

HED, LFC, and LESC are to consult with the following groups of individuals from 2- and 4-year institutions:

- institutional faculty and instructional staff
- directors from diverse departments and programs
- representatives of bargaining units
- human resources managers
- chief academic officers and administrators

The student is to address cost concerns related to:

- fringe benefits
- compression
- return-to-work faculty
- faculty duties
- non-credit and workforce training instructional staff
- increased administrative responsibilities

HM39 resolves if the findings of the study include the need for compensation beyond that which is currently received, HED is to recommend methodologies to fund the compensation increases.

Findings of HM39 are to be presented by December 1, 2025.

FISCAL IMPLICATIONS

HM39 will require staff time from HED, LFC, LESC and from higher education institutions.

SIGNIFICANT ISSUES

NMICC appreciates the introduction of HM39 – scheduling of classes and assigning faculty to those classes is a complex endeavor. Post-secondary education institutions hire full-time and part-time faculty to meet the needs of our students. Institutions face obstacle in the recruitment and retention of our full-time and part-time faculty –

- The full-time faculty compensation at some post-secondary institutions is significantly less than the minimum pay for K-12 teachers.
- For some occupations, such as welding or nursing, a faculty member could earn more working in their field than being a post-secondary institution faculty member.
- Rural institutions and urban institutions have different challenges in recruiting faculty.

In addition to the individuals and topics to be covered in the study, NMICC respectfully requests HED, LFC, and LESC include the following in the study:

Individuals:

- Deans (or, if more appropriate, program directors)

Topics:

- Vacancy rates for temporary and non-temporary instructional staff
- Comparison of workdays for post-secondary education instructional staff to secondary education instructional staff
- Professional development opportunities/support provided to temporary and non-temporary staff

- Scheduling methodologies, including preferences
- Include with the benefit examination other benefits such as leave benefits, education benefits, long-term disability
- Include compensation include all components of pay such as supplements, premium pay, pay scales and market-based pay
- Examination of why part-time are part-time, i.e. the part-time faculty member wants to be full-time but there are no full-time positions or the part-time faculty member wants to be part-time
- Hiring and retention policies
- Review student enrollment patterns, both full-time equivalent and headcount, taking into account the number of terms an institution operates (2-term or 3-term)
- Number of part-time and full-time students
- Examination of legislative compensation and benefit changes (including unfunded compensation and unfunded benefit changes)