



New Mexico Endowment Funding for Education and Health Workforce Programs: Institutional Survey Report

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Dear colleagues,

We are pleased to present the Endowment Funding for Education and Health Workforce Programs: Institutional Survey Report, developed by the New Mexico Higher Education Department (Department). This report fulfills the Department's commitment to collect and evaluate data following Governor Michelle Lujan Grisham and the Legislature's investment of endowment funds to support faculty in nursing, teacher education, and social work programs at New Mexico's public and tribal colleges and universities.

These appropriations were intended to strengthen New Mexico's educator and health workforce pathways by supporting faculty recruitment, retention, and program expansion in high-need fields. Consistent with this purpose, the Department gathered submissions from each funded institution covering academic years 2022-2023 through 2024-2025. Reported information includes:

- Faculty hiring, retention, and salary data
- Faculty positions supported by endowment funds or salary supplements
- Student enrollment in endowment-supported programs
- Institutional comments describing implementation experiences, successes, and challenges

We extend our appreciation to the colleges and universities across the state for their timely and detailed submissions. Their participation provides valuable insight into how higher education institutions are leveraging this historic investment to build long-term workforce capacity.

This report is intended to support policymakers, higher education leaders, and stakeholders in understanding the early implementation of endowment funds and identifying considerations for future program design. While we see examples of innovation and promising program development, we also recognize that strengthening New Mexico's workforce pathways—particularly in fields like nursing and social work—requires time, planning, and sustained collaboration.

Thank you to our colleagues for their partnership and commitment to expanding access to high-quality educational pathways for New Mexicans, and to our legislative partners for their continued work to support New Mexico's education and health workforce needs. We look forward to ongoing dialogue as this work progresses and programs continue to mature.

Sincerely,

Stephanie M. Rodriguez
Cabinet Secretary

Patricia Trujillo, Ph.D.
Deputy Cabinet Secretary

Background

During the 55th Legislature, the State of New Mexico appropriated \$170 million in endowment funding across Fiscal Years 2023 through 2025 to support faculty positions in nursing, teacher education, and social work at public and tribal higher education institutions. These fields were designated as high-need workforce areas critical to addressing statewide shortages in healthcare, K-12 education, and behavioral health services.

In accordance with legislative direction, the New Mexico Higher Education Department (Department) distributed funds over the three-year period and required higher education institutions to certify that endowment revenue would supplement, not supplant, existing program funding. Funds were allocated to support faculty hiring, retention, program capacity, and ultimately the expansion of the student pathway into these key public-serving professions.

Following the Legislative Finance Committee's (LFC) program evaluation on the use and impact of the endowments, and subsequent testimony by the Department, we committed to collecting detailed statewide data on the implementation and early effects of the endowment program. On August 13, 2025, the Department issued a formal data request to all higher education institutions receiving funds, seeking information on faculty hiring, retention, compensation, program capacity, and student enrollment across academic years 2022-2023 through 2024-2025. The table below shows the distribution methodology by field and higher education sector and institution (in millions).

Institution	Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
Research Universities					
New Mexico State University – Main Campus	\$4.3	\$5.0	\$20.7	\$30.0	18%
New Mexico Tech	---	\$5.0	---	\$5.0	3%
University of New Mexico – Main Campus	\$9.0	\$17.0	\$10.5	\$36.5	24%
Comprehensive Universities					
Eastern New Mexico University – Main Campus	\$1.0	---	\$12.2	\$13.2	8%
New Mexico Highlands University	\$3.5	\$10.0	\$16.9	\$30.04	18%
Northern New Mexico College	\$3.0	\$2.5	---	\$5.5	3%
Western New Mexico University	\$3.0	\$5.0	\$14.6	\$22.6	14%
Branch Community Colleges					
Eastern New Mexico University - Roswell	\$0.5	---	---	\$0.5	0%
New Mexico State University – Doña Ana	\$3.0	\$1.0	---	\$4.0	2%
University of New Mexico – Gallup	\$2.5	\$2.5	---	\$5.0	3%
Independent Community Colleges					
Central New Mexico Community College	\$3.0	\$2.0	---	\$5.0	3%
Mesalands Community College	\$2.0	---	---	\$2.0	1%
New Mexico Junior College	\$0.3	---	---	\$0.3	0%
Santa Fe Community College	\$2.0	---	---	\$2.0	1%
San Juan College	\$3.0	---	---	\$3.0	2%
Total	\$40.0	\$50.0	\$75.0	\$165.0	100%

Source: New Mexico Legislative Finance Committee "Use and Impact of Endowment Appropriations for Higher Education Nursing, Teacher Education, and Social Work Programs"

This report summarizes institutional submissions and provides a comprehensive analysis of how endowment funds are being deployed to strengthen New Mexico's education and health workforce pathways.

Methodology

To evaluate the implementation and early effects of the state endowment appropriations supporting faculty positions in nursing, teacher education, and social work, the Department collected data from higher education institutions for academic years 2022-2023 through 2024-2025.

Reporting followed the full distribution of appropriated funds across Fiscal Years 2023-2025. Each funded higher education institution received a customized Excel reporting workbook tailored to the programs for which it received endowment support, and institutions were required to submit completed data by September 15, 2025.

Higher education institutions submitted information on faculty employment, including headcount, full-time equivalent (FTE), new hires, separations, and applications for open positions. They also reported salary data for full-time and part-time faculty, using nine-month equivalents or per-credit-hour rates as appropriate, as well as the proportion of compensation supported by general fund sources, endowment appropriations, or endowment salary supplements. In addition, higher education institutions provided student enrollment totals across six semesters and reported any incentives offered to recruit or retain faculty in these fields.

All faculty counts were required to align with the IPEDS mid-fall freeze date to ensure consistency and comparability. Higher education institutions were further instructed to include all faculty ranks present in their programs, even if specific titles differed from those listed in the template.

In addition to quantitative data, higher education institutions provided open-ended responses to two qualitative prompts. Higher education institutions described any incentives or programs used to recruit and retain endowed faculty, as well as their experiences implementing endowment funding, including challenges, process improvements, and lessons learned. These qualitative responses were not systematically analyzed and are included in the appendix, kept in the exact form of submission to preserve institutional voices.

This report is sorted by sector and endowment received.

Credit: Photo by Allison Shelley/Complete College Photo Library



Research Universities

New Mexico State University (NMSU)

New Mexico Tech (NMT)

University of New Mexico (UNM)

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New Mexico State University

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$4.3	\$5.0	\$20.7	\$30.0	18%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, NMSU – Main reported steady growth in full-time nursing faculty, alongside consistent recruitment activity and ongoing faculty turnover. Hiring searches were initiated each year, with an increase in applications received in Fall 2024. Although faculty separations occurred annually, overall faculty headcount increased over the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	37	3	9	5	3
Fall 2023	41	4	9	9	4
Fall 2024	46	4	14	6	5

Note: All numbers pertain to full-time faculty.

Across the reporting period, most full-time nursing faculty positions at NMSU – Main were supported through general fund sources. In Fall 2024, one position was reported as being funded solely through endowment funds, while no faculty positions received endowment-funded salary supplements during the period.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	37	0	0
Fall 2023	41	0	0
Fall 2024	45	0	1

Across the reporting period, census data indicate that NMSU – Main served substantial numbers of undergraduate and graduate students in nursing programs each semester. Undergraduate enrollment remained relatively stable over time, while graduate enrollment increased in later semesters, with the highest counts observed in Fall 2025 and Spring 2026.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	896	123
Spring 2023	660	99
Fall 2023	874	143
Spring 2024	658	75
Fall 2024	859	171
Spring 2025	643	107
Fall 2025	889	206

Average nine-month equivalent salaries for full-time nursing faculty at NMSU - Main increased across most academic and clinical ranks between Fall 2022 and Fall 2024. Salary growth was observed among full, associate, and assistant professors, as well as across reported clinical faculty ranks. Several academic and clinical categories were not reported in one or more years, reflecting differences in institutional staffing or reporting.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$105,618	\$110,202	\$115,889
Assoc. Professor	\$86,372	\$91,325	\$94,375
Asst. Professor	\$80,773	\$85,311	\$85,000
Instructor	---	---	---
Lecturer	---	---	---
Clinical Ranks			
College Professor	---	\$100,676	\$101,703
College Assoc. Professor	\$77,128	\$81,555	\$89,282
College Asst. Processor	\$69,024	\$73,521	\$75,476
Professor of Practice	---	---	---
Research Professor	---	---	---

Note from New Mexico State University

Our focus continues to be on recruiting, developing, graduating, and retaining more highly qualified professionals for New Mexico. The College of Health, Education, and Social Transformation (HEST) is grateful for the strong support we have received from the state and will continue to do everything we can, to serve and graduate more students, and to spend the endowment funds as quickly as interest returns will allow.

Credit: Photo by Allison Shelley/Complete College Photo Library



Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, NMSU - Main reported growth in full-time teacher education faculty, alongside sustained recruitment activity and ongoing faculty turnover. Hiring searches were initiated each year, with relatively high application volume across the reporting period. While faculty separations increased in Fall 2024, overall faculty headcount rose over the three-year period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	32	5	60+	4	1
Fall 2023	38	7	87	7	3
Fall 2024	39	5	59	4	5

Note: All numbers pertain to full-time faculty.

Across the reporting period, most full-time teacher education faculty positions at NMSU - Main were supported through general fund sources. In Fall 2024, two positions received endowment-funded salary supplements and two positions were funded solely through endowment funds; no endowment-supported positions were reported in prior years.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	32	0	0
Fall 2023	38	0	0
Fall 2024	35	2	2

Across the reporting period, census data show that NMSU – Main consistently served large numbers of undergraduate and graduate students in teacher education programs. Undergraduate enrollment remained relatively stable, while graduate enrollment increased in later semesters, particularly in Fall 2024 and Fall 2025.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	550	343
Spring 2023	477	217
Fall 2023	552	353
Spring 2024	441	243
Fall 2024	516	427
Spring 2025	414	268
Fall 2025	543	357

Average nine-month equivalent salaries for full-time teacher education faculty at NMSU - Main generally increased across most academic and college-track ranks between Fall 2022 and Fall 2024. Salary levels varied by rank, and some categories were not reported in all years, reflecting changes in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$106,798.57	\$114,030.81	\$114,094.67
Assoc. Professor	\$76,200.62	\$81,441.66	\$84,231.14
Asst. Professor	\$66,681.21	\$69,743.59	\$72,525.25
College Track Professor (Full)	\$89,590.88	\$95,916.00	\$89,029.32
College Track Assoc. Professor	\$71,017.13	\$76,030.94	\$71,628.47
College Track Asst. Professor	\$62,306.62	\$67,183.40	\$67,949.85
College Track Instructor	\$55,613.93	\$61,800.62	---
Visiting Professor/Scholar (Temporary)	\$51,000.00	\$51,000.00	\$55,600.00

Social Work Endowment Funds

From Fall 2022 through Fall 2024, NMSU - Main Campus reported growth in full-time social work faculty, alongside increased recruitment activity and ongoing faculty turnover. Hiring searches and application volume rose over the reporting period, particularly in Fall 2024. While faculty separations occurred each year, overall faculty headcount increased across the three-year period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	13	1	---	2	3
Fall 2023	16	3	44	4	3
Fall 2024	22	7	108	6	5

Note: All numbers pertain to full-time faculty.

Across the reporting period, most social work faculty positions at NMSU - Main were supported through general fund sources. Endowment-funded positions increased in later years, with positions reported as solely endowment-funded in Fall 2023 and Fall 2024. One position supported through other or grant funding sources was reported each year. Figures for Fall 2024 include part-time faculty, as noted.

Semester	Pay Source			
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds	Grant/Other
Fall 2022	43	0	0	1
Fall 2023	39	0	2	1
Fall 2024	29	0	9*	1

*Includes part-time faculty.

Across the reporting period, census data indicate that NMSU – Main served undergraduate and graduate students in social work programs each semester. Undergraduate enrollment increased over time, particularly in later semesters, while graduate enrollment remained relatively stable across the period.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	161	161
Spring 2023	158	143
Fall 2023	225	166
Spring 2024	199	139
Fall 2024	233	167
Spring 2025	643	142
Fall 2025	290	199

Average nine-month equivalent salaries for full-time social work faculty at NMSU – Main increased across most academic and clinical ranks between Fall 2022 and Fall 2024. Some faculty categories were not reported in one or more years, reflecting differences in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$119,599	\$129,266	\$133,144
Assoc. Professor	\$83,616	\$88,742	\$101,826
Asst. Professor	\$74,297	\$75,347	\$76,366
Instructor	---	---	---
Lecturer	---	---	---
Clinical Ranks			
College Assoc. Professor	\$67,500	\$68,754	\$70,093
College Asst. Professor	\$52,805	\$59,351	\$66,378

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New Mexico Tech

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
---	\$5.0	---	\$5.0	3%

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, the New Mexico Institute of Mining and Technology (New Mexico Tech) reported a decrease in the number of full-time teacher education faculty. Hiring activity was limited during the reporting period, with one search initiated in Fall 2022 and Fall 2024. While faculty counts declined, the higher education institution reported no faculty attrition across the three years.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	14	1	1	0	0
Fall 2023	8	0	0	1	0
Fall 2024	6	1	2	0	0

Note: All numbers pertain to full-time faculty. It is important to note that while faculty counts have decreased, New Mexico Tech reports no attrition.

Note from New Mexico Tech

NMT does not have a College or Department of Education. Instead, we have a STEM Education Center that oversees our two teacher licensure programs: the Undergraduate Minor in Secondary Education (UMSE) and the Alternative Licensure Program (ALP), along with the Master of Science for Teachers (MST) program.

Across the reporting period, most teacher education faculty positions at New Mexico Tech were supported through general fund sources. In Fall 2023 and Fall 2024, one position each year received an endowment-funded salary supplement, while no positions were reported as being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	11	0	0
Fall 2023	5	1	0
Fall 2024	4	1	0

Across the reporting period, New Mexico Tech served both undergraduate and graduate students in teacher education programs each semester. Student counts fluctuated over time, with graduate enrollment generally higher than undergraduate enrollment throughout the period.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	40	59
Spring 2023	46	58
Fall 2023	41	63
Spring 2024	48	71
Fall 2024	34	60
Spring 2025	36	64

Average nine-month equivalent salaries were reported for assistant professors and instructors in teacher education at New Mexico Tech during the reporting period. Salary data were not reported for emeritus or research associate professor positions, although faculty counts were provided for these ranks.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)*	---	---	---
Assoc. Professor*	---	---	---
Asst. Professor	---	\$73,000	\$76,190
Instructor	\$58,144	\$62,633	\$66,361
Other Ranks			
Emeritus Professor*	---	---	---
Research Assoc. Professor*	---	---	---

*NMT listed these positions and provided faculty counts but did not provide salaries.

Credit: Photo by Allison Shelley/Complete College Photo Library



University of New Mexico

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$9.0	\$17.0	\$10.5	\$36.5	24%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, the University of New Mexico - Main reported growth in full-time nursing faculty, alongside consistent recruitment activity and ongoing faculty turnover. Hiring searches were initiated each year, with application volume highest in Fall 2022 and Fall 2024. New faculty hires and separations varied by year, while overall faculty headcount increased across the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	59	9	36	10	5
Fall 2023	60	8	6	3	4
Fall 2024	67	7	32	8	4

Note: All numbers pertain to full-time faculty.

Across the reporting period, all reported nursing faculty positions at the University of New Mexico - Main were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds in any of the three years.

Across the reporting period, the University of New Mexico - Main served substantial numbers of undergraduate and graduate students in nursing programs each semester. Undergraduate enrollment remained relatively stable, with an increase reported in Spring 2025, while graduate enrollment showed modest variation over time.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	63	0	0
Fall 2023	63	0	0
Fall 2024	72	0	0

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	866	162
Spring 2023	865	145
Fall 2023	791	150
Spring 2024	869	139
Fall 2024	868	140
Spring 2025	997	134

Average nine-month equivalent salaries for full-time nursing faculty at the University of New Mexico - Main increased across most academic and clinical ranks between Fall 2022 and Fall 2024. Salary levels are consistent with the competitive labor market for nursing faculty, including regional labor market pressures in the Albuquerque area.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$126,537	\$134,129	\$137,015
Assoc. Professor	\$101,757	\$105,284	\$110,126
Asst. Professor	\$85,671	\$90,812	\$93,536
Lecturer	\$72,124	\$74,600	\$74,014
Clinical Ranks			
Clinical Professor	\$116,553	\$116,867	\$135,000
Clinical Assoc. Professor	\$90,678	\$97,350	\$97,715
Clinical Asst. Professor	\$83,441	\$85,461	\$86,361
Visiting Professor	---	---	\$131,250

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, the University of New Mexico - Main reported steady growth in full-time teacher education faculty, alongside sustained recruitment activity. Hiring searches were initiated each year, with consistently high application volume across the reporting period. New faculty hires increased over time, while faculty separations occurred annually, resulting in a net increase in faculty headcount across the three years.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	40	10	158	6	6
Fall 2023	45	8	228	9	3
Fall 2024	50	7	225	11	4

Note: All numbers pertain to full-time faculty.

Across the reporting period, most teacher education faculty positions at the University of New Mexico - Main were supported through general fund sources. Positions funded solely through endowment funds were reported in Fall 2023 and increased in Fall 2024, as noted in the appendix. An additional search is currently ongoing as of Fall 2025 to hire a solely endowed faculty member.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	40	0	0
Fall 2023	43	0	2
Fall 2024	41	0	7*

*See note in appendix.

Across the reporting period, the University of New Mexico - Main served both undergraduate and graduate students in teacher education programs each semester. Undergraduate enrollment remained relatively stable, while graduate enrollment increased beginning in Fall 2023 and remained elevated through Fall 2024.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	655	88
Spring 2023	609	86
Fall 2023	673	122
Spring 2024	629	116
Fall 2024	664	122
Spring 2025	643	106

Average nine-month equivalent salaries for full-time teacher education faculty at the University of New Mexico - Main increased across most academic ranks between Fall 2022 and Fall 2024. Salary levels varied by rank, and some categories were not reported in all years. Salary increases were from the I&G fund, not the endowment appropriations. These increases were to support faculty retention following K-12 pay increases.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$97,619	\$108,875	\$108,380
Assoc. Professor	\$77,805	\$85,376	\$90,023
Asst. Professor	\$71,115	\$75,833	\$75,414
Instructor	---	---	---
Lecturer	\$61,163	\$71,062	\$74,680

Social Work Endowment Funds

The University of New Mexico began development of a new Master of Social Work (MSW) program following receipt of its first endowment disbursement on September 30, 2024. As the higher education institution did not previously offer a social work program, early activities focused on foundational program development, including leadership hiring, accreditation preparation, and internal approval processes.

An Interim Program Director, funded through endowment resources, began on October 7, 2024, and initiated accreditation and program development efforts. As of Fall 2024, the university reported one full-time faculty position, one hiring search, and one new hire, with no faculty attrition. Faculty hiring prior to this period was intentionally limited, as the program had not yet enrolled students and the higher education institution sought to conserve endowment funds for phased implementation.

Position	12-Month FTE Salary		
	Fall 2022	Fall 2023	Fall 2024
Program Director*	---	---	\$82,823

*Program Director is 12-month FTE.

The University of New Mexico is on track to enroll its first MSW cohort in Fall 2026, less than two years after receiving the initial endowment disbursement. During FY26, the University plans to hire additional faculty to support instructional needs for program launch. Student enrollment and completion outcomes are expected to be reported in future reporting cycles as the program becomes operational.

Reported salary data reflect a single 12-month FTE position for a Program Director in Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	0	0	0	0	0
Fall 2023	0	0	0	0	0
Fall 2024	1	1	1	1	0

Note: All numbers pertain to full-time faculty.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	0	0	0
Fall 2023	0	0	0
Fall 2024	0	0	1

Comprehensive Universities

Eastern New Mexico University (ENMU)

New Mexico Highlands University (NMHU)

Northern New Mexico College (NNMC)

Western New Mexico University (WNMU)

Credit: Photo by Alison Shelley/Complete College Photo Library



Eastern New Mexico University

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$1.0	\$0.0	\$12.20	\$13.2	8%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Eastern New Mexico University - Main reported stable full-time nursing faculty levels, with no hiring searches, new hires, or faculty attrition during the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	4	0	0	0	0
Fall 2023	4	0	0	0	0
Fall 2024	4	0	0	0	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, all reported nursing faculty positions at Eastern New Mexico University - Main were supported through general fund sources, which is consistent with the absence of hiring searches or new faculty appointments during this time. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	4	0	0
Fall 2023	4	0	0
Fall 2024	4	0	0

Across the reporting period, Eastern New Mexico University - Main served both undergraduate and graduate students in nursing programs each semester. Student counts increased through Spring 2024 and remained relatively stable thereafter for both undergraduate and graduate enrollment.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	48	40
Spring 2023	56	41
Fall 2023	78	53
Spring 2024	85	57
Fall 2024	86	53
Spring 2025	81	48

Average nine-month equivalent salaries were reported for a limited number of nursing faculty ranks at Eastern New Mexico University - Main during the reporting period. Salary data were not reported for all academic ranks in each year, reflecting differences in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	---	\$88,521	\$92,504
Asst. Professor	\$77,324	---	---
Instructor	\$61,517	\$65,823	\$70,282

Social Work Endowment Funds

From Fall 2022 through Fall 2024, Eastern New Mexico University - Main reported growth in full-time social work faculty, alongside increased recruitment activity. Hiring searches were initiated each year, with application volume and new faculty hires increasing in Fall 2024. No faculty attrition was reported in the latter two years, contributing to an overall increase in faculty headcount across the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	5	1	4	1	1
Fall 2023	5	1	6	0	0
Fall 2024	8	2	18	2	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, most social work faculty positions at Eastern New Mexico University - Main were supported through general fund sources. In Fall 2024, three positions were reported as being funded solely through endowment funds; no endowment-funded salary supplements were reported in any year.

Across the reporting period, Eastern New Mexico University - Main served undergraduate students in social work programs each semester, with relatively stable enrollment over time. Graduate enrollment was first reported in Fall 2024, reflecting the development and initial implementation of a Master of Social Work (MSW) program, and increased further in Spring 2025.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	5	0	0
Fall 2023	5	0	0
Fall 2024	5	0	3

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	166	---
Spring 2023	163	---
Fall 2023	164	---
Spring 2024	160	---
Fall 2024	159	35
Spring 2025	165	42

Average nine-month equivalent salaries for full-time social work faculty at Eastern New Mexico University-Main increased across reported academic ranks between Fall 2022 and Fall 2024. Salary data were not reported for all ranks in each year, reflecting differences in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	---	---	\$75,000
Asst. Professor	\$56,762	\$62,708	\$64,717
Instructor	\$52,732	\$56,423	\$60,586

Credit: Photo by Allison Shelley/Complete College Photo Library



New Mexico Highlands University

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.5	\$10.0	\$16.9	\$30.4	18%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, New Mexico Highlands University reported relatively stable full-time nursing faculty levels, alongside active recruitment efforts and ongoing faculty turnover. Hiring searches were initiated each year, with application volume peaking in Fall 2023. New faculty hires and faculty separations varied by year, resulting in a slight decrease in overall faculty headcount by Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	6	2	64	1	0
Fall 2023	7	7	153	3	2
Fall 2024	7	1	12	1	2

Note: All numbers pertain to full-time faculty.

Across the reporting period, all reported nursing faculty positions at New Mexico Highlands University were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds during this time.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	6	0	0
Fall 2023	6	0	1
Fall 2024	5	1	1

Across the reporting period, New Mexico Highlands University served undergraduate nursing students each semester, with enrollment increasing beginning in Fall 2023. Graduate enrollment was first reported in Fall 2023 and increased modestly in subsequent semesters.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	99	---
Spring 2023	100	---
Fall 2023	146	17
Spring 2024	133	16
Fall 2024	154	28
Spring 2025	124	29

Average nine-month equivalent salaries for full-time nursing faculty at New Mexico Highlands University increased across reported academic ranks between Fall 2022 and Fall 2024. Salary data were reported for a limited set of ranks and were not available in all years.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	\$95,822	---	---
Asst. Professor	\$71,912	\$83,075	\$89,701
Instructor	\$44,162	\$67,242	\$77,226

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, New Mexico Highlands University reported ongoing recruitment activity in teacher education, with hiring searches initiated each year and application volume increasing over the reporting period. New faculty hires and faculty separations occurred annually. Faculty counts declined modestly between Fall 2022 and Fall 2023.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	14	2	19	3	1
Fall 2023	18	4	32	1	3
Fall 2024	17	4	68	7	2

Note: All numbers pertain to full-time faculty.

Across the reporting period, no teacher education faculty positions at New Mexico Highlands University were reported as being supported through general fund sources or receiving endowment-funded salary supplements. In Fall 2024, five positions were reported as being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	14	0	0
Fall 2023	13	0	5
Fall 2024	12	0	5

Across the reporting period, New Mexico Highlands University served undergraduate nursing students each semester, with enrollment increasing beginning in Fall 2023. Graduate enrollment was first reported in Fall 2023 and increased modestly in subsequent semesters.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	304	121
Spring 2023	214	81
Fall 2023	257	129
Spring 2024	239	121
Fall 2024	244	111
Spring 2025	233	96

Average nine-month equivalent salaries for full-time teacher education faculty at New Mexico Highlands University varied by rank between Fall 2022 and Fall 2024. Salary data were reported across multiple academic and instructional categories, with some ranks not reported in all years.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$78,344	\$83,344	\$85,817
Assoc. Professor	\$68,852	\$73,999	\$75,115
Asst. Professor	\$61,676	\$66,140	\$65,606
Instructor (Term; not tenure-track)	\$67,297	\$58,429	\$49,415
Lecturer	\$83,176	\$88,167	---
Research Faculty	---	---	\$75,000

Social Work Endowment Funds

From Fall 2022 through Fall 2024, New Mexico Highlands University reported changes in full-time social work faculty alongside renewed recruitment activity in the latter year. Faculty counts declined between Fall 2022 and Fall 2023, reflecting faculty separations, while no hiring activity was reported during that period. In Fall 2024, the higher education institution initiated multiple hiring searches and reported new faculty hires, with no faculty attrition reported that year.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	16	0	0	0	4
Fall 2023	18	0	0	0	2
Fall 2024	22	5	31	5	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, social work faculty positions at New Mexico Highlands University were supported through a mix of general fund and endowment sources. In Fall 2023 and Fall 2024, positions funded solely through endowment funds were reported, while the majority of positions in those years were supported through general fund sources. No endowment-funded salary supplements were reported during the period.

Across the reporting period, New Mexico Highlands University served both undergraduate and graduate students in social work programs each semester. Graduate enrollment consistently exceeded undergraduate enrollment, indicating that graduate students represent the primary population served by social work programs at the institution. While undergraduate enrollment declined modestly over time, graduate enrollment remained relatively stable across semesters.

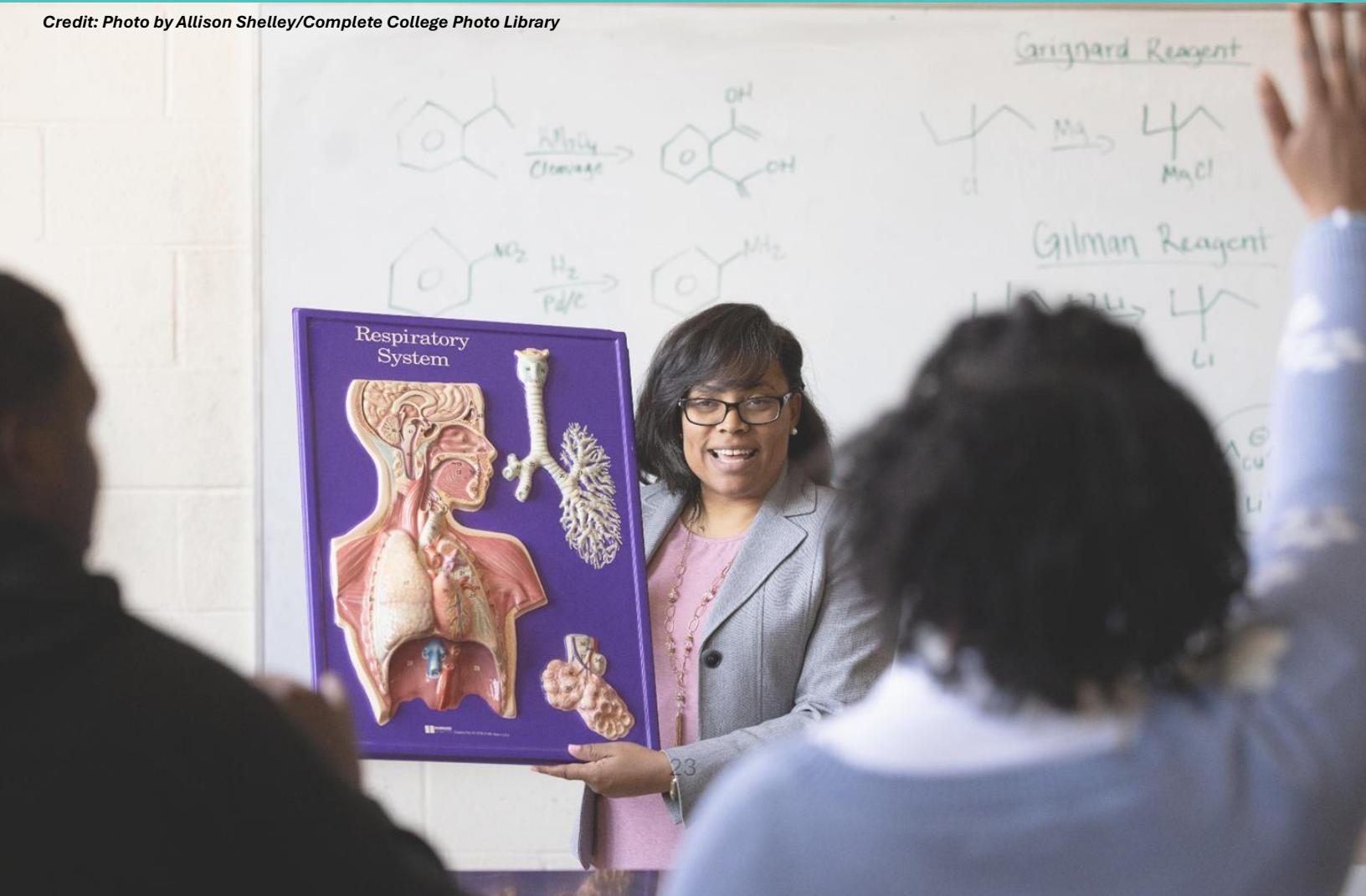
Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	0	0	0
Fall 2023	14	0	4
Fall 2024	18	0	4

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	168	391
Spring 2023	152	386
Fall 2023	154	367
Spring 2024	135	348
Fall 2024	137	366
Spring 2025	125	363

Average nine-month equivalent salaries for full-time social work faculty at New Mexico Highlands University increased across reported academic ranks between Fall 2022 and Fall 2024. Salary levels varied by rank, and some year-to-year differences reflect changes in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$83,310	\$86,643	\$87,322
Assoc. Professor	\$69,239	\$70,781	\$72,555
Asst. Professor	\$47,809	\$65,668	\$68,565
Lecturer	\$49,252	\$49,622	\$60,028

Credit: Photo by Allison Shelley/Complete College Photo Library



Northern New Mexico College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.00	\$2.50	---	\$5.5	3%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Northern New Mexico College reported relatively stable full-time nursing faculty levels, alongside limited recruitment activity. Hiring searches were initiated in Fall 2023 and Fall 2024, with modest application volume and new faculty hires reported in both years. Faculty separations occurred in Fall 2023 and Fall 2024, while overall faculty headcount returned to Fall 2022 levels by Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	7	0	0	0	0
Fall 2023	6	1	3	1	2
Fall 2024	7	1	3	2	2

Note: All numbers pertain to full-time faculty.

Across the reporting period, most nursing faculty positions at Northern New Mexico College were supported through general fund sources. In Fall 2024, one position was reported as being funded solely through endowment funds, while no endowment-funded salary supplements were reported in any year.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	7	0	0
Fall 2023	7	0	0
Fall 2024	6	0	1

Across the reporting period, Northern New Mexico College served undergraduate students in nursing programs each semester. Undergraduate enrollment increased over time, particularly beginning in Fall 2023. No graduate nursing enrollment was reported, as the institution does not offer a graduate nursing program.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	28	---
Spring 2023	27	---
Fall 2023	38	---
Spring 2024	39	---
Fall 2024	52	---
Spring 2025	47	---

Average nine-month equivalent salaries for full-time nursing faculty at Northern New Mexico College increased across academic ranks between Fall 2022 and Fall 2024, as reported through IPEDS. Salary levels varied by academic rank and highest degree attained, with separate reporting for faculty holding master's and doctoral degrees. This credential-based salary structure differs from reporting approaches used by many other institutions in this report.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	Masters, 0-5 years: \$66,110 Doctoral, 0-5 years: \$77,777	Masters, 0-5 years: \$70,077 Doctoral, 0-5 years: \$82,444	Masters, 0-5 years: \$72,179 Doctoral, 0-5 years: \$84,917
Asst. Professor	Masters, 0-5 years: \$60,822 Doctoral, 0-5 years: \$71,555	Masters, 0-5 years: \$64,471 Doctoral, 0-5 years: \$78,123	Masters, 0-5 years: \$69,061 Doctoral, 0-5 years: \$81,248
Instructor	Masters, 0-5 years: \$60,822 Doctoral, 0-5 years: \$71,555	Masters, 0-5 years: \$64,471 Doctoral, 0-5 years: \$78,123	Masters, 0-5 years: \$69,061 Doctoral, 0-5 years: \$81,247

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, Northern New Mexico College reported gradual growth in full-time teacher education faculty, alongside continued recruitment activity. Hiring searches were initiated each year, with search counts reported using institution-specific labels (e.g., “ECED” and “Endow/ECED”), which are presented as submitted by the higher education institution. New faculty hires were reported annually, while faculty attrition declined over the reporting period, with no attrition reported in Fall 2023 or Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	3	2-ECED	3	2	1
Fall 2023	4	3-ECED	3	1	0
Fall 2024	5	1-Endow/1 ECED	3	2	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, teacher education faculty positions at Northern New Mexico College were primarily supported through general fund sources. In Fall 2023 and Fall 2024, one position each year was reported as being funded solely through endowment funds. The general fund count reported in Fall 2023 includes a fractional value, as submitted by the higher education institution.

Across the reporting period, Northern New Mexico College served undergraduate students in teacher education programs each semester, with enrollment increasing over time. No graduate enrollment was reported, as the higher education institution does not offer graduate-level teacher education programs.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	3	0	0
Fall 2023	3.5	0	1
Fall 2024	4	0	1

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	104	---
Spring 2023	119	---
Fall 2023	139	---
Spring 2024	136	---
Fall 2024	171	---
Spring 2025	204	---

Average nine-month equivalent salaries for full-time teacher education faculty at Northern New Mexico College increased across reported academic ranks between Fall 2022 and Fall 2024. Salary data were reported for a limited set of ranks, with one non-terminal degree position reported in Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	\$67,787	\$67,787	\$77,785
Asst. Professor	\$58,168	\$63,508	\$63,508
Assistant Professor – Non-Terminal Degree	---	---	\$53,982

Credit: Photo by Allison Shelley/Complete College Photo Library



Western New Mexico University

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.0	\$5.0	\$14.6	\$22.6	14%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Western New Mexico University reported steady growth in nursing faculty, alongside increased hiring activity by Fall 2024. Faculty headcount rose from 11 in Fall 2022 to 14 in Fall 2024. Hiring searches expanded over the reporting period (from one search initiated in Fall 2023 to two in Fall 2024), with 28 applications received in Fall 2024. New faculty hires occurred primarily in Fall 2024, with three hires and one faculty loss, resulting in a net increase in faculty over the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	11	Not Available	Not Available	1	0
Fall 2023	12	1	0	0	0
Fall 2024	14	2	28	3	1

Note: All numbers pertain to full-time faculty.

Across the reporting period, most reported nursing faculty positions at Western New Mexico University were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements. One faculty position was reported as being funded solely through endowment funds in both Fall 2023 and Fall 2024.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	15	0	0
Fall 2023	17	0	1
Fall 2024	17	0	1

Across the reporting period, Western New Mexico University served both undergraduate and graduate students in nursing programs each semester, with enrollment increasing through Fall 2024. Undergraduate enrollment increased overall through Fall 2024, and graduate enrollment was reported each semester and grew over time.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	211	5
Spring 2023	184	1
Fall 2023	216	4
Spring 2024	185	9
Fall 2024	223	13
Spring 2025	195	19

Average nine-month equivalent salaries for full-time nursing faculty at Western New Mexico University were reported across academic ranks. Salary levels increased across the reporting period for full, associate, and assistant professors between Fall 2022 and Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$103,787	\$111,861	\$122,369
Assoc. Professor	\$72,384	\$79,686	\$85,692
Asst. Professor	\$61,431	\$67,889	\$71,893

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, Western New Mexico University reported stable teacher education faculty headcount, alongside active recruitment and hiring. Faculty count remained constant at 11 each year. Hiring searches were initiated in Fall 2023 and Fall 2024, with application volume highest in Fall 2023, and new hires reported each year with minimal attrition.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	11	Not Available	Not Available	8	1
Fall 2023	11	2	153	6	0
Fall 2024	11	1	75	1	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, teacher education faculty positions at Western New Mexico University were primarily supported through general fund sources or solely through endowment funds. No faculty positions were reported as receiving endowment-funded salary supplements. In Fall 2023 and Fall 2024, multiple faculty positions were supported through general funds, while a smaller number were reported as being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	0	0	0
Fall 2023	15	0	3
Fall 2024	17	0	1

Across the reporting period, Western New Mexico University served both undergraduate and graduate students in teacher education programs each semester, with enrollment increasing through Fall 2024. Undergraduate enrollment rose from 445 students in Fall 2022 to 564 students in Fall 2024, while graduate enrollment increased from 259 to 319 students over the same period.*

Semester	Students Served	
	Undergraduate	Graduate**
Fall 2022	445	259
Spring 2023	440	263
Fall 2023	518	302
Spring 2024	487	307
Fall 2024	564	319
Spring 2025	512	299

**Note: Numbers include all education majors regardless of program (e.g., early childhood, secondary, special education, etc.).*

***Note: Graduate figures include counseling students as they could not be disaggregated to ensure timely submission.*

Average nine-month equivalent salaries for full-time teacher education faculty at Western New Mexico University were reported across select academic ranks. Salary levels varied across the reporting period, with fluctuations for full and associate professors between Fall 2022 and Fall 2024. Salary data were also reported for a visiting non-tenure track position in Fall 2022 only.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$69,695	\$109,226	\$82,626
Assoc. Professor	\$62,407	\$56,241	\$70,118
Asst. Professor			
Visting Non-Tenure	\$99,870	---	---

Social Work Endowment Funds

From Fall 2022 through Fall 2024, Western New Mexico University reported stable social work faculty headcount, alongside ongoing recruitment and turnover by Fall 2024. Faculty count remained at 12 in Fall 2022 and Fall 2023, increasing to 13 in Fall 2024. Hiring searches were initiated in Fall 2023 and Fall 2024, with application volume highest in Fall 2023. New faculty hires occurred in both years, with attrition reported in Fall 2024, resulting in modest overall growth across the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	12	Not Available	Not Available	1	0
Fall 2023	12	1	23	1	0
Fall 2024	13	2	10	2	2

Note: All numbers pertain to full-time faculty.

Across the reporting period, most reported social work faculty positions at Western New Mexico University were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements. Three faculty positions were reported as being funded solely through endowment funds in both Fall 2023 and Fall 2024.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	13	0	0
Fall 2023	14	0	3
Fall 2024	13	0	3

Across the reporting period, Western New Mexico University served both undergraduate and graduate students in social work programs each semester. Undergraduate enrollment remained relatively stable over time, while graduate enrollment declined across the reporting period, decreasing from 486 students in Fall 2022 to 356 students by Spring 2025.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	152	486
Spring 2023	142	438
Fall 2023	156	442
Spring 2024	149	417
Fall 2024	160	371
Spring 2025	166	356

Average nine-month equivalent salaries for full-time social work faculty at Western New Mexico University were reported across academic ranks. Salary levels increased overall between Fall 2022 and Fall 2024 for full and associate professors, and remained relatively stable for assistant professors.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$72,790	\$81,467	\$86,350
Assoc. Professor	\$67,201	\$74,408	\$77,361
Asst. Professor	\$64,170	\$67,825	\$67,525



Credit: Photo by Allison Shelley/Complete College Photo Library

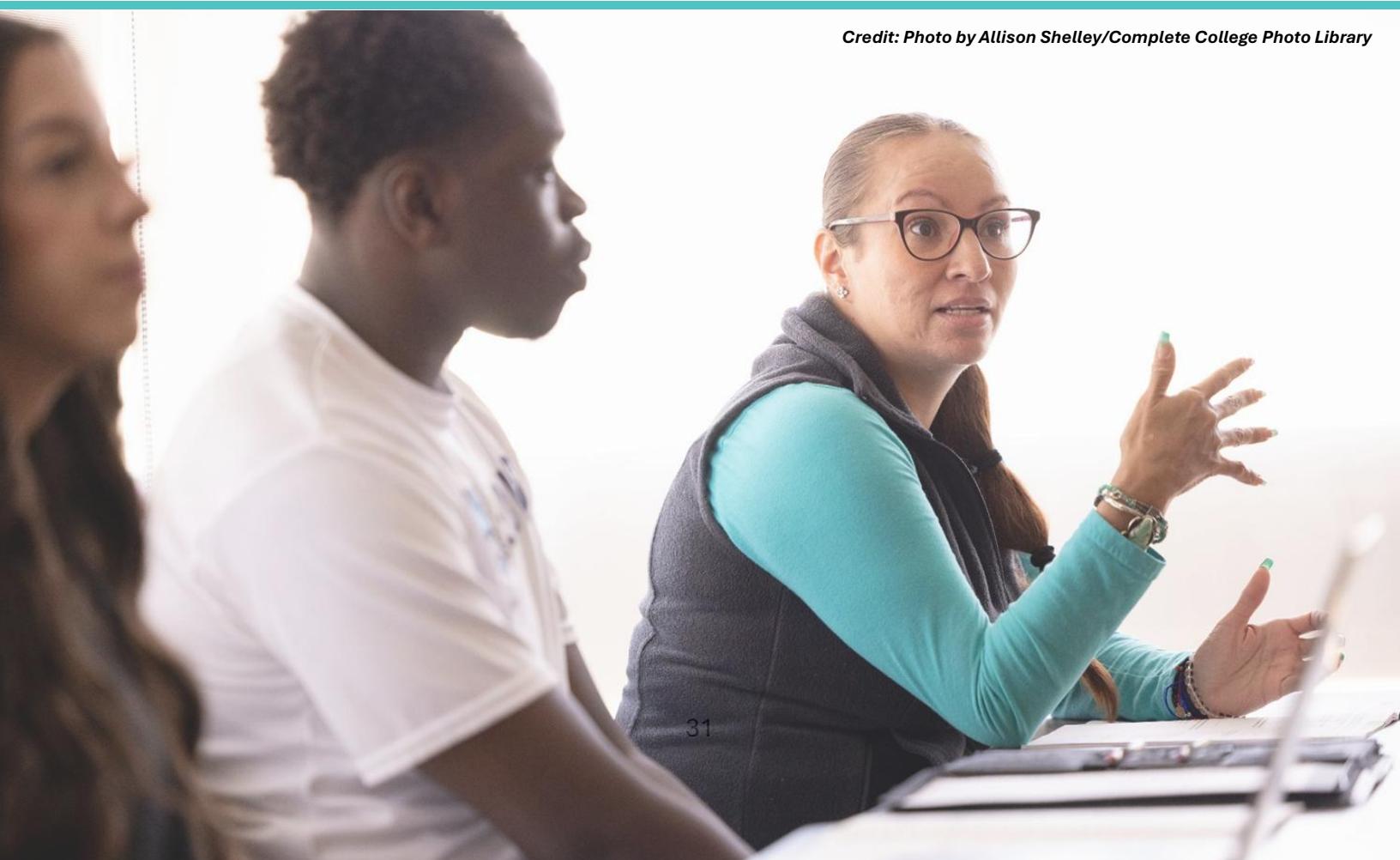
Branch Community Colleges

**Eastern New Mexico University-Roswell
(ENMU-RO)**

**New Mexico State University-Doña Ana
(NMSU-DA)**

**University of New Mexico-Gallup
(UNM-GA)**

Credit: Photo by Allison Shelley/Complete College Photo Library



Eastern New Mexico University-Roswell

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$0.5	---	---	\$0.5	0%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Eastern New Mexico University - Roswell reported growth in full-time nursing faculty, alongside active recruitment and ongoing faculty turnover. Hiring searches were initiated in Fall 2023 and Fall 2024, with application volume highest in Fall 2023. New faculty hires and faculty separations occurred in both years, resulting in a net increase in faculty headcount over the reporting period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	6	0	0	0	0
Fall 2023	9	6	24	4	4
Fall 2024	10	3	15	3	3

Note: All numbers pertain to full-time faculty.

Across the reporting period, all reported nursing faculty positions at Eastern New Mexico University - Roswell were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	6	0	0
Fall 2023	9	0	0
Fall 2024	10	0	0

Across the reporting period, Eastern New Mexico University - Roswell served undergraduate students in nursing programs each semester, with enrollment increasing through Fall 2024. No graduate enrollment was reported, as the higher education institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	78	---
Spring 2023	79	---
Fall 2023	81	---
Spring 2024	91	---
Fall 2024	107	---
Spring 2025	80	---

Average nine-month equivalent salaries for full-time nursing faculty at Eastern New Mexico University - Roswell were reported for the instructor rank across the reporting period. Salary levels remained relatively stable between Fall 2022 and Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Instructor	\$60,556.28	\$59,436.50	\$61,375.95

New Mexico State University-Doña Ana

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.0	\$1.0	---	\$4.0	2%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Doña Ana Community College reported relatively stable full-time nursing faculty levels, with modest growth by Fall 2024. No hiring activity was reported in Fall 2022 or Fall 2023, while one hiring search was initiated in Fall 2024, resulting in new faculty hires. Faculty attrition occurred in Fall 2022 but was not reported in subsequent years.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	11	0	0	0	3
Fall 2023	11	0	0	0	0
Fall 2024	12	1	5	2	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, most nursing faculty positions at Doña Ana Community College were supported through general fund sources. In Fall 2023 and Fall 2024, one position each year was reported as being funded solely through endowment funds. No endowment-funded salary supplements were reported during the period.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	11	0	0
Fall 2023	10	1	0
Fall 2024	11	1	0

Across the reporting period, Doña Ana Community College served undergraduate students in nursing programs each semester. Undergraduate enrollment declined through Fall 2023, followed by an increase beginning in Spring 2024 and continuing into Spring 2025. No graduate enrollment was reported, as the institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	94	---
Spring 2023	83	---
Fall 2023	73	---
Spring 2024	83	---
Fall 2024	118	---
Spring 2025	120	---

Average 12-month equivalent salaries for full-time nursing faculty at Doña Ana Community College remained consistent across academic ranks between Fall 2022 and Fall 2024. Salary levels were uniform by rank over the reporting period, with a clinical professor salary reported in Fall 2024.

Position	12-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$100,000	\$100,000	\$100,000
Associate Professor	\$91,000	\$91,000	\$91,000
Assistant Professor	\$82,000	\$82,000	\$82,000
Instructor	\$74,000	\$74,000	\$74,000
Clinical Ranks			
Clinical Professor	---	---	\$74,000

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, Doña Ana Community College reported modest changes in full-time teacher education faculty, alongside limited recruitment activity. Hiring searches were initiated in Fall 2023 and Fall 2024, with new faculty hires reported in both years. No faculty attrition was reported during the period, and overall faculty headcount remained relatively stable.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	3	0	0	0	0
Fall 2023	5	1	32	1	0
Fall 2024	4	1	1	1	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, teacher education faculty positions at Doña Ana Community College were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	3	---	---
Fall 2023	4	---	---
Fall 2024	5	---	---

Across the reporting period, Doña Ana Community College served undergraduate students in teacher education programs each semester, with enrollment remaining consistently high. Student counts increased overall between Fall 2022 and Fall 2024, with some semester-to-semester variation. No graduate enrollment was reported, as the institution does not offer graduate-level teacher education programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	783	---
Spring 2023	737	---
Fall 2023	857	---
Spring 2024	810	---
Fall 2024	930	---
Spring 2025	844	---

Average nine-month equivalent salaries for full-time teacher education faculty at Doña Ana Community College varied by academic rank between Fall 2022 and Fall 2024. Salary data were not reported for all ranks in each year, reflecting differences in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Professor (Full)	\$83,761	\$85,701	\$89,158
Assoc. Professor	---	\$62,756	\$65,596
Asst. Professor	\$55,483	---	\$53,791
Instructor	\$44,832	\$49,647	\$52,227

Credit: Photo by Allison Shelley/Complete College Photo Library



University of New Mexico-Gallup

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$2.5	\$2.5	---	\$5.0	3%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, the University of New Mexico - Gallup reported relatively stable full-time nursing faculty levels, alongside increased recruitment activity in the latter years. No hiring activity or faculty attrition was reported in Fall 2022. In Fall 2023 and Fall 2024, hiring searches were initiated, with application volume and new faculty hires increasing in Fall 2024. Faculty separations were reported in Fall 2024, resulting in a slight decrease in overall faculty headcount compared to the prior year.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	6	0	0	0	0
Fall 2023	7	1	1	1	0
Fall 2024	6	4	13	4	4

Note: All numbers pertain to full-time faculty.

Throughout the reporting period, nursing faculty positions at the University of New Mexico - Gallup were funded through general fund sources. The higher education institution did not report any nursing faculty positions supported by endowment funds, either through salary supplements or as sole funding sources.

Across the reporting period, the University of New Mexico - Gallup served undergraduate students in nursing programs each semester, with enrollment remaining relatively stable and increasing in Fall 2024. No graduate enrollment was reported, as the higher education institution does not offer graduate nursing programs.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	5	0	0
Fall 2023	5	0	0
Fall 2024	4	0	0

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	69	---
Spring 2023	73	---
Fall 2023	74	---
Spring 2024	74	---
Fall 2024	88	---
Spring 2025	79	---

Average nine-month equivalent salaries for full-time nursing faculty at the University of New Mexico - Gallup increased across reported academic ranks between Fall 2022 and Fall 2024. Salary data were not reported for all ranks in each year, reflecting changes in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Assoc. Professor	\$80,000	\$82,500	---
Asst. Professor	\$70,000	\$72,000	\$75,000
Lecturer	\$65,000	\$68,000	\$70,000

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, the University of New Mexico - Gallup reported small fluctuations in full-time teacher education faculty, alongside ongoing recruitment activity. Hiring searches were initiated in Fall 2022 and Fall 2023, with application volume highest in Fall 2023. New faculty hires and faculty separations occurred during the period, resulting in relatively stable faculty headcount by Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	2	2	11	1	1
Fall 2023	3	1	18	2	2
Fall 2024	2	0	4	1	0

Note: All numbers pertain to full-time faculty.

During the reporting period, teacher education faculty positions at the University of New Mexico - Gallup were primarily supported through general fund sources. Positions funded solely through endowment funds were reported in Fall 2023 and Fall 2024, while no endowment-funded salary supplements were reported in any year.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	2	0	0
Fall 2023	2	0	1
Fall 2024	1	0	1

Across the reporting period, the University of New Mexico - Gallup served undergraduate students in teacher education programs each semester. Enrollment fluctuated over time, with an increase reported in Spring 2024 and Spring 2025. No graduate enrollment was reported, as the institution does not offer graduate-level teacher education programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	107	---
Spring 2023	94	---
Fall 2023	92	---
Spring 2024	124	---
Fall 2024	115	---
Spring 2025	170	---

Average nine-month equivalent salaries for full-time teacher education faculty at the University of New Mexico - Gallup were reported across several instructional ranks between Fall 2022 and Fall 2024. Salary data were not reported for all ranks in each year, reflecting changes in staffing or reporting over time.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Asst. Professor	---	\$69,999	\$72,100
Lecturer	\$56,537	---	\$63,535
Visiting Lecturer	\$54,000	\$60,965	---



Credit: Photo by Allison Shelley/Complete College Photo Library

BULLETIN



Independent Community Colleges

**Central New Mexico Community College
(CNM)**

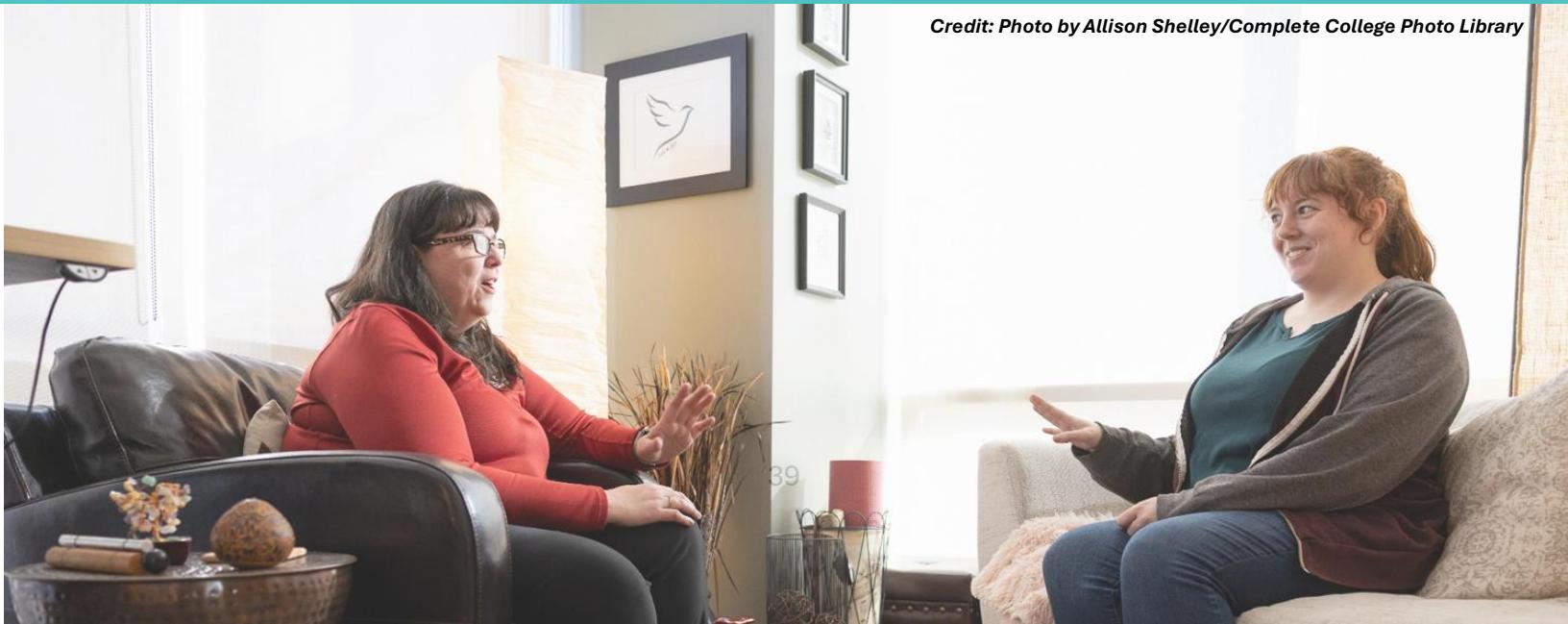
Mesalands Community College (MCC)

New Mexico Junior College (NMJC)

San Juan College (SJC)

Santa Fe Community College (SFCC)

Credit: Photo by Allison Shelley/Complete College Photo Library



Central New Mexico Community College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.0	\$2.0	---	\$5.0	3%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Central New Mexico Community College reported growth in full-time nursing faculty, alongside limited recruitment activity. Hiring searches were initiated in Fall 2023 and Fall 2024, with new faculty hires reported in both years. Faculty separations were reported in Fall 2023 and Fall 2024.

Application counts were reported as “unknown” across all three years. In Fall 2024, the higher education institution reported a combined faculty count that included program-specific subcategories noted as “14 AAS / 4 PN,” which are presented as submitted by the higher education institution. As with other higher education institutions, data included in this report are subject to institutional review and may be updated following the preview period.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	11	0	Unknown	0	0
Fall 2023	14	2	Unknown	4	1
Fall 2024	18 (14 AAS/4PN)	2	Unknown	2	2

Note: All numbers pertain to full-time faculty.

Across the reporting period, nursing faculty positions at Central New Mexico Community College were supported through a combination of general fund and endowment sources. In each year, 1.5 positions were reported as being funded solely through endowment funds, while the remaining positions were supported through general fund sources. No endowment-funded salary supplements were reported during the period.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds (LEG and Endowed Faculty)
Fall 2022	9	0	1.5
Fall 2023	12	0	1.5
Fall 2024	16	0	1.5

Across the reporting period, Central New Mexico Community College served undergraduate students in nursing programs each semester. Undergraduate enrollment declined between Fall 2022 and Spring 2024, followed by a modest increase in Fall 2024 and Spring 2025. No graduate enrollment was reported, as the institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	391	---
Spring 2023	352	---
Fall 2023	335	---
Spring 2024	311	---
Fall 2024*	327 (295/32)	---
Spring 2025*	346 (289/57)	---

*Total AASN/PN. Spring 2025 adds new PN data.

Average nine-month equivalent salaries for full-time nursing faculty at Central New Mexico Community College were reported for the instructor rank across the reporting period. Salary levels increased between Fall 2022 and Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Instructor	\$91,000	\$94,757	\$97,600

Teacher Education Endowment Funds

From Fall 2022 through Fall 2024, Central New Mexico Community College reported growth in full-time teacher education faculty, alongside increased recruitment activity beginning in Fall 2023. Hiring searches were initiated in Fall 2023 and Fall 2024, with application volume reported in both years. New faculty hires and faculty separations occurred during the period, resulting in a net increase in faculty headcount compared to Fall 2022.

Application counts for Fall 2022 were reported as not applicable (N/A), as no hiring searches were initiated in Fall 2022.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	5	0	N/A	0	0
Fall 2023	7	6	64	6	3
Fall 2024	7	2	19	1	1

Note: All numbers pertain to full-time faculty.

Across the reporting period, teacher education faculty positions at Central New Mexico Community College were primarily supported through general fund sources. In Fall 2023 and Fall 2024, one position each year was reported as being funded solely through endowment funds. No endowment-funded salary supplements were reported during the period.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	5	0	0
Fall 2023	6	0	1
Fall 2024	6	0	1

Across the reporting period, Central New Mexico Community College served undergraduate students in teacher education programs each semester. Enrollment declined between Fall 2022 and Spring 2024, followed by an increase in Fall 2024 and Spring 2025. No graduate enrollment was reported, as the higher education institution does not offer graduate-level teacher education programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	467	---
Spring 2023	452	---
Fall 2023	414	---
Spring 2024	405	---
Fall 2024	438	---
Spring 2025	445	---

Salary information for teacher education faculty at Central New Mexico Community College was reported for the instructor rank across Fall 2022 through Fall 2024. The values reported in the table are presented as submitted by the higher education institution.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Instructor	\$75,598	\$80,134	\$82,539



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Mesalands Community College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$2.0	---	---	\$2.0	1%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Mesalands Community College reported growth in full-time nursing faculty, alongside limited recruitment activity. Hiring searches were initiated in Fall 2022 and Fall 2023, with new faculty hires reported in both years. No faculty attrition was reported during the period, contributing to an overall increase in faculty headcount by Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	0	1	2	0	0
Fall 2023	2	1	2	1	0
Fall 2024	3	0	0	1	0

Note: All numbers pertain to full-time faculty.

Across the reporting period, nursing faculty positions at Mesalands Community College were supported through a combination of general fund and endowment sources. No faculty positions were reported in Fall 2022, as the nursing program had not yet begun. Beginning in Fall 2023, one position each year was funded solely through endowment funds, with remaining positions supported through general fund sources. No endowment-funded salary supplements were reported.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	0	0	0
Fall 2023	4	0	1
Fall 2024	7	0	1

Across the reporting period, Mesalands Community College served undergraduate students in nursing programs beginning in Spring 2023. Student enrollment increased steadily through Fall 2024 and remained stable in Spring 2025. No graduate enrollment was reported, as the higher education institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	0	---
Spring 2023	7	---
Fall 2023	16	---
Spring 2024	22	---
Fall 2024	32	---
Spring 2025	32	---

Average nine-month equivalent salaries for full-time nursing faculty at Mesalands Community College were reported for the instructor rank beginning in Fall 2023. Salary levels remained consistent between Fall 2023 and Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Instructor	---	\$80,000	\$80,000

New Mexico Junior College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$0.3	---	---	\$0.3	0%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, New Mexico Junior College reported relatively stable full-time nursing faculty levels, alongside ongoing recruitment activity. One hiring search was initiated each year, with application volume declining over the reporting period. New faculty hires and faculty separations occurred annually, resulting in overall faculty headcount remaining stable across the three years.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	6	1	9	1	1
Fall 2023	7	1	4	1	0
Fall 2024	7	1	1	1	1

Note: All numbers pertain to full-time faculty.

Across the reporting period, all reported nursing faculty positions at New Mexico Junior College were supported through general fund sources. No faculty positions were reported as receiving endowment-funded salary supplements or being funded solely through endowment funds.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	6	0	0
Fall 2023	7	0	0
Fall 2024	7	0	0

Across the reporting period, New Mexico Junior College served undergraduate students in nursing programs each semester. Enrollment fluctuated over time, with higher counts reported in Fall 2023 and Fall 2024. No graduate enrollment was reported, as the higher education institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	67	---
Spring 2023	54	---
Fall 2023	77	---
Spring 2024	66	---
Fall 2024	81	---
Spring 2025	69	---

Average nine-month equivalent salaries for nursing faculty at New Mexico Junior College were reported for a research professor position across the reporting period. The reported salary level is relatively high, which is consistent with regional labor market conditions and competition for nursing faculty in the surrounding area.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Research Professor	\$82,768	\$115,158	\$101,033



Credit: Photo by Allison Shelley/Complete College Photo Library



Santa Fe Community College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$2.0	---	---	\$2.0	1%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, Santa Fe Community College reported stable nursing faculty headcount alongside ongoing recruitment and faculty turnover. Faculty count remained constant at 8 across all three reporting years. Hiring searches increased in Fall 2024, with two searches initiated and six applications received. New faculty hires and faculty attrition were reported each year, reflecting continued hiring activity to maintain staffing levels.

	Overall Faculty Count	Hiring Searches Initiated	Applications Received	New Faculty Hired	Faculty Attrition (Loss)
Fall 2022	8	1	2	1	1
Fall 2023	8	1	3	1	2
Fall 2024	8	2	6	2	1

Note: All numbers pertain to full-time faculty.

Across the reporting period, Santa Fe Community College reported that all full- and part-time nursing faculty positions were paid solely through general fund sources. No faculty positions were reported as being funded solely through endowment funds. As reported, Fall 2022 data included endowment-funded salary supplements for eight full-time faculty; however, the institution noted that all faculty are paid solely from the general fund, and no salary supplements were reported in Fall 2023 or Fall 2024.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	All*	8 FT Faculty	0
Fall 2023	All*	0	0
Fall 2024	All*	0	0

*Note: All full- and part-time faculty are paid solely from the general fund.

Across the reporting period, Santa Fe Community College served undergraduate students in nursing programs each semester, with enrollment remaining relatively stable over time. No graduate enrollment was reported.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	76	---
Spring 2023	76	---
Fall 2023	73	---
Spring 2024	83	---
Fall 2024	70	---
Spring 2025	86	---

Average nine-month equivalent salaries for full-time nursing faculty at Santa Fe Community College were reported for the instructor rank across the reporting period. Salary levels increased between Fall 2022 and Fall 2024.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Instructor	\$58,555	\$61,722	\$64,856

Credit: Photo by Allison Shelley/Complete College Photo Library



San Juan College

Nursing Endowment Funding	Education Endowment Funding	Social Work Endowment Funding	Total Funding	Percent of Total
\$3.0	---	---	\$3.0	2%

Nursing Endowment Funds

From Fall 2022 through Fall 2024, San Juan College reported fluctuations in full-time nursing faculty alongside ongoing recruitment activity. One hiring search was initiated each year, with application volume declining over the reporting period. New faculty hires and faculty separations occurred in Fall 2022 and Fall 2023, while no faculty attrition was reported in Fall 2024. Overall faculty headcount increased by Fall 2024.

	Overall Faculty Count	Hiring Searches Initiated*	Applications Received	New Faculty Hired*	Faculty Attrition (Loss)
Fall 2022	9	1	6	2	1
Fall 2023	7	1	4	1	2
Fall 2024	10	1	2	1	0

Note: All numbers pertain to full-time faculty.

**Note from SJC: Although one search was initiated each fall, this search was frequently for multiple positions. In Fall 2022, the search was for two (2) positions, in Fall 2023, the search was for four (4) positions, and in Fall 2024, the search was for one (1) position. The data presented is for searches and hires that occurred during the Fall semester of the indicated year. Other searches and hires occurred during the Summer and Spring terms, which are not included in the presented data.*

Throughout the reporting period, all nursing faculty positions at San Juan College were supported through general fund sources. The higher education institution did not report any nursing faculty positions funded through endowment sources, either as salary supplements or as sole funding.

Semester	Pay Source		
	Solely General Fund	Supplement from Endowment Funds	Solely Endowment Funds
Fall 2022	9	0	0
Fall 2023	7	0	0
Fall 2024	10	0	0

Across the reporting period, San Juan College served undergraduate students in nursing programs each semester, with enrollment remaining relatively stable over time. No graduate enrollment was reported, as the higher education institution does not offer graduate nursing programs.

Semester	Students Served	
	Undergraduate	Graduate
Fall 2022	117	---
Spring 2023	130	---
Fall 2023	113	---
Spring 2024	124	---
Fall 2024	112	---
Spring 2025	121	---

Average nine-month equivalent salaries for full-time nursing faculty at San Juan College increased across reported academic ranks between Fall 2022 and Fall 2024. Salary levels varied by rank, with higher salaries reported for assistant professors relative to instructors.

Position	Nine-Month Equivalent Salary		
	Fall 2022	Fall 2023	Fall 2024
Academic Ranks			
Associate Professor	---	---	\$72,087
Assistant Professor	\$60,100	\$65,446	\$67,013
Instructor	\$52,888	\$53,283	\$54,359

Credit: Photo by Alison Shelley/Complete College Photo Library



Recommendations

Recommendation 1: Clarify Expectations and Guidance for Future Endowment Appropriations

For future faculty endowment appropriations, the Department recommends early and coordinated planning with higher education leaders, faculty stakeholders, industry partners, and the Department to ensure shared expectations and consistent implementation. Higher education institutions noted uncertainty about whether funds were intended to be deployed immediately or held to accrue interest, as is typical with traditional endowments.

Additionally, the Department recommends structuring endowment appropriations with broader allowable uses rather than narrowly defining position types or program areas in statute. Greater flexibility would allow higher education institutions to allocate funding where student and workforce needs are greatest and where faculty recruitment is most feasible, increasing the likelihood of meaningful and timely impact.

To support clarity and maximize flexibility, the Department recommends collaboratively establishing spending guidance, timelines, and reporting expectations at the outset of any similar appropriation.

Recommendation 2: Provide Capacity and Pathway Support Alongside Endowment Funding

Higher education institutions emphasized that salary supplements alone are not sufficient in fields with workforce shortages, particularly nursing. Many qualified nurses can earn significantly higher wages in clinical settings, and some require additional credentialing or teaching experience to move into faculty roles. To strengthen future initiatives, the Department recommends pairing endowed faculty funding with investments that support educator credentialing, faculty development, and pathway strategies, ensuring higher education institutions can build and sustain a qualified faculty workforce.

Recommendation 3: Allow Time for Program Development and Consider Institutional Readiness

Higher education institutions stressed the need for time to design programs, recruit candidates, and build internal structures to support endowed faculty positions. For example, the University of New Mexico School of Nursing reported that its primary initiative, the Nursing Honors Program, required two years to develop prior to implementation.

Additionally, early experiences suggest that program readiness varies by discipline. Nursing programs had clearer structures and pathways in place to support faculty appointments, while social work endowments faced greater implementation challenges due to limited existing infrastructure and capacity. Allowing higher education institutions the time and flexibility to build the necessary systems and recruitment pathways is essential to achieving lasting impact.

To ensure outcomes are accurately assessed, the Department recommends evaluating future endowed faculty initiatives over a multi-year period, with attention to institutional readiness, program development, and demonstrated progress.

Recommendation 4: Establish Clear Benchmarks and Outcome Measures Following Initial Implementation

Once higher education institutions have established an initial plan for deploying endowment funds, the Department recommends the use of clearly defined benchmarks to assess progress over time. While early implementation appropriately focused on planning, recruitment, and capacity-building, the scale of the state's investment underscores the importance of tracking outcomes related to faculty recruitment and retention, program capacity, and students served.

Institutional results varied across the reporting period. Some higher education institutions demonstrated notable growth in students served following implementation, while others showed more modest or uneven changes. Establishing common benchmarks would support greater transparency and allow policymakers and stakeholders to better understand how endowment-funded positions translate into expanded access and workforce pipeline outcomes.

To support public accountability while recognizing institutional differences, the Department recommends that future endowment initiatives include agreed-upon performance measures—such as changes in faculty capacity, student enrollment, persistence, or completions—developed in collaboration with institutions and assessed over a multi-year timeframe.

Conclusions

In summary, institutional use of the endowment funds reflected a range of implementation approaches across nursing, teacher education, and social work, shaped by differences in program maturity, regional labor markets, and existing infrastructure. In many cases, endowment funding supported faculty recruitment, retention, and program launch activities in high-need fields, while in others it was used more cautiously as higher education institutions navigated planning, accreditation, or labor market constraints.

Early implementation highlights several key lessons. Higher education institutions benefited from flexibility in timing and allowable uses, particularly where program development or workforce conditions limited immediate hiring. At the same time, results varied across institutions and disciplines. Some higher education institutions demonstrated measurable growth in students served following implementation, while others showed more modest or uneven changes despite significant investment.

Taken together, these findings underscore the importance of clear guidance, realistic timelines, and aligned supports for faculty pipeline development, as well as the need for shared expectations around outcomes once programs are operational. With these elements in place, future endowment appropriations can more effectively balance institutional flexibility with public accountability, ensuring that investments translate into expanded capacity and meaningful progress toward New Mexico's education and health workforce goals.

Appendices

Appendix A:

Qualitative responses: Higher education institutions provided comments on their experience implementing endowment funding for faculty, including challenges, process improvements, and lessons learned. The following response is quoted directly from the institution's submission.

Research Universities

New Mexico State University: Nursing Endowment Funds

No barriers to hiring and retaining. These endowed faculty positions are closely aligned with NMSU School of Nursing initiatives such as BSN student success and FNP-PMHNP dual certification for nurse practitioners. The sharp focus of these endowment proposals has been critical to our success. Note - the SON does not conduct formal searches for part time/adjunct faculty. The NMSU SON has recently hired a faculty member for the F24 Endowment (start date 9/15/2025).

New Mexico State University: Teacher Education Endowment Funds

Not knowing exactly how much we have earned in interest and have available until the academic year is nearly half over each year presents challenges in planning for faculty searches and hiring.

New Mexico State University: Social Work Endowment Funds

The higher education institution did not provide information.

New Mexico Tech: Teacher Education Endowment Funds

Faculty Counts: Our regular faculty teach education courses as either an overload course or an independent study (the latter is not compensated). They are listed in the table as full-time.

Faculty FTE: Calculated using 12 credit hours = 1 faculty FTE. Note: if we offer 12 one-credit independent study courses, 1 faculty FTE will be listed even though no compensation was provided.

Faculty Hires: During FY23, we advertised for the Director of the STEM Education Center/Assistant Professor. That individual was hired starting in Fall 2023 (FY24). Our full-time instructor announced they would retire at the conclusion of the Spring 2025 semester - therefore, we would list attrition in Fall 2025 (FY26). We conducted a search for their replacement during FY25 (Fall 2025 and Spring 2026). We interviewed two candidates but our offer to a qualified candidate was declined.

Students Served: This is the number of students enrolled in courses within a given term; they may not be unique student count. The largest enrollments in the MST graduate program occur during the summer, which is not captured on this form.

Summer Enrollments: Summer 2022 (75), Summer 2023 (67), Summer 2024 (82), and Summer 2025 (81) - as before, these are just student enrollments and are not a unique student count.

Curriculum: The Curriculum for the MST program was revised during FY23 (2022-2023 Academic Year). This eliminated the predominant use of independent study courses, replacing them with 3 credit courses that would be offered regularly to students (with faculty appropriately compensated).

Pay Rate: During the reporting period, the per credit pay rate for courses was \$1,500/credit for an undergraduate course and \$2,000/credit for a graduate course - this applies to part-time faculty, overloads, research faculty, and emeritus faculty. Pay may be prorated if there is low enrollment. No compensation is provided for independent study courses. Previously, the pay rate for courses was \$250/student.

Source of Pay: All individuals have been paid out of the General Fund while the STEM Education Center Director/Assistant Professor is paid 70% out of the endowment. When the new instructor is hired, they too will be added to the endowment. This is because the STEM Education Center Director/Assistant Professor and Instructor are the only two individuals whose responsibilities are predominantly for teaching in and overseeing the education program and their cost is comparable to the increased cost of the program that should be covered by the endowment. The remainder are individuals who often teach a course or two for the program (and paid out of the General Fund). The proposed FY26 salary for the instructor is \$65,000.

Description of our Programs: NMT does not have a College or Department of Education. Instead, we have a STEM Education Center that oversees our two teacher licensure programs: the Undergraduate Minor in Secondary Education (UMSE) and the Alternative Licensure Program (ALP), along with the Master of Science for Teachers (MST) program. A brief description of these programs are outlined below.

UMSE is intended for undergraduate students pursuing a Bachelor's Degree at NMT. Upon graduation, this minor will allow individuals to become certified teachers for grades 7-12 in New Mexico schools.

ALP is a Graduate Certificate that enables students with a Bachelor's degree to become certified teachers for Elementary (grades K-8) or Secondary (grades 7-12) schools. Teacher candidates can start teaching on the alternative licensure as soon as they are admitted into the program.

MST is designed for current K-12 teachers interested in expanding their knowledge of STEM and learning from expert faculty in disciplinary (e.g., science, mathematics, engineering) departments.

Vision for the Future: Our goal is to grow joint faculty positions where individuals would teach part-time in the STEM Education Center and part-time in their disciplinary home department. This would allow us to support our teacher education programs while also embedding individuals in disciplinary departments who can mentor colleagues on incorporating active learning methods into their teaching and serve as local experts on pedagogy. Additionally, we would like to have these individuals teach dual-credit courses in Socorro High School when possible, in an attempt to recruit more students from the local high school to NMT.

University of New Mexico: Nursing Endowment Funds

The UNM College of Nursing is deeply grateful for the State's visionary investment in our nursing workforce through the Faculty Endowment Fund. Over the last two years, our College has approached this funding with intentionality and care, ensuring its long-term impact aligns with the needs of New Mexico's healthcare system—as well as the broader national demand for nurse educators, clinicians, and researchers.

Our primary initiative supported by this funding—the launch of a Nursing Honors Program—took approximately two years to design, secure curricular approval, and fully implement. This timeline reflects the complexity of program development and our deliberate approach to using endowment resources strategically rather than reactively. The College has extensive experience managing endowment funds and was purposeful in ensuring that this investment supports programs with enduring, measurable impact.

As of July 1, 2025, we have hired a dedicated Faculty Honors Program Director, now fully supported by the NMHED endowment. In Fall 2025, we welcomed our inaugural cohort of 21 Honors BSN students, with the goal of mentoring these high-achieving undergraduates toward doctoral education (DNP and PhD pathways). This initiative directly supports the long-term development of nurse faculty and leadership pipelines across New Mexico.

Even prior to drawing significantly from the endowment, the College has demonstrated sustained and strategic growth. Between Fall 2022 and Spring 2025, total admissions increased by more than 10%, underscoring our institutional momentum and capacity to scale high-impact initiatives like the Honors Program. Notably, in Fall 2025, the College admitted the largest cohort in its history across all programs, enrolling 471 students—a clear signal of demand, programmatic strength, and operational readiness.

Looking ahead, we plan to scale admissions in the Honors Program to 40 students annually within the next two to three years. We view this as a sustainable, mission-aligned “grow-your-own” strategy—one that will strengthen the faculty pipeline and improve healthcare delivery across the state for years to come.

Already in FY25, we have taken significant steps to support this planned growth. This includes expanding faculty hiring, most notably through the appointment of a new Associate Dean for Research & Scholarship. This leader brings a robust and inclusive philosophy that supports tenure-track faculty teaching actively and directly in the undergraduate program, helping to foster and mentor students toward advanced careers as groundbreaking clinicians, researchers, and educators.

At a time when many colleges of nursing are exercising caution or pausing faculty hiring due to uncertainty around federal funding, the UNM College of Nursing is doing the opposite. We are actively expanding our faculty base to ensure we can continue increasing student admissions and meeting the critical healthcare workforce needs of the State of New Mexico.

In summary, we are proud to steward these resources in a way that prioritizes stability, long-term vision, and academic excellence. We remain deeply appreciative of the foresight shown by the Legislature and NMHED in creating an enduring mechanism to support program expansion across New Mexico’s nursing education landscape.

University of New Mexico: Teacher Education Endowment Funds

*For the Fall 2024 faculty funding source information, the COEHS has 1 faculty member who is partially funded via ECECD faculty endowment funding and the categories provided do not allow for that to be reflected. Temporary Part-Time Faculty (TPTs) are not reflected in UNM OIA data sources. Visiting faculty are included in the full-time faculty numbers provided, i.e. 4 in Fall 2022, 3 in Fall 2023, and 5 in Fall 2024. Finally, not reflected in the numbers is that UNM COEHS is searching for a faculty member this year, using the remaining funds in the Spending Index. This is for a Lecturer III with expertise in Math/Science Education. We will fund this using the remaining funds in our spending index for the next 5-7, or until that funding runs out, and transition this position onto I&G funding. If the endowment increases in size and we can retain this position on there in the next 5-7 years, we will retain this on the endowment index.

University of New Mexico: Social Work Endowment Funds

UNM has made significant progress on developing an Master of Social Work program since receiving the first endowment disbursement on 9/30/24. An Interim Director started on 10/7/24 and began to secure accreditation and internal approvals to open the program for enrollment. We are on track to start our first cohort in Fall 2026, which would be less than two years since receiving the first disbursement. During FY26, we plan to hire faculty to meet Fall 2026 instructional needs; we considered it fiscally irresponsible to do so before, as there were no students enrolled and we wanted to conserve the endowment funds for implementation of the program. As an higher education institution that has had no social work program resources prior to the endowment, including but not limited to staff, faculty, curriculum, library resources, and social work accreditation experts, we feel we have been extremely efficient with our program planning efforts and the associated spending with this. We are looking forward to reporting about students served and graduated in future year reports. Improvements to the process would include better communication among HED, LFC, the UNM Foundation, and UNM about endowments as an investment and enduring funding, rather than as a fund for immediate spending.

Comprehensive Universities

Eastern New Mexico University: Nursing Endowment Funds

The higher education institution did not provide information.

Eastern New Mexico University: Social Work Endowment Funds

The higher education institution did not provide information.

New Mexico Highlands University: Nursing Endowment Funds

The higher education institution did not provide information.

New Mexico Highlands University: Teacher Education Endowment Funds

HIGHER EDUCATION INSTITUTION'S EXPERIENCE

Challenge: Funds were not released to the NMHU School of Education until Spring 2024.

(1) Professional development opportunities and annual Problems of Practice (PoPs) Summer Summit.

Success: 2024 Summer Summit - 156 attendees; 6 - Co-Teaching Strand, 11 - Norteno Leaders Rising (Principal Residency Program). 2025 Summer Summit - 174 attendees; 17 - High Quality Instructional Strategies; 13 - Project SEMBRAR (In service teacher bilingual program). 5 Mini Summits Hosted: January, April & October 2024 (approx. 180 persons total); January & April 2025 (approx. 170 total).

(2) Examination of the existing preservice SoE curriculum to improve performance towards culturally sustaining (CS) and learning by scientific design (LbSD) frameworks and practices in our curricula and assess impact, data collection and analysis. 8 - NMHU faculty supported in cultural and linguistic responsive learning and teaching. 3 SOE faculty supported to go to NASUP (2 in 2024, 1 in 2025).

Success and Lesson Learned: Research faculty have spent a year building relationships with partner districts, gathering needs assessment data, and researching innovative curricula to address the findings of the

Yazzie/Martinez v. State of New Mexico lawsuit. The goal is to develop strategies to achieve measurable equity and justice goals in teacher preparation. The work has just begun.

(3) 2-YR induction programming designing and implementing a targeted PoPs SummerSummit strand for first/second year teachers.

Success: 2025 Summer Summit - 19 - Co Teaching (Train the trainer workshop for mentor teaching); 8 - Developing Quality Teacher Mentoring. Next steps to launch induction program.

(4) Recruit additional Native Americans and bilingual candidates to teaching.

Challenge: This has proven to be especially challenging and will require further investigation into a variety of approaches to identify, recruit, and support both professionally and financially, Native American and bilingual candidates to teaching. Creating Teacher Academies on selective pueblos is unsustainable.

(5) Teaching Assignments.

Challenge and Lesson Learned: To successfully integrate new research-focused faculty and change the curriculum, strong leadership is needed to orchestrate the collaboration between research faculty and program faculty.

(6) Measure programming impacts on preservice, in-service teachers and their students.

Challenge and Lesson Learned: Designing and implementing tools to measure program impact across different groups (preservice teachers, in-service teachers, and their students) is challenging and requires strategic planning, consistent leadership, and collaboration between different faculty groups. The process of creating and piloting measurement tools, training data collectors, and ensuring data quality is a significant challenge that is just beginning. The institution needs to create an evaluation matrix and go through several stages of development and implementation.

New Mexico Highlands University: Social Work Endowment Funds

The New Mexico Highlands University Facundo Valdez School of Social Work (FVSSW) is grateful for the endowments it received during the 2023-2025 New Mexico Legislative sessions. In fiscal year 2023, NMHU received \$8,000,000 for endowed faculty in bachelor and master degree social worker programs. During Fall, 2022, in full compliance with its stated goals, the FVSSW conducted a cohort hire for three early career tenure-track faculty members, one of whom was designated to provide research and support for the Native American Social Work Studies Institute, one full-time contingent faculty member, and one instructional designer and one online practicum coordinator to support the launch of its online Master of Social Work Program. One challenge the FVSSW faces is the time in which interest from the endowed funds take to accrue, where it is standard practice for universities to require a minimum of 3 years to begin to withdraw interest to support programmatic expansion.

The most significant issue with implementation occurred in fiscal year 2024 for our higher education institution. During this fiscal year, the FVSSW received \$5,076,923 to “support scholarships and paid practicums for students in master’s level social work programs at an eligible higher education institution” (NMHED memo, dated 8/28/2023). In preparation to receive these funds, Stephanie Gonzales reached out to Heather Romero, NMHED Financial Aid Director, requesting clarity on whether these funds should be endowed. Ms. Romero replied on 2/27/2025, “The university does not need to create an endowment. This appropriation has two moving parts, and the Financial Aid

award is to be paid as scholarships." Also, these funds were not disbursed until 4/02/2024. This led to approximately over \$2 million being directly disbursed to students in scholarships. The remainder of the fund was earmarked for endowment in 2024.

The final endowment of \$3,855,422 was received in fiscal year 2025, where \$598,796 was disbursed in scholarships and \$256,626 in paid practica stipends by June 30, 2025, in accordance with FVSSW stated goals. The remaining \$3,000,000 is endowed to support the implementation of an online Bachelor of Social Work program. However, the FVSSW will likely not be able to use these funds to hire faculty for this program until 2028.

Northern New Mexico College: Nursing Endowment Funds

Recruiting qualified nursing faculty remains a constant challenge due to the salary disparity between industry salaries and educational/academic salaries. Graduates of NNMC's 2-year associate degree nursing program make more money as a new nurse than experienced nurse educators with a master's degree. Faculty retention is supported through the use of faculty bonuses, but attrition still remains a problem. Many nurses do not have the required academic credentials to teach, especially in rural, educational settings such as NNMC. In addition, the learning curve is steep, and many qualified nurses do not have the skills needed to teach in an educational setting. In order to be competitive, academic nurse educator salaries need to increase.

Northern New Mexico College: Teacher Education Endowment Funds

The first year of the endowment coincided with a drop in the financial market. We were not able to hire a faculty for the 1st year (2023). We hired our first faculty under the endowment allocation in the fall of 2024. The allocation provides funding for a "Grow Your Own Faculty" that will commit to working at NNMC while earning a terminal degree in Education. The funds cover costs of associated with tuition/fees/books and a salary as per the CBA for a faculty at the MA -level. The position provides the candidate 5 years to complete all program and degree requirements and to commit to working at NNMC for the next 3 years. The faculty selected for this position is currently enrolled in an Ed.D. program and works as a full-time associate professor. The only challenge is that a 9-month associate professor is paid at 80% of a Ed.D/PhD position. The salary is approximately \$12,000 less than a level-3 teacher. The attrition of faculty has been problematic at NNMC. The lack of affordable housing and the base salary for a faculty at the EdD/PhD level is a definite challenge. The "Grow Your Own Faculty" is a great opportunity to find a person that is from the community and that is committed to staying in the community.

Western New Mexico University: Nursing Endowment Funds

Implementation Note: WNMU budgets all faculty using I&G permanent budget lines. At the end of the Fiscal Year, available endowment funds are drawn to support faculty positions. This ensures funding is sufficient to cover salary plus benefits, regardless of market fluctuations. The endowment has provided the nursing department with an opportunity to expand its faculty by adding an additional faculty member.

Additional note: Nursing requires a student:faculty ratio of 8:1; one endowment supported position is insufficient to increase capacity required to serve an additional cohort of students (40 students). 3) WNMU has begun the MSN Family Nurse Practitioner Pathway as of Fall 2025 as a result of endowment support; WNMU has developed an RN to MSN admission pathway for qualified students resulting in declines in RN to MSN enrollment - students plan to move from pre-licensure BSN program directly into the MSN program and into the Family Nurse Practitioner pathway to increase the number of rural family nurse practitioners in a shorter period of time

Western New Mexico University: Teacher Education Endowment Funds

Implementation Note: WNMU budgets all faculty using I&G permanent budget lines. At the end of the Fiscal Year, available endowment funds are drawn to support faculty positions. This ensures funding sufficient to cover salary plus benefits, regardless of market fluctuations.

Western New Mexico University: Social Work Endowment Funds

Implementation Note: 1) WNMU budgets all faculty using I&G permanent budget lines. At the end of the Fiscal Year, available endowment funds are drawn to support faculty positions. This ensures funding sufficient to cover salary plus benefits, regardless of market fluctuations. 2) The figure quoted in the HED memo includes endowments for faculty and for scholarships. Endowments may only be used for their intended purposes. \$6.4 million is earmarked for scholarships and financial support for practicums.

IMPLEMENTATION REFLECTIONS: 1) Declines in Social Work enrollment at WNMU are not related to program capacity, rather, they are related to increased market competition. Thus, without substantive enrollment increases, endowment funding will supplement full-time faculty hiring/retention, but will likely decrease the need for part-time (adjunct) support. This is advantageous in terms of program quality and may lead to increased enrollment due to reputational enhancements and improved student outcomes achieved via enhanced program quality. 2) It must be recognized that endowments do not represent immediate outcomes, either for our ability to hire or for graduation rates (workforce production) since the corpus of an endowment must accrue interest over the course of a year, and only a percentage (4%) of the interest on that endowment may be expended annually. In terms of graduates (workforce production), an undergraduate student requires a minimum of 120 credit hours to complete a bachelors degree, and a regular master's student in an MSW program requires a minimum of 60 credit hours for a Master's degree; this translates to 10 semesters of continuous enrollment (5 years at 12 credit hours per semester if no summer sessions are attended) for a BSW, and 6.6 semesters of continuous enrollment (3 years at 9 credit hours per semester with one attended summer session) at the master's level.

Branch Community Colleges

Eastern New Mexico University-Roswell: Nursing Endowment Funds

Our campus received \$500,000 in funding for the nursing faculty endowment, for which we are grateful, less than a year ago. The interest earned is ~ \$13,000. At present we chose to leave this funding in the endowment to allow further growth.

New Mexico State University-Doña Ana: Nursing Endowment Funds

Retention of nursing faculty has been a challenge, largely due to the pay differences between education and industry. In addition, the transition from practitioner to educator has posed challenges, as nursing faculty must learn and adapt to an entirely new role. We have invested greatly in professional development through RPSP funding to train faculty in teaching methodology and best practices

Lessons learned: Providing full support to nursing faculty is essential. This includes addressing academic needs, supporting the transition from clinical practice to teaching, and assisting faculty in meeting the demands of maintaining both professional clinical skills and educator competencies simultaneously. We have also chosen to hire bachelor's prepared nursing faculty with the commitment to support them in completing their masters program

within a 5 year timeframe, this has helped us retain faculty for at least 5 years. We have also found that nurses who are pursuing a nurse practitioner degree end up leaving prior to completing their degree due to the time commitment and also, they make more money as NP's than they do as Nursing faculty.

New Mexico State University-Doña Ana: Teacher Education Endowment Funds

A challenge of this endowment is coordinating the data gathering. Moving forward, having an established timeline for types of data necessary and identifying which departments need to be involved will be beneficial.

University of New Mexico-Gallup: Nursing Endowment Funds

The higher education institution did not provide information.

University of New Mexico-Gallup: Teacher Education Endowment Funds

The higher education institution did not provide information.

Independent Community Colleges

Central New Mexico Community College: Nursing Endowment Funds

The higher education institution did not provide information.

Central New Mexico Community College: Teacher Education Endowment Funds

Success: The endowment funding has had a significant impact on CNM's School of Education. It allowed us to expand our full-time faculty ranks and provide course release for faculty to lead critical initiatives in student recruitment, partnership development, and curriculum redesign. While some of these impacts took time to manifest, the sustained investment has resulted in measurable outcomes: increased enrollment, the expansion of teacher residency pathways, and the establishment of new partnerships that strengthen our teacher preparation programs.

Challenge: Like many higher education institutions, we have faced challenges with recruitment and retention of endowed faculty. Our endowed faculty position has experienced periods of vacancy and an unsuccessful search, which has delayed some of the intended long-term benefits of this investment.

Mesalands Community College: Nursing Endowment Funds

The higher education institution did not provide information.

New Mexico Junior College: Nursing Endowment Funds

(NOTE 1) While NMJC did receive an Endowment Grant to support Nursing Instructor/Level Coordinator stipends, the college did not spend allocations in 2022, 2023, and 2024 because we received the funds in mid-2024. The NMJC Foundation supported the stipends in FY25 through other sources, as planned in our original proposal. The plan was also to cover FY26 through other NMJC Foundation funds, while earnings grew; however, we have accrued sufficient funds to use the Endowment Grant funds to support these stipends beginning in FY26.

(NOTE 2) All full-time Faculty are given the title of "professor" upon hire. NMJC does not operate using a tenure-based system.

San Juan College: Nursing Endowment Funds

Recruiting and Retaining Qualified Nursing Faculty continues to be a challenge. Faculty are leaving academia to pursue higher salaried positions in practice (returning to bedside nursing). It is also difficult to recruit for new positions when there is a disparity between pay in practice versus academia. We currently have increased our market disparity stipend to hopefully recruit and retain faculty. We have two qualified applicants for the current nursing endowment positions. Interviews are scheduled for late August and mid-September.

Update January 2026:

In March of 2024, San Juan College began conversations with San Juan Regional Medical Center to expand the nursing program. While negotiations took longer than expected, a final agreement was signed on June 27, 2025. The agreement provides funding for San Juan College to hire faculty, student support, and administrative support positions to increase the nursing student cohort size by 50%, which is a significant increase from 32 students admitted each semester to 48 students admitted each semester. The agreement provides financial support in the amount of \$4,800 per semester to students who agree to work for San Juan Regional Medical Center upon graduation. The agreement also provides funding to increase the market disparity stipend for nursing faculty from \$2,500 per year to \$10,000 per year to attract and retain nursing faculty.

The agreement with San Juan Regional Medical Center also included \$100,000 in funds for marketing the program, of which San Juan College has spent \$67,952 on marketing campaigns during the last six months to recruit nursing faculty.

Since initiating the advertising campaign, San Juan College has been able to fill three of the open positions, two of which are funded by the Nursing Endowment funds. The additional candidates have applied for nursing positions, but either withdrew their applications, did not accept the position, or did not meet the position requirements. Hiring qualified nursing faculty continues to be our biggest challenge.

Even with these challenges, the nursing program increased the cohort size by an impressive 50% in the Fall 2025 and Spring 2026 semesters. The program will continue to recruit additional faculty and students to meet the demands of our local workforce.

Appendix B:

Qualitative Responses: Higher education institutions provided information on any incentives/programs your higher education institution utilizes to retain endowed faculty (e.g., dissertation fellowships, post-doc programs, stipends, loan repayment support, housing assistance, professional development funding, etc.).

Research Universities

New Mexico State University: Nursing Endowment Funds

Salary supplement of \$10,000/year for the Assistant Director for Student Success (Perez) and professional development funds equivalent to approximately \$1000/year.

New Mexico State University: Teacher Education Endowment Funds

Professional development funding is provided each academic year through I&G resources.

New Mexico State University: Social Work Endowment Funds

We provide professional development funding for faculty.

New Mexico Tech: Teacher Education Endowment Funds

Not applicable.

University of New Mexico: Nursing Endowment Funds

The College offers an annual faculty incentive plan linked to mission-aligned contributions in teaching, clinical practice, research, and service, as reflected in performance evaluations. Faculty also receive dedicated annual professional development funding and have access to internal support for instructional design, curriculum innovation, and research development. Additional retention strategies include consistent investment in academic infrastructure, mentorship, and programmatic initiatives that foster faculty inclusion in decision making and long-term engagement.

University of New Mexico: Teacher Education Endowment Funds

College of Education and Human Sciences faculty receive \$1,250 per year in professional development funding. Also, all tenure track faculty have research start up packages to support their work during the first three years of employment. Total start-up package: \$49,500

This includes the lump sum of \$15,000 as well as 1 month summer salary for 2 years, additional \$1,250 in travel/professional development funds for 2 years, and a .25FTE 9-month GA.

University of New Mexico: Social Work Endowment Funds

We will provide support for professional development, including providing free internal continuing education events and time to attend continuing education. Funding for continuing education may be available for faculty depending on the content relevance to the overall program goals. We will offer relocation assistance when making an offer to faculty candidates who are not local.

Comprehensive Universities

Eastern New Mexico University: Nursing Endowment Funds

The higher education institution did not provide information.

Eastern New Mexico University: Social Work Endowment Funds

The higher education institution did not provide information.

New Mexico Highlands University: Nursing Endowment Funds

The higher education institution did not provide information.

New Mexico Highlands University: Teacher Education Endowment Funds

Not specific to teacher education faculty.

Non-Teaching Overload Contracts: Faculty who take on added responsibilities related to special projects and/or grants can receive supplemental pay or reassigned time.

Loan Repayment Support: The NMHU HR Department responds to requests for applicant verifications on Loan Repayment.

Professional Development Funding: Full-time CBA faculty receive up to \$2500.00 per year for professional development and associated travel to attend conferences, webinars, virtual seminars, and workshops. Funds may also be used to purchase software related to the faculty member's area of research, scholarship, or creative activities, pay for certifications or licenses not covered by the University, and other activities related to the professional development of the faculty member's expertise and advancement in the faculty member's discipline.

Sabbatical Leave: A sabbatical leave is awarded to provide time and resources for qualified Bargaining Unit members to revitalize themselves through writing, scholarship, travel, research, and/or further formal educational study, which will contribute to the member's ability to discharge his or her obligations to the University.

Mentoring: All new CBA faculty participate in mentoring, until tenure is achieved.

Tenure & Promotion: Clear, merit-based path for academic career progression of CBA faculty offering job security and advancement opportunities.

Tuition Waivers: Employee Tuition Waivers up to 18 credit hours per academic year. Dependent (including legal spouse or domestic partner) Tuition Waivers up to 18 credit hours per semester.

New Mexico Highlands University: Social Work Endowment Funds

New Mexico Highlands University provides tenured/tenure track faculty an annual, three-day professional development training, \$2,500 every two years to attend professional and research conferences, and free continuing education professional development and certification through the Center for Excellence in Social Work to meet CEU requirements associated with licensure. Faculty mentorship is also provided to support high quality instruction and faculty retention.

Northern New Mexico College: Nursing Endowment Funds

FT Faculty receive a \$7,000 nursing Faculty retention bonus annually. Adjunct faculty receive a 20% bonus for theory courses and 30% for lab courses. Professional development is funded for both FT and adjunct faculty.

Northern New Mexico College: Teacher Education Endowment Funds

The higher education institution is committed to raising salaries for faculty and has made progress over the last couple of years.

Western New Mexico University: Nursing Endowment Funds

The School of Nursing offers a \$10,000 faculty retention stipend for all nursing faculty to make wages more competitive with clinical practice outside academia; all faculty have access to faculty professional development funds by application; NM offers some student loan repayment programs and tax credits for rural health practitioners. WNMU does not have any loan repayment or similar program for faculty.

Western New Mexico University: Teacher Education Endowment Funds

All faculty have access to faculty professional development funds by application; New Mexico offers some student loan repayment programs for educators. WNMU does not have any loan repayment or similar program for faculty.

Western New Mexico University: Social Work Endowment Funds

Faculty have access to faculty professional development funding by application; WNMU does not currently have any other incentive for faculty retention within the school of social work. WNMU has had one additional position advertised for a very long time, however there have been two failed searches due to the cost of living not being supported by entry-level faculty salaries which are determined based upon CUPA calculations. That is, twice, individuals have made it through the selection process and have turned down our offer of employment. The position was recently removed, but will be re-posted in an attempt to generate new interest in prospective employees, however as of 1/13/2026, the position remains vacant.

Branch Community Colleges

Eastern New Mexico University-Roswell: Nursing Endowment Funds

We offer a \$9,000 per academic year stipend for all full-time Nursing faculty. We also offer a 9 credit hour tuition waiver (per semester) within the ENMU system, along with an additional \$1,500 for all full-time faculty for professional development. Faculty members can enroll in classes through the ENMU system to complete additional classes or degrees.

New Mexico State University-Doña Ana: Nursing Endowment Funds

Stipend: High Market Differential \$8,000/annually; Sign on Bonus with 2 year commitment with renewal every 2 years \$4,000; Workload Release time of one contact/1.25 credit for continuing education to achieve New Mexico Board of Nursing Requirement of MSN for FT faculty; Providing Faculty Development and Scholarship opportunities e.g. conferences; AI and Apple training

New Mexico State University-Doña Ana: Teacher Education Endowment Funds

Currently, DACC is providing a stipend of \$8,000 annually per faculty member in the Education program, including the Department Chair and four faculty members. Should additional earnings become available, then \$2,000 for professional development, trainings, and associated travel would be utilized.

University of New Mexico-Gallup: Nursing Endowment Funds

The Nursing program pays for professional development funding, such as conferences, including lodging and food, specialty certification (e.g., Certified Nurse Educator-CNE, Certified Healthcare Simulation Educator-CHSE),

national professional memberships (e.g., National League for Nursing faculty membership), teaching materials or resources (online simulation resources).

University of New Mexico-Gallup: Teacher Education Endowment Funds

UNM-Gallup provides funding for Education faculty to cover travel costs related to conferences and professional development.

Independent Community Colleges

Central New Mexico Community College: Nursing Endowment Funds

We offer:

Tuition reimbursement for faculty (@UNM rates)

Tuition benefit at CNM for faculty and immediate family

Professional Development funding for FT and PT faculty

Very robust pay for part-time faculty, robust pay for FT faculty

Central New Mexico Community College: Teacher Education Endowment Funds

Due to CNM's collective bargaining agreement, the higher education is unable to offer additional incentives such as stipends, loan repayment support, or housing assistance specifically for teacher education faculty. Faculty compensation, benefits, and related supports are governed by the provisions of the agreement, which establishes consistency and equity across all faculty groups in CNM.

Mesalands Community College: Nursing Endowment Funds

The higher education institution did not provide information.

New Mexico Junior College: Nursing Endowment Funds

In FY24, NMJC implemented the results of its Salary Survey. This resulted in a base-salary adjustment for faculty, including nursing professors. Nursing faculty are supported through professional development funding and incremental salary increases upon additional degree and certification attainment. NMJC also awards "pass rate" stipends based on student NCLEX pass rate percentages. NMJC provides stipends to two nursing faculty who serve in teaching roles and coordinate level (first year and second year) clinicals and curricula.

San Juan College: Nursing Endowment Funds

San Juan College previously offered a \$2,500 per year market disparity stipend from Fall, 2022 through Spring, 2025. Beginning in Fall, 2025, San Juan College began offering a \$10,000 per year market disparity stipend to faculty utilizing funding provided by our local hospital (San Juan Regional Medical Center) ,

