for temporary and non-temporary instructional staff, and incorporating content such as salaries and benefits, counts, titles, credits or contract hours taught, other required duties, and course overload policies for all public postsecondary educational institutions in the state.

HED is requested to work in collaboration with LFC and LESC and to consult with faculty and instructional staff, directors from diverse department and programs, representatives of bargaining units, human resource managers, chief academic officers, and administrators at each of the state's two- and four-year public postsecondary education institutions.

The memorial requests that HED submit a copy of its research findings and recommendations by December 1, 2024.

**FISCAL IMPACT**

Legislative memorials do not carry appropriations.

**SUBSTANTIVE ISSUES**

**Study Requests of HM32.** HM32 requests that HED, in collaboration with LFC and LESC, conduct a comprehensive study on issues relating to the state of higher education compensation for temporary and non-temporary instructional staff. HM32 requests that this study be comprehensive and include data gathering and analysis, consultation, and inclusion of a wide range of factors to address cost concerns related to fringe benefits, compression, return-to-work faculty,

faculty duties, non-credit and workforce training instructional staff, and increased administrative responsibilities.

**Determining Faculty Compensation and Compensation.** Current practice in higher education allows a public postsecondary institution to establish compensation amounts for instructional staff. As a result, there is wide variation in the actual compensation amounts, as well as a lack of data available to project costs accurately.

### **ADMINISTRATIVE IMPLICATIONS**

HED would be requested to work in collaboration with LFC and LESC and to conduct a comprehensive study of issues relating to the state of higher education compensation for temporary and non-temporary instructional staff. HED is also requested to make a report of its findings. HED, as well as LFC and LESC, would need to provide staff, and associated work time, to complete the requested study.

### **RELATED BILLS**

Related to House Bill 84 (HB84), Public College Faculty Compensation, which proposes minimum compensation levels for faculty at public postsecondary institutions. Agency analysis submitted for HB84 requested a study as an alternative to legislation establishing minimum salaries.

### **SOURCES OF INFORMATION**

- LESC Files
- Higher Education Department (HED)

**JKH/mca/js**