

**LEGISLATIVE EDUCATION STUDY COMMITTEE
BILL ANALYSIS**

Bill Number: SB 597

52nd Legislature, 1st Session, 2015

Tracking Number: .199498.2

Short Title: Higher Ed Faculty Member Salary Parity

Sponsor(s): Senator Howie C. Morales

Analyst: Travis Dulany

Date: March 6, 2015

Bill Summary:

SB 597 adds a new section to higher education law to require that:

- by July 1, 2016, each:
 - public postsecondary educational institution must develop specifications for work quantity, quality, and duties for faculty member positions; and
 - faculty member must receive an annual job performance evaluation; and
- starting July 1, 2017, regardless of employment status as a tenured, tenure-track, or non-tenure-track faculty member, each faculty member must receive compensation based on work quantity, quality, and duties and the job performance evaluation.

Among its other provisions, SB 597:

- defines terms related to faculty, tenure, and postsecondary educational institutions;
- requires that a faculty compensation parity fund be established in each postsecondary educational institution; and
- requires that, starting with FY 18, a sufficient amount of the appropriations from the Legislature for instructional and general purposes at each institution shall be transferred to the institution's faculty compensation parity fund.

Fiscal Impact:

SB 597 does not contain an appropriation.

Fiscal Issues:

According to the Higher Education Department (HED), SB 597 “may negatively impact institutional budgets [because] adjunct faculty are less costly than [full-time] faculty.” This point applies to both salary and other compensation, such as health insurance and other benefits.

HED also notes that calculating the fiscal impact to institutions would require a comprehensive survey of faculty status and salary rates at the various public postsecondary educational institutions.

Substantive Issues:

According to HED:

- universities and colleges hire adjunct faculty as a cost-saving measure, as it frequently costs less to hire two or three part-time instructors than it costs to hire a single full-time professor, which requires a higher salary, health insurance, and other benefits;
- adjunct professors, in addition to receiving no benefits, are paid on a per-course basis at approximately one-third the rate a tenured professor would receive; and
- a tenured professor can earn a salary of \$50,000 to \$100,000, while an adjunct instructor typically receives \$2,000 to \$5,000 per course.

It seems that SB 597 seeks to resolve disparities such as these.

The University of New Mexico Health Sciences Center (HSC) reports that HSC faculty include positions that would not be comparable to other non-health science faculty.

Central New Mexico Community College (CNM) states that the institution currently evaluates all full-time and veteran part-time faculty. With regard to full-time to part-time faculty salary parity, CNM reports that parity currently exists at the institution. A slight variance in full-time to part-time pay occurs, however, due to full-time faculty having significantly more required on-campus duties, such as college service, according to CNM.

Data cited by the Association of Governing Boards of Universities and Colleges indicate that ratios of tenured/tenure-track to non-tenure track faculty have flipped between 1969 and 2009. Whereas faculty composition in 1969 comprised 21.7 percent non-tenure-track positions and 78.3 percent tenure-track positions, 2009 data indicate that 33.5 percent of faculty were tenured/tenure-track and 66.5 percent were ineligible for tenure. On this point, the analysis by HED notes, "Several recent studies suggest that the rising numbers of non-tenure-track faculty in higher education are negatively affecting student success."

Committee Referrals:

SEC/SFC

Related Bills:

SB 388 *ENMU Nursing Program*

HB 283 *UNM Manufacturing Engineering Program*

HB 334 *ENMU Nursing Program*