

1 SENATE JOINT MEMORIAL 20

2 47TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2006

3 INTRODUCED BY

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8 FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

9
10 A JOINT MEMORIAL

11 REQUESTING THAT THE HIGHER EDUCATION DEPARTMENT STUDY THE
12 POLICIES OF NEW MEXICO'S PUBLIC POST-SECONDARY INSTITUTIONS
13 REGARDING THE GRANTING OF TENURE AND THE OUTCOMES OF THOSE
14 POLICIES.

15
16 WHEREAS, New Mexico is among the most racially and
17 ethnically diverse states in the nation and prides itself on
18 being so; and

19 WHEREAS, in the 2004-2005 school year, approximately
20 sixty-eight percent of New Mexico public school students
21 identified themselves as Hispanic, Native American, African-
22 American or Asian; and

23 WHEREAS, in the 2004-2005 school year, approximately
24 thirty-six percent of public post-secondary students were
25 Hispanic, even though Hispanics comprised forty-two percent of

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1 the total state population; and

2 WHEREAS, in the 2004-2005 school year, approximately seven
3 and one-half percent of public post-secondary students were
4 Native American, even though Native Americans comprised ten
5 percent of the total state population; and

6 WHEREAS, less than half of Native American and just over
7 half of Hispanic first-time freshmen proceed to the following
8 fall semester; and

9 WHEREAS, the student bodies of New Mexico's public post-
10 secondary institutions are less diverse than the population of
11 the entire state and become even less diverse as students
12 proceed to graduation; and

13 WHEREAS, approximately twenty-one percent of college and
14 university faculty members in New Mexico identify themselves as
15 belonging to Hispanic, Native American or other racial or
16 ethnic minorities and approximately thirty-five percent are
17 female; and

18 WHEREAS, the number of tenured faculty nationally and in
19 New Mexico who are members of minority racial and ethnic groups
20 or who are female is acknowledged to be even smaller; and

21 WHEREAS, the recruitment and retention of well-qualified
22 faculty of all ethnic and racial groups and both genders to
23 achieve a more representative diversity is of value to sustain
24 the viability, vitality and academic excellence of New Mexico's
25 institutions of higher education; and

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1 WHEREAS, more minority students may be encouraged to
2 proceed to graduation if they have diverse faculty to serve as
3 role models in the academic world, and all students benefit
4 when they have the opportunity to learn from highly qualified
5 faculty who reflect New Mexico's diverse cultural and
6 linguistic character; and

7 WHEREAS, the award of tenure is the imprimatur of a post-
8 secondary educational institution that denotes acceptance and
9 respect and becomes the best guarantee of continued employment
10 in a faculty member's chosen field;

11 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
12 STATE OF NEW MEXICO that the higher education department, in
13 collaboration with public institutions of higher education, be
14 requested to study the policies of New Mexico's public post-
15 secondary institutions regarding the granting of tenure and to
16 examine the current composition of tenured faculty, including
17 gender and ethnicity demographics; and

18 BE IT FURTHER RESOLVED that the higher education
19 department be requested to report the findings and
20 recommendations of the study to the legislative education study
21 committee by September 2006; and

22 BE IT FURTHER RESOLVED that copies of this memorial be
23 transmitted to the secretary of higher education and the
24 director of the legislative education study committee for
25 appropriate distribution.

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