

LFC Requester:	LFC
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**AGENCY BILL ANALYSIS
2025 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Click all that apply:

Original Amendment
Correction Substitute

Date 2025-02-24

Bill No: HM39

Sponsor: Garratt, Joy **Agency Name and Code** NMHED
Short STUDY HIGHER **Number:** _____
Title: EDUCATION **Person Writing** Chisholm, Mark
Phone: 5052716754 **Email** mark.chisholm@hed.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		
N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total	N/A	N/A	N/A	N/A	N/A	N/A

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:

Duplicates/Relates to Appropriation in the General Appropriation Act:

SECTION III: NARRATIVE

BILL SUMMARY

House Memorial 39 (HM39) requests that the New Mexico Higher Education Department (NMHED), in collaboration with the Legislative Finance Committee (LFC) and the Legislative Education Study Committee (LESC), conduct a comprehensive study on issues relating to the state of higher education compensation for temporary and non-temporary instructional staff.

The study shall review current New Mexico compensation data for temporary and non-temporary instructional staff, including salaries and benefits, counts, titles, credits or contract hours taught, other required duties, and course overload policies for all public post-secondary educational institutions in the state.

The agencies shall consult with faculty and instructional staff, directors from diverse departments 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 educational institutions while gathering this data to adequately 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.

If the findings lead to a recommendation that there should be considerations of compensation structures that exceed the amounts currently received, NMHED should also recommend methodologies to fund compensation increases.

The NMHED is to present its findings and recommendations by December 1, 2025, with copies to the Governor, the Director of the Legislative Finance Committee, the Director of the Legislative Education Study Committee, and the Secretary of Higher Education.

FISCAL IMPLICATIONS

No appropriation is associated with HM39. There will be a cost to NMHED in carrying out the survey, but this work falls within the statutory duties of NMHED.

SIGNIFICANT ISSUES

The NMHED did send out a faculty compensation survey for full-time and part-time faculty salaries and teaching load in 2024. Data was received from most public postsecondary education institutions. The results were uneven and it wasn't possible to provide a comprehensive statewide summary, but the results do suggest ways to improve the survey and the NMHED will be going back out to all public postsecondary education institutions to have them resubmit so that a comprehensive statewide summary can be produced.

PERFORMANCE IMPLICATIONS

The reporting results are due by December 1, 2025. Since many institutions finalize faculty salary data for the current academic year around November 1, the collected information will likely reflect the 2024-25 academic year and exclude fall 2025 data

ADMINISTRATIVE IMPLICATIONS

NMHED will administer the survey and reach out to LFC and LESC for their suggestions before finalizing it.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

HM39 is identical to 2024 HM32, as amended. 2024 HM32, as amended, received a "Do Pass?" from the House Education Committee, but the legislation was not voted on by the full house.

TECHNICAL ISSUES

N/A

OTHER SUBSTANTIVE ISSUES

N/A

ALTERNATIVES

N/A

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

If HM39 is not adopted, NMHED will nevertheless proceed with its survey of full-time and part-time faculty and prepare a report that can be shared with the Governor, LFC, and LESC.

AMENDMENTS

N/A