

NEW MEXICO
HIGHLANDS
UNIVERSITY –
FACULTY SALARIES,
PARITY, HIRING,
RETENTION, AND
QUALIFICATIONS -
UPDATED

9:..
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COMPREHENSIVES INSTITUTIONS

- History: Normal Schools – prepare teachers
 - Focus is teaching
 - Research expenditures are less than research institutions (Highlands is #4 statewide)
- Student demographics:
 - Regional (rural or urban)
 - Often first-time college student, low income, and underrepresented populations
 - Many are transfer from community colleges
 - Many are returning adults
- Open enrollment/accessible
- Enrollments range from 1,000 to over 20,000

COMPREHENSIVES INSTITUTIONS

- Programs Offered
 - Business
 - Education
 - Behavioral Sciences (Counseling, Social Work, and Psychology)
 - Health Sciences
 - Criminal Justice
 - Humanities
 - Some STEM
- Characteristics
 - Social Upward Mobility
 - Access to Education
- Revenue Sources (ranked in order)
 - State Appropriations
 - Tuition & Fees
 - Grants
 - Endowments



PARITY – NMHU COMPARATOR INSTITUTIONS

		Professor (Average Salaries)		
<u>Peer Institutions</u>	<u>State</u>	<u>Full</u>	<u>Associate</u>	<u>Assistant</u>
University of West Alabama	AL	\$76,225	\$65,359	\$53,920
Colorado State University - Pueblo	CO	\$84,146	\$64,424	\$59,056
Adams State College	CO	\$65,465	\$61,550	\$61,762
Alcorn State University Miss	MS	\$78,440	\$76,714	\$55,524
Eastern New Mexico University	NM	\$81,097	\$67,130	\$59,380
New Mexico Highlands University	NM	\$75,037	\$62,363	\$52,607
Western New Mexico University	NM	\$72,924	\$55,765	\$55,532
Northeastern State Univ	OK	\$74,374	\$61,311	\$55,166
East Central University	OK	\$62,731	\$53,312	\$50,155
Lincoln University of Penn	PA	\$103,640	\$79,101	\$66,460
University of Tex Permian Basin	TX	\$100,796	\$85,318	\$68,528
Sul Ross State University	TX	\$70,170	\$58,688	\$52,908

Source: *The Chronicle of Higher Education* (2018 – 2019) <https://data.chronicle.com/category/state/New-Mexico/faculty-salaries/>



PARITY –

NMHU COMPARATOR NEW MEXICO INSTITUTIONS

		Professor (Average Salaries)		
<u>New Mexico Institutions</u>	<u>State</u>	<u>Full</u>	<u>Associate</u>	<u>Assistant</u>
Eastern New Mexico University *	NM	\$84,280	\$70,675	\$60,364
New Mexico Highlands University *	NM	\$76,786	\$64,058	\$56,062
Western New Mexico University *	NM	\$75,631	\$65,147	\$57,214
Northern New Mexico College *	NM		\$61,543	\$57,395

* Current data was provided by New Mexico Institutions



CHALLENGES WITH FACULTY HIRING

- Searches
 - Expensive
 - Multiple failed searches not uncommon
 - Extensive time to run a search (average search time 4 – 6 months)
 - Labor intensive to campus community
- National competition
- Hispanic/Native American/African American faculty need
- Difficult to recruit, hire, and retain New Mexico faculty
- Limited fiscal resources do not allow to offer “start up packages”
- Salary compression (new hires salaries can be higher than tenure faculty in order to remain competitive)
- Salaries often may not be high enough to buy home in local community
- New Mexico minority doctoral program needs additional funding in order to grow our own faculty



CHALLENGES WITH RETAINING FACULTY

- Noncompetitive salaries result in high turnover in faculty ranks (e.g., accounting, marketing, and chemistry)
- Inability to compensate high performers
- Gain experience then move on to higher paid faculty positions often out of state
- Faculty often leave to other institutions who offer next rank and tenure at a higher salary
- Due to high faculty loads, faculty are unable to pursue research interests at the level they would like

New Mexico has become a training ground for other states to lure our talent.



CHALLENGES WITH FACULTY QUALIFICATIONS

- Terminal degree required (PhD, JD, EdD, MFA, MD, etc.)
- Typically teach two semesters in an academic year, 4 courses per semester
- Institutional fit
 - Teaching focus, mission, student population, geographic location, lack of conveniences in rural areas, etc.
- Limited opportunities for spousal hires which is a retention tool
- Many comprehensives in locations where resources are limited (medical and housing limitations)
- Accreditation requirements
 - Higher Learning Commission
 - Program Specific Accreditation (Nursing, Education, Counseling, Forestry, etc.)



OTHER CHALLENGES

- Enrollment initiatives & faculty hiring
 - Post-traditional (adults) population degree completion online programs
 - Faculty with experience teaching and designing online courses/programs
 - Workforce related certificates
 - Instructors with subject matter expertise
 - New programs regional workforce trends
 - Partnerships
- Retiring faculty
- Collective bargaining salaries are negotiated for its membership



BENEFITS AND CONSEQUENCES

- Hispanic Serving Institutions, such as those in New Mexico, serve high populations of underrepresented students, yet recruiting faculty of color is a challenge due to national competition
- Impact on local economy, schools, and region
 - School and local board participation
- With no senior tenured faculty, there is a lack of associate professors and senior leadership to lead the faculty
- Cost of living allowance
- New Mexico funds higher education at a higher level in comparison to most states; however, New Mexico is a poor state and students typically are unable to afford tuition and fees and/or meet scholarship requirements



IMPORTANT TAKEAWAYS

- Faculty are investments in:
 - The university
 - Research and innovation
 - The economy
 - Our students
 - In New Mexico
- Faculty increase the national reputation for both the university and New Mexico
- Faculty research dollars leverage state dollars



THANK YOU FOR YOUR
CONTINUED SUPPORT OF
HIGHER EDUCATION AND
YOUR SERVICE TO
NEW MEXICO

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