



# Fall 2024 Faculty Headcounts, Compensation, and Benefits Report

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*Cabinet Secretary*

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February 20, 2026

Dear colleagues:

We are pleased to present the *Fall 2024 Faculty Headcounts, Compensation and Benefits Report*, developed by the New Mexico Higher Education Department in fulfillment of the statutory requirement to survey every public higher education institution in the state. This report offers a comprehensive assessment of faculty employment data, providing the Executive, the Legislature, and institutional leaders with valuable insight into the current landscape of faculty compensation and benefits across New Mexico's higher education institutions.

The survey, distributed in June 2025, gathered data from all public colleges and universities on both headcount and full-time equivalent (FTE) positions for full-time and part-time faculty. Specifically, the survey included the following information:

- Faculty gender and racial/ethnic distribution by headcount and FTE
- Salaries for full-time faculty; Per-credit-hour compensation for part-time faculty
- Benefits provided to both full-time and part-time faculty

This effort was supported by contributions from our colleagues at the New Mexico Higher Education Department, including Academic Affairs and Policy Director Mark Chisholm and Data Analyst Dr. Brit Gallegos, whose work ensured the accuracy and completeness of the dataset.

The Legislative Finance Committee and other stakeholders have expressed a particular interest in better understanding the role and compensation of faculty at New Mexico higher education institutions. We hope the information contained in this report will serve as a meaningful resource for ongoing policy discussions and decision-making.

Thank you to all colleges and universities for their timely and thorough participation in this survey, and we look forward to continuing collaboration with our partners – policymakers, institutional leaders, and unions – to ensure equitable, competitive, and sustainable faculty compensation in New Mexico.

Sincerely,

Handwritten signature of Stephanie M. Rodriguez in black ink.

Stephanie M. Rodriguez  
Cabinet Secretary

Handwritten signature of Patricia Trujillo, Ph.D. in black ink.

Patricia Trujillo, Ph.D.  
Deputy Cabinet Secretary

## BACKGROUND

Pursuant to Section 21-1-26.7 NMSA 1978, the New Mexico Higher Education Department (Department) is required to submit an annual accountability report to the Governor and the Legislature no later than December 31 of each year. The content and format of the report are developed in consultation with public higher education institutions. They must include, at a minimum, information related to student progress and success, access and diversity, affordability of educational services, and the public and community service functions of the state’s colleges and universities.

The statute also requires that the report include detailed information regarding faculty compensation and benefits practices, as specified in Section B(5). This includes data on the distribution of part-time and full-time faculty, per-credit-hour pay rates, salary increases by appointment type, and institutional policies related to benefits. To ensure compliance, the Department conducted a statewide survey of all public post-secondary institutions to collect faculty compensation and benefits data for the Fall 2024 academic term.

## METHODOLOGY

To adhere to the requirements of Section 21-1-26.7 NMSA 1978, the Department developed and distributed a survey to all public postsecondary institutions to collect data on the demographic characteristics of full-time and part-time faculty, faculty salary structures, and institutional policies related to benefits.

The survey was distributed in June 2025 using Microsoft Forms, a survey creation and dissemination tool. Higher education institutions received a different survey depending on whether they employ full-time tenured or tenure-track faculty. Higher education institutions were given different surveys based on whether they employ full-time tenured or tenure-track faculty. Data collection continued until early August 2025. **These figures are based on data reported by New Mexico’s public higher education institutions, as IPEDS data for Fall 2024 are not yet available.**

As detailed throughout this report, the results are frequently disaggregated by institutional sector. Table 1 lists each institutional sector, the institutions included within them, and their corresponding abbreviations.

**Table 1.** Institutional sectors.

Sector	Higher Education Institutions
<b>Research Universities</b>	New Mexico State University (NMSU); New Mexico Institute of Mining and Technology (New Mexico Tech; NMT); University of New Mexico (UNM)
<b>Comprehensive Universities</b>	Eastern New Mexico University (ENMU); New Mexico Highlands University (NMHU); Northern New Mexico College (NNMC); Western New Mexico University (WNMU)
<b>Branch Community Colleges</b>	Eastern New Mexico University, Roswell campus (ENMU-RO); Eastern New Mexico University, Ruidoso campus (ENMU-RU); New Mexico State University, Alamogordo campus (NMSU-AL); New Mexico State University, Doña Ana campus (NMSU-DA); New Mexico State University, Grants campus (NMSU-GR); University of New Mexico, Gallup campus (UNM-GA); University of New Mexico, Los Alamos campus (UNM-LA); University of New Mexico, Taos campus (UNM-TA); University of New Mexico, Valencia campus (UNM-VA)
<b>Independent Community Colleges</b>	Central New Mexico Community College (CNM); Clovis Community College (CCC); Luna Community College (LCC); Mesalands Community College (MCC); New Mexico Junior College (NMJC); New Mexico Military Institute (NMMI); Southeast New Mexico College (SENM); Santa Fe Community College (SFCC); San Juan College (SJC)
<b>Tribal Colleges</b>	Diné College (DINE); Institute of American Indian Arts (IAIA); Navajo Technical University (NTU); Southwestern Indian Polytechnic Institute (SIPI)

## STATE-WIDE FACULTY COUNTS

501

more full-time faculty were reported in Fall 2024 compared to Fall 2023.

338

more part-time faculty were reported in Fall 2024 compared to Fall 2023.

The central purpose of this report is to disaggregate data between full-time and part-time faculty. The Fall 2023 report provided the Department's most comprehensive data on part-time faculty to date, and this year's report builds on that foundation to continue robust reporting in this area. This remains a relatively new reporting requirement for institutions, and while data quality and completeness have improved since last year, the Department anticipates continued refinement in future reporting cycles.

The data presented includes only instructional faculty and excludes research faculty and administrators with faculty rank. Full-time faculty include tenured and tenure-track faculty, full-time instructors, and full-time lecturers. Part-time faculty include instructional faculty hired on a per-course basis. Headcount reflects the number of individual faculty members, regardless of workload, while full-time equivalent (FTE) converts total workload into the equivalent number of full-time positions. Figure 1 shows the headcount distribution: 4,845 full-time faculty (55.8%) and 3,838 (44.2%) part-time faculty, for a total of 8,683.

Figure 2 displays the distribution by FTE, with full-time faculty totaling 4,825.9 (68.7%) and part-time faculty totaling 2,202.6 (31.3%), a total of 7,028.

Full-Time and Part-Time Faculty Distribution, Headcount

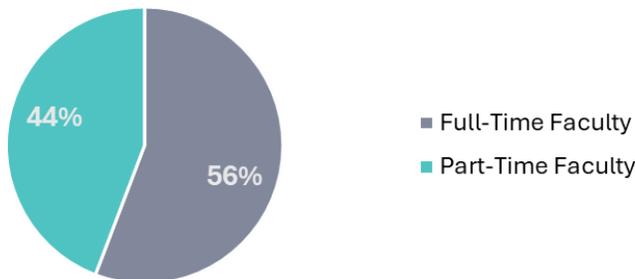


Figure 1. Full-time and part-time faculty distribution by headcount.

Full-Time and Part-Time Faculty Distribution, FTE

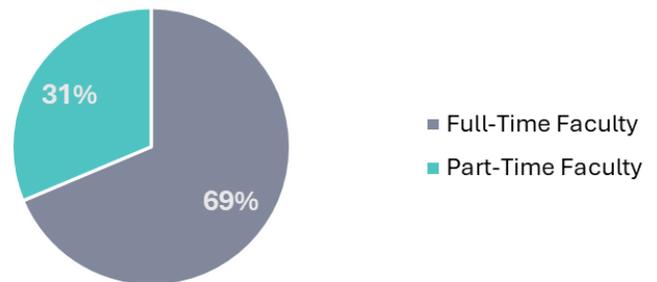


Figure 2. Full-time and part-time faculty distribution by FTE.

## STATE-WIDE FACULTY DEMOGRAPHICS

Demographic data are reported based on headcount rather than full-time equivalent (FTE).

### Faculty by Gender

As of Fall 2024, New Mexico's public higher education institutions reported 3,825 male (44.0 percent) and 4,858 female (56.0 percent) faculty members. Figure 3 illustrates the gender distribution for full-time faculty, with 2,253 male (46.5 percent) and 2,592 female (53.5 percent) faculty members. Figure 4 illustrates the gender distribution for part-time faculty, with 1,572 male (40.9 percent) and 2,266 female (59.1 percent) faculty members. As the figures show, the gender split among full-time faculty is closer than among part-time faculty, though the gaps are fairly small.

Full-Time Faculty Gender Distribution

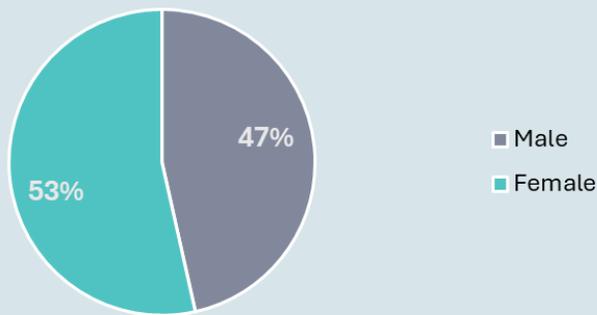


Figure 3. Gender distribution for full-time faculty.

Part-Time Faculty Gender Distribution

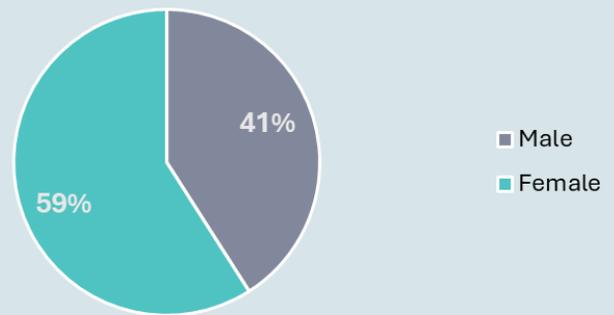


Figure 4. Gender distribution for part-time faculty.

### Faculty by Race/Ethnicity

The vast majority of New Mexico's higher education faculty in Fall 2023 were either White (4,986; 57.4 percent) or Hispanic (1,813; 20.8 percent). This was followed by Asian (545; 6.3 percent), those of unknown race or ethnicity (461; 5.3 percent), Native American (315; 3.6 percent), non-resident alien (237; 2.7 percent), Black or African American (191; 2.2 percent), those identifying as two or more races (129; 1.5 percent), and Native Hawaiian or Pacific Islander (6; 0.07 percent) faculty.

Table 4 presents the distribution of full-time faculty by sector, categorized by race/ethnicity, as reported for Fall 2024, followed by Table 5 that displays the distribution of part-time faculty by sector. Figures 5 through 9 illustrate the breakdown of all faculty (both full-time and part-time) by race and ethnicity, categorized by sector, and Figure 10 displays the total statewide breakdown. White faculty continue to represent the largest share statewide, particularly at research universities and comprehensive institutions. Hispanic faculty comprise the next largest group, with the highest representation at community colleges. Native American faculty are most concentrated at tribal colleges, while Asian and international faculty remain primarily employed at research universities. These distributions highlight the distinct demographic profiles across sectors and the importance of ongoing efforts to diversify the faculty workforce statewide.

# FULL-TIME FACULTY BY RACE AND ETHNICITY

Photo Credit: Allison Shelley, Complete College America Photo Library

**Table 4.** Distribution of full-time faculty on race/ethnicity and gender by sector, Fall 2024.

	Hispanic	Black	Native American	Asian	Native Hawaiian or Pacific Islander	White	Two or More Races	Race and Ethnicity Unknown	Non-Resident Alien	Total
<b>Research Universities</b>	479	61	52	330	1	1,639	48	90	155	2,855
Female	274	39	34	126	0	827	27	46	67	1,440
Male	205	22	18	204	1	812	21	44	88	1,415
<b>Comprehensive Universities</b>	128	14	9	33	4	463	6	59	42	758
Female	69	4	8	16	4	354	5	55	19	501
Male	59	10	1	17	0	109	1	37	23	257
<b>Branch Community Colleges</b>	112	7	14	22	0	210	7	4	7	383
Female	56	4	8	9	0	115	5	4	5	206
Male	56	3	6	13	0	95	2	0	2	177
<b>Independent Community Colleges</b>	169	17	26	31	0	489	7	29	6	774
Female	103	5	11	16	0	256	4	16	2	413
Male	66	12	15	15	0	233	3	13	4	361
<b>Tribal Colleges</b>	1	4	37	6	0	27	0	0	0	75
Female	0	1	18	2	0	11	0	0	0	32
Male	1	3	19	4	0	16	0	0	0	43
<b>Grand Total</b>	<b>889</b>	<b>103</b>	<b>138</b>	<b>422</b>	<b>5</b>	<b>2,828</b>	<b>68</b>	<b>182</b>	<b>210</b>	<b>4,845</b>

# PART-TIME FACULTY BY RACE AND ETHNICITY

**Table 5.** Distribution of part-time faculty on race/ethnicity and gender by sector, Fall 2024.

	Hispanic	Black	Native American	Asian	Native Hawaiian or Pacific Islander	White	Two or More Races	Race and Ethnicity Unknown	Non-Resident Alien	Total
<b>Research Universities</b>	227	15	22	45	0	580	15	29	15	948
Female	132	10	13	29	0	321	8	16	5	534
Male	95	5	9	16	0	259	7	13	10	414
<b>Comprehensive Universities</b>	79	16	7	5	0	192	1	74	4	378
Female	53	11	5	3	0	123	1	41	1	238
Male	26	5	2	2	0	69	0	33	3	140
<b>Branch Community Colleges</b>	201	16	21	17	0	328	13	32	8	636
Female	108	8	14	11	0	193	9	15	5	363
Male	93	8	7	6	0	135	4	17	3	273
<b>Independent Community Colleges</b>	405	36	74	40	1	1,021	28	130	0	1,735
Female	252	16	41	28	0	625	13	77	0	1,051
Male	153	20	33	12	1	396	15	53	0	683
<b>Tribal Colleges</b>	12	5	53	16	0	35	4	14	0	139
Female	3	4	36	7	0	18	2	7	0	77
Male	9	1	17	9	0	17	2	7	0	62
<b>Grand Total</b>	924	88	177	123	1	2,158	61	279	27	3,838

# Total Faculty by Race and Ethnicity Across Sectors, Fall 2024

## Research Universities

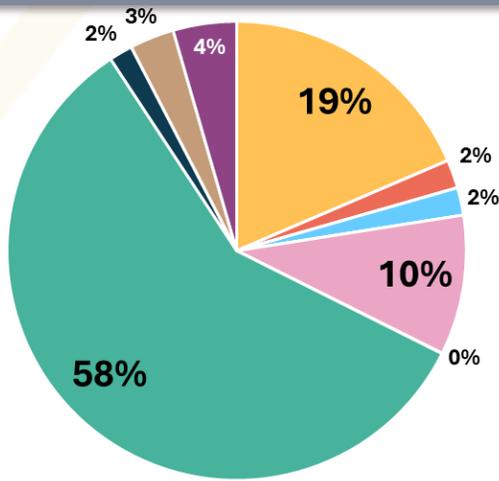


Figure 5. Racial and ethnic composition of full-time and part-time faculty at research universities.

## Independent Community Colleges

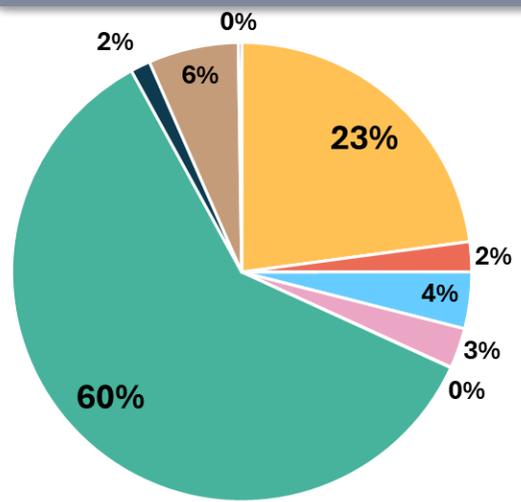


Figure 8. Racial and ethnic composition of full-time and part-time faculty at independent community colleges.

## Comprehensive Universities

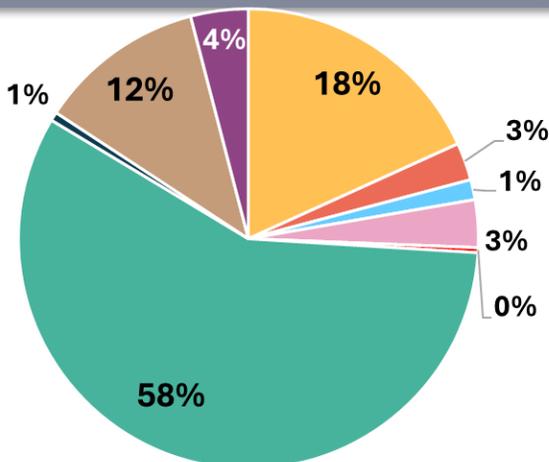


Figure 6. Racial and ethnic composition of full-time and part-time faculty at comprehensive universities.

## Tribal Colleges

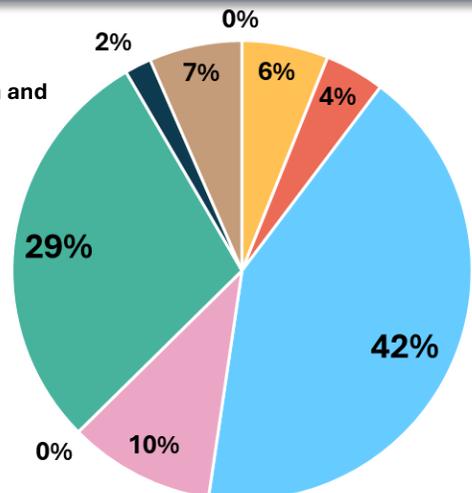


Figure 9. Racial and ethnic composition of full-time and part-time faculty at tribal colleges.

## Branch Community Colleges

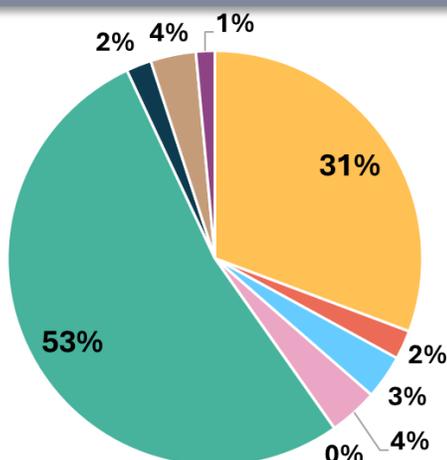


Figure 7. Racial and ethnic composition of full-time and part-time faculty at branch community colleges.

## Total

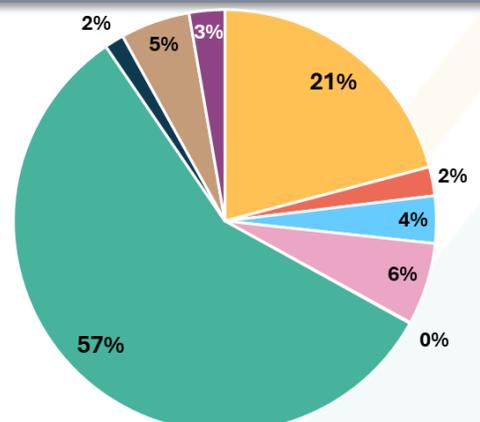


Figure 10. Statewide faculty racial/ethnic distribution.

# Faculty Racial/Ethnic Distribution in Comparison to New Mexican Students and National Benchmarks

To put the faculty racial and ethnic data in context, the Department compared national-level data to New Mexico’s data using Fall 2023 IPEDS data compiled by The Chronicle of Higher Education<sup>1</sup>. Overall, New Mexico’s faculty are more racially and ethnically diverse than the national average. However, this diversity does not fully reflect the demographics of the state’s student population.

As shown in Table 6, Hispanic and Native American faculty are represented at significantly higher rates in New Mexico (20.9% and 3.6%) compared to national averages (7.0% and 0.4%). Still, both groups remain underrepresented relative to the student population, where 50.5% of students identify as Hispanic and 9.1% identify as Native American. Meanwhile, White faculty remain the majority both nationally (69.1%) and in New Mexico (57.4%), while comprising 27.3% of the state’s students.

**Table 6.** Comparing New Mexico faculty racial/ethnic distributions to national averages and New Mexico student distributions.

Race/Ethnicity	2023 U.S. Faculty Percent	2024 New Mexico Faculty Percent	2024 New Mexico Student Percent
Hispanic	7.0%	20.9%	50.5%
Black	6.9%	2.2%	2.7%
Native American	0.4%	3.6%	9.1%
Asian	9.1%	6.3%	2.0%
Native Hawaiian or Pacific Islander	0.2%	0.1%	0.2%
White	69.1%	57.4%	27.3%
Two or More Races	1.7%	1.5%	2.8%
Race/Ethnicity Unknown	3.5%	5.3%	2.6%
Non-Resident Alien	2.1%	2.7%	2.9%

Although faculty recruitment often draws from national and international applicant pools, New Mexico’s comparatively diverse faculty workforce demonstrates meaningful progress. Continued efforts to expand pathways for diverse faculty recruitment and advancement are essential to support a faculty that reflects the students they serve.

## Demographic Data Conclusions

The demographic data for Fall 2024 indicate that New Mexico’s higher education faculty continue to reflect the state’s distinctive diversity. Hispanic faculty represent 20.9 percent of all faculty statewide—nearly three times the national average—while Native American faculty account for 3.6 percent, compared to just 0.4 percent nationally. White faculty remain the majority at 57.4 percent, followed by Asian faculty at 6.3 percent. Gender representation remains balanced overall, with women comprising 56 percent of all faculty and a slightly larger share among part-time appointments.

The extent to which these figures reflect intentional institutional recruitment versus broader demographic patterns remains unclear. Data on faculty hiring and retention would provide valuable context for understanding how institutions are shaping these outcomes over time. Hispanic and Native American faculty are most concentrated at community colleges and tribal institutions, while Asian and international faculty are primarily employed at research universities. Continued efforts to expand available data could help clarify the institutional and structural factors influencing faculty diversity in New Mexico’s higher education system.

<sup>1</sup> <https://www.chronicle.com/article/race-ethnicity-and-gender-of-full-time-faculty/>

# RESEARCH UNIVERSITIES

NEW MEXICO STATE UNIVERSITY  
NEW MEXICO TECH  
UNIVERSITY OF NEW MEXICO



## Research Universities: Comparing 2023 and 2024 Faculty Counts

As illustrated in Table 7, the faculty composition at New Mexico’s research universities is primarily full-time. This distribution aligns with the structural characteristics of research universities, which include research activity, graduate education, and externally funded projects that are typically supported by full-time faculty appointments. Part-time faculty are utilized for instructional needs but do not represent the predominant appointment type within this institutional sector.

**Table 7.** Faculty headcount and FTE by appointment type at research universities, 2023–2024.

	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Full-Time</b>	2,818	83.5%	2,855	75.1%	2,815.3	88.5%	3,100.5	81.7%
<b>Part-Time</b>	557	16.5%	948	24.9%	365.75	11.5%	695	18.3%
<b>Total</b>	<b>3,375</b>	<b>100%</b>	<b>3,803</b>	<b>100%</b>	<b>3,181</b>	<b>100%</b>	<b>3,795.5</b>	<b>100%</b>

**Note:** Because this reporting requirement is relatively new and institutional practices are still stabilizing, year-over-year changes may reflect improvements in reporting accuracy, expanded institutional participation, or methodological adjustments rather than substantive shifts in hiring patterns. With only two years of data available, these figures should be interpreted with caution, as they do not yet establish long-term trends.

## Research Universities: Faculty Salary

### Full-Time Tenured/Tenure-Track Faculty

Table 8 presents the nine-month equivalent average salaries for full-time tenured and tenure-track faculty at research universities, disaggregated by academic rank. In Academic Year 2024, the overall average salary across ranks was \$102,646, with variation by rank reflecting standard academic progression. The average percentage increase from the previous academic year ranged from 3.47% to 4.22% across ranks.

**Table 8.** Nine-month equivalent average salary: full-time tenured/tenure-track faculty, research universities.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Research Universities</b>	<b>1,640</b>	<b>\$102,646</b>	<b>3.86%</b>
<b>Assistant Professor</b>	565	\$84,221	4.22%
<b>Associate Professor</b>	495	\$97,267	3.90%
<b>Full Professor</b>	580	\$126,451	3.47%

## Instructor and Lecturer Faculty

Table 9 presents the nine-month equivalent average salaries for full-time instructors and lecturers at research universities. In Academic Year 2024, the overall average salary for these appointment types was \$62,850, with variation by rank. The average percentage increase from the previous academic year ranged from 3.64% to 9.44% across ranks.

**Table 9.** Nine-month equivalent average salary: instructor and lecturer faculty, research universities.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Research Universities</b>	235	\$62,850	6.54%
<b>Instructor</b>	52	\$59,376	9.44%
<b>Lecturer</b>	183	\$73,272	3.64%

**Note:** Among research universities, the use of instructor and lecturer titles varies by institution. The University of New Mexico reports both instructors and lecturers, while New Mexico Tech and New Mexico State University report instructors only. Institutions may apply these ranks differently (e.g., temporary appointments, terminal-degree status, or teaching-focused roles), which may limit direct comparisons of faculty composition and compensation across institutions.

## Part-Time Faculty

Table 10 presents part-time per-credit-hour faculty pay rates at research universities. At New Mexico State University and New Mexico Tech, compensation is structured as standard rates by course level, with uniform pay applied within undergraduate and graduate categories. The University of New Mexico reports a minimum per-credit-hour rate for temporary part-time faculty, although individual colleges may pay above this minimum. Among reported rates, New Mexico Tech's graduate per-credit-hour rate (\$2,000) is the highest, while New Mexico Tech's undergraduate rate (\$1,500) is the lowest.

**Table 10.** Part-time per-credit-hour faculty pay rates, research universities.

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>Research Universities</b>	747	\$1,661.11	1.16%
<b>New Mexico State University</b>			
Undergraduate Courses	183	\$1,572.00	4.33%
Graduate Courses	51	\$1,675.56	0.30%
<b>New Mexico Tech</b>			
Undergraduate Courses	7	\$1,500	0.00%
Graduate Courses	10	\$2,000	0.00%
<b>University of New Mexico*</b>	496	\$1,557.98	---

\*This is a minimum temporary part-time faculty per-credit-hour rate. Many colleges at the University of New Mexico pay their part-time faculty more than this minimum.

## Research Universities: Faculty Benefits

Table 11 presents the percentage of research universities offering health insurance by faculty rank. All research universities report providing health insurance to full-time tenured/tenure-track faculty and full-time instructor/lecturer faculty. One-third of research universities report offering health insurance to part-time faculty. Percentages reflect the proportion of institutions within the sector that provide this benefit and may not include institutions that do not employ faculty at a given rank.

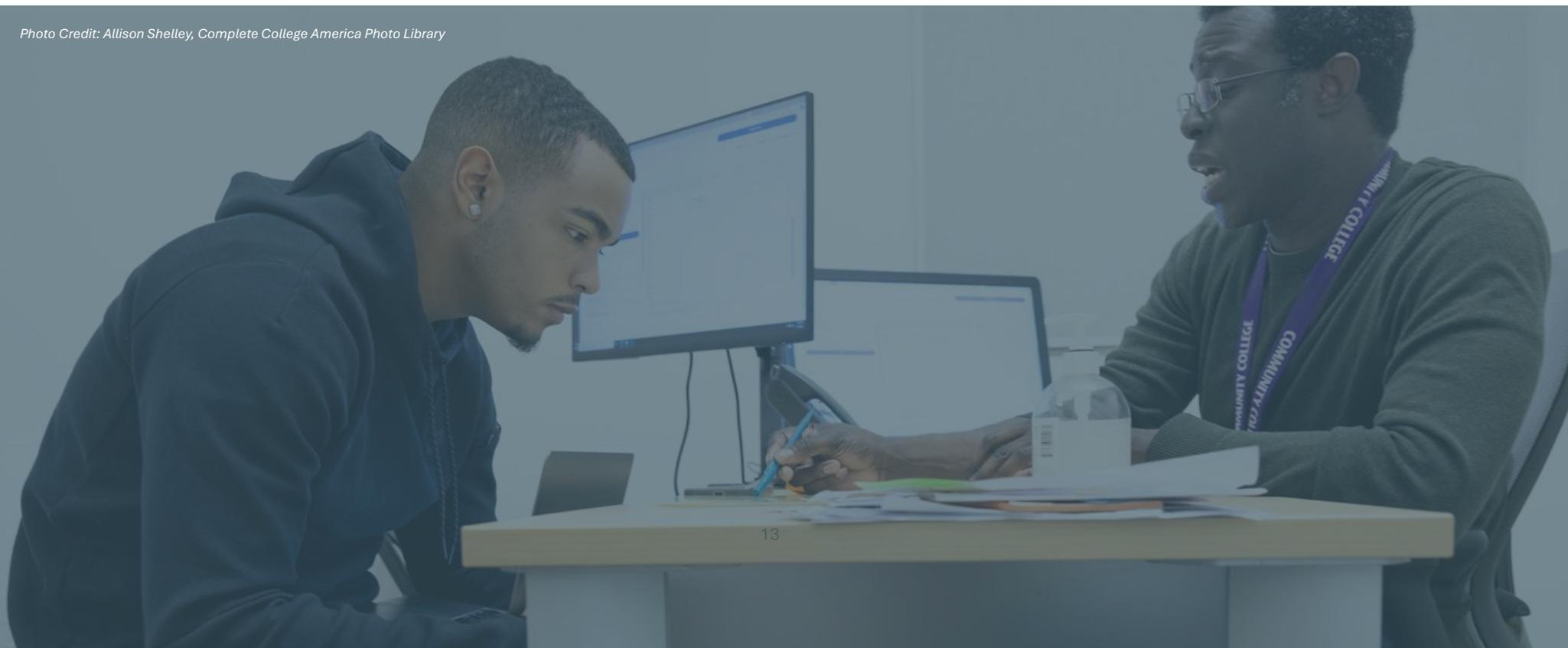
**Table 11.** Benefits offered by faculty rank, research universities.

Sector	Percentage of Institutions Providing Benefits							
	Health Insurance	Dental Insurance	Vision Insurance	Disability Insurance	Life Insurance	Retirement Benefits	Parking Between Terms	Parking During Terms
<b>Research Universities</b>								
Full-time tenured/tenure-track	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	33.33%	33.33%
Full-time instructor/lecturer	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	33.33%	33.33%
Part-Time	33.33%	33.33%	33.33%	33.33%	33.33%	100.00%	33.33%	33.33%

**Note:** Percentages represent the proportion of institutions in the state offering these benefits.

\*Averages may not include all institutions in the sector, as some institutions do not employ faculty at every rank.

Photo Credit: Allison Shelley, Complete College America Photo Library



A photograph of two students in a workshop. The student in the foreground is wearing a blue and white plaid shirt, safety glasses, and a black helmet with a headlamp. They are focused on a task, possibly welding or working with a tool. The student in the background is also wearing safety glasses and a black helmet. The background shows industrial equipment and a blue wall.

# **COMPREHENSIVE UNIVERSITIES**

**EASTERN NEW MEXICO UNIVERSITY**

**NEW MEXICO HIGHLANDS UNIVERSITY**

**NORTHERN NEW MEXICO COLLEGE**

**WESTERN NEW MEXICO UNIVERSITY**

## Comprehensive Universities: Comparing 2023 and 2024 Faculty Counts

As illustrated in Table 12, the faculty composition at New Mexico’s comprehensive universities reflects variation between full-time and part-time appointments across reporting years. In 2024, full-time appointments represent a larger share of reported headcount and FTE compared to 2023. This distribution aligns with the structure of comprehensive universities, which typically emphasize undergraduate instruction and regional workforce engagement while maintaining more limited research activity relative to research universities.

**Table 12.** Faculty headcount and FTE by appointment type at comprehensive universities, 2023–2024.

	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Full-Time</b>	311	36.0%	758	66.7%	415	45.8%	411.5	68.1%
<b>Part-Time</b>	553	64.0%	378	33.3%	492	54.2%	192.5	31.9%
<b>Total</b>	<b>864</b>	<b>100%</b>	<b>1,136</b>	<b>100%</b>	<b>907</b>	<b>100%</b>	<b>604</b>	<b>100%</b>

**Note:** Because this reporting requirement is relatively new and institutional practices are still stabilizing, year-over-year changes may reflect improvements in reporting accuracy, expanded institutional participation, or methodological adjustments rather than substantive shifts in hiring patterns. With only two years of data available, these figures should be interpreted with caution, as they do not yet establish long-term trends.

## Comprehensive Universities: Faculty Salary

### Full-Time Tenured/Tenure-Track Faculty

Table 13 presents the nine-month equivalent average salaries for full-time tenured and tenure-track faculty at comprehensive universities, disaggregated by academic rank. In Academic Year 2024, the overall average salary across ranks was \$79,405, with variation by rank. The average percentage increase from the previous academic year ranged from 1.75% to 6.23% across ranks.

**Table 13.** Nine-month equivalent average salary: full-time tenured/tenure-track faculty, comprehensive universities.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Comprehensive Universities</b>	<b>381</b>	<b>\$79,405</b>	<b>3.91%</b>
<b>Assistant Professor</b>	184	\$69,636	1.75%
<b>Associate Professor</b>	116	\$79,088	3.75%
<b>Full Professor</b>	81	\$92,853	6.23%

## Instructor and Lecturer Faculty

Table 14 presents the nine-month equivalent average salaries for full-time instructors and lecturers at comprehensive universities. In Academic Year 2024, the overall average salary for these appointment types was \$55,846. Comprehensive universities reported instructor positions only and did not report lecturer faculty for this academic year.

**Table 14.** Nine-month equivalent average salary: instructor and lecturer faculty, comprehensive universities.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Comprehensive Universities</b>	101	\$55,846	1.88%
<b>Instructor</b>	101	\$55,846	1.88%
<b>Lecturer</b>	0	---	---

*Note: Comprehensive universities did not report lecturer faculty.*

## Part-Time Faculty

Table 15 presents part-time per-credit-hour faculty pay rates at comprehensive universities. Eastern New Mexico University, New Mexico Highlands University, and Western New Mexico University report standard per-credit-hour rates by course level, with uniform compensation applied within undergraduate and graduate categories. Northern New Mexico College structures part-time compensation based on the instructor's educational attainment and course designation (e.g., theory, studio/lab, special), rather than solely by course level. Among reported rates, Northern New Mexico College's PhD Special (Studio/Lab) rate (\$2,498.00) is the highest, while Northern New Mexico College's Bachelor's Degree: Theory rate (\$813.00) is the lowest.

**Table 15.** Part-time per-credit-hour faculty pay rates, comprehensive universities.

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>Comprehensive Universities</b>	395	\$1,286.27	
<b>Eastern New Mexico University</b>	168		
Undergraduate Courses	92	\$856.00	7.00%
Graduate Courses	19	\$1,029.00	2.00%
<b>New Mexico Highlands University</b>	72		
Undergraduate Courses	52	\$1,000	0.00%
Graduate Courses	13	\$1,000	---
<b>Northern New Mexico College</b>	74		10%
Bachelor's Degree: Theory		\$813.00	
Master's Degree: Theory		\$871.00	
PhD: Theory		\$929.00	
Bachelor's Degree: Non-Special (Studio/Lab)		\$1,182.00	
Master's Degree: Non-Special (Studio/Lab)		\$1,269.00	
PhD: Non-Special (Studio/Lab)		\$1,353.00	
Bachelor's Degree: Special (Studio/Lab)		\$2,184.00	
Master's Degree: Special (Studio/Lab)		\$2,340.00	
PhD: Special (Studio/Lab)		\$2,498.00	
<b>Western New Mexico University</b>			
Undergraduate Courses	101	\$990	8.8%
Graduate Courses	44	\$990	8.8%

## Comprehensive Universities: Faculty Benefits

Table 16 presents the percentage of comprehensive universities offering selected benefits by faculty rank. All comprehensive universities report providing health, dental, vision, life, and retirement benefits to full-time tenured/tenure-track and full-time instructor/lecturer faculty, while 75% report offering disability insurance to these groups. No comprehensive universities report providing health-related benefits to part-time faculty, though 75% report offering retirement benefits and all report providing parking benefits during and between terms. Percentages reflect the proportion of institutions within the sector that provide each benefit and may not include institutions that do not employ faculty at a given rank.

**Table 16.** Benefits offered by faculty rank, comprehensive universities.

Sector	Percentage of Institutions Providing Benefits							
	Health Insurance	Dental Insurance	Vision Insurance	Disability Insurance	Life Insurance	Retirement Benefits	Parking Between Terms	Parking During Terms
Comprehensive Universities								
Full-time tenured/tenure-track	100.00%	100.00%	100.00%	75.00%	100.00%	100.00%	100.00%	100.00%
Full-time instructor/lecturer	100.00%	100.00%	100.00%	75.00%	100.00%	100.00%	100.00%	100.00%
Part-Time	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	100.00%	100.00%

**Note:** Percentages represent the proportion of institutions in the state offering these benefits.

\*Averages may not include all institutions in the sector, as some institutions do not employ faculty at every rank.



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Tutor Lab

# BRANCH COMMUNITY COLLEGES

ENMU: ROSWELL

ENMU: RUIDOSO

NMSU: ALAMOGORDO

NMSU: DOÑA ANA

NMSU: GRANTS

UNM: GALLUP

UNM: LOS ALAMOS

UNM: TAOS

UNM: VALENCIA



## Branch Community Colleges: Comparing 2023 and 2024 Faculty Counts

As illustrated in Table 17, the faculty composition at New Mexico’s branch community colleges reflects a higher proportion of part-time appointments by headcount across reporting years, while full-time faculty represent a larger share of FTE. Between 2023 and 2024, the distribution of full-time and part-time appointments remains relatively stable. This distribution aligns with the structure of branch community colleges, which primarily emphasize access, workforce training, and community-based instruction.

**Table 17.** Faculty headcount and FTE by appointment type at branch community colleges, 2023–2024.

	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Full-Time</b>	382	36.5%	383	37.6%	354	48.9%	351.9	54.0%
<b>Part-Time</b>	665	63.5%	636	62.4%	370.8	51.1%	299.7	46.0%
<b>Total</b>	<b>1,047</b>	<b>100%</b>	<b>1,019</b>	<b>100%</b>	<b>724.8</b>	<b>100%</b>	<b>651.6</b>	<b>100%</b>

**Note:** Because this reporting requirement is relatively new and institutional practices are still stabilizing, year-over-year changes may reflect improvements in reporting accuracy, expanded institutional participation, or methodological adjustments rather than substantive shifts in hiring patterns. With only two years of data available, these figures should be interpreted with caution, as they do not yet establish long-term trends.

## Branch Community Colleges: Faculty Salary

### Full-Time Tenured/Tenure-Track Faculty

Table 18 presents the nine-month equivalent average salaries for full-time tenured and tenure-track faculty at branch community colleges, disaggregated by academic rank. In Academic Year 2024, the overall average salary across ranks was \$63,497, with variation by rank. The average percentage increase from the previous academic year ranged from 1.75% to 3.87% across ranks.

**Table 18.** Nine-month equivalent average salary: full-time tenured/tenure-track faculty, branch community colleges.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Branch Community Colleges</b>	<b>183</b>	<b>\$63,497</b>	<b>2.88%</b>
Assistant Professor	72	\$54,701	3.87%
Associate Professor	44	\$55,237	1.75%
Full Professor	67	\$82,988	3.03%

**Note:** ENMU-Ruidoso reports only instructor and lecturer faculty, and other branch community colleges vary in whether they employ all tenure-track ranks. Therefore, these figures may not be representative of all branch community colleges within the sector.

## Instructor and Lecturer Faculty

Table 19 presents the nine-month equivalent average salaries for full-time instructors and lecturers at branch community colleges. In Academic Year 2024, the overall average salary for these appointment types was \$33,715, with variation between instructor and lecturer ranks. The average percentage change from the previous academic year ranged from -0.66% to 1.27% across ranks.

**Table 19.** Nine-month equivalent average salary: instructor and lecturer faculty, branch community colleges.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Branch Community Colleges</b>	<b>215</b>	<b>\$33,715</b>	<b>0.30%</b>
<b>Instructor</b>	153	\$30,837	-0.66%
<b>Lecturer</b>	62	\$38,897	1.27%

## Part-Time Faculty

Table 20 presents part-time per-credit-hour faculty pay rates at branch community colleges. Compensation structures vary across institutions. Some branches report a single standard per-credit-hour rate (e.g., ENMU–Roswell, ENMU–Ruidoso, NMSU–Alamogordo, NMSU–Grants, and UNM–Gallup), while others differentiate rates based on years or credits taught (NMSU–Doña Ana) or by the instructor’s educational attainment (UNM–Taos and UNM–Valencia). Among reported rates, NMSU–Doña Ana’s “90 or More Credits Taught” rate (\$1,289.00) is the highest, while ENMU–Roswell’s rate (\$700.00) is the lowest.

**Table 20.** Part-time per-credit-hour faculty pay rates, branch community colleges.

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>Branch Community Colleges</b>	<b>527</b>	<b>\$1,035.33</b>	
<b>Eastern New Mexico University - Roswell</b>	<b>1</b>		
		\$700.00	---
<b>Eastern New Mexico University – Ruidoso</b>	<b>34</b>		
		\$750.00	---
<b>New Mexico State University – Alamogordo</b>	<b>40</b>		
		\$900.00	5.9%
<b>New Mexico State University – Doña Ana</b>	<b>229</b>		
Entry-Level Part-Time Instructor		\$1,023.00	3.00%
18-35 Credits Taught as College Instructor		\$1,089.00	3.00%
36-53 Credits Taught as College Instructor		\$1,156.00	3.00%
54-89 Credits Taught as College Instructor		\$1,223.00	3.00%
90 or More Credits Taught as College Instructor		\$1,289.00	3.00%
<b>New Mexico State University – Grants</b>	<b>30</b>		
		\$919.73	---
<b>University of New Mexico – Gallup</b>	<b>61</b>		
		\$1,017.60	---
<b>University of New Mexico – Los Alamos</b>	<b>16</b>		
		\$1,135.00	4.00%
<b>University of New Mexico – Taos</b>	<b>58</b>		
Bachelor’s Degree		\$1,017.60	14.00%
Master’s Degree		\$1,058.30	8.00%
PhD		\$1,110.63	8.00%
<b>University of New Mexico – Valencia</b>	<b>48</b>		
Bachelor’s Degree		\$1,017.60	3.00%
Master’s Degree		\$1,065.78	3.00%
PhD		\$1,128.35	3.00%

## Branch Community Colleges: Faculty Benefits

Table 21 presents the percentage of branch community colleges offering selected benefits by faculty rank. All branch community colleges report providing health, dental, vision, disability, life, and retirement benefits to full-time tenured/tenure-track faculty. For full-time instructor/lecturer faculty, 77.78% of institutions report offering these core benefits. Among part-time faculty, 44.44% of institutions report offering health, dental, vision, and life insurance, 33.33% report offering disability insurance, and 77.78% report offering retirement benefits. Parking benefits during and between terms are reported by 55.56% of institutions for tenured/tenure-track and part-time faculty, and by 44.44% for full-time instructor/lecturer faculty. Percentages reflect the proportion of institutions within the sector that provide each benefit and may not include institutions that do not employ faculty at a given rank.

**Table 21.** Benefits offered by faculty rank, branch community colleges.

Sector	Percentage of Institutions Providing Benefits							
	Health Insurance	Dental Insurance	Vision Insurance	Disability Insurance	Life Insurance	Retirement Benefits	Parking Between Terms	Parking During Terms
Branch Community Colleges*								
Full-time tenured/tenure-track	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	55.56%	55.56%
Full-time instructor/lecturer	77.78%	77.78%	77.78%	77.78%	77.78%	77.78%	44.44%	44.44%
Part-Time	44.44%	44.44%	44.44%	33.33%	44.44%	77.78%	55.56%	55.56%

**Note:** Percentages represent the proportion of institutions in the state offering these benefits.

\*Averages may not include all institutions in the sector, as some institutions do not employ faculty at every rank.

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# **INDEPENDENT COMMUNITY COLLEGES**

**CENTRAL NEW MEXICO COMMUNITY  
COLLEGE**

**CLOVIS COMMUNITY COLLEGE**

**LUNA COMMUNITY COLLEGE**

**MESALANDS COMMUNITY COLLEGE**

**NEW MEXICO JUNIOR COLLEGE**

**NEW MEXICO MILITARY INSTITUTE**

**SANTA FE COMMUNITY COLLEGE**

**SAN JUAN COLLEGE**

**SOUTHEAST NEW MEXICO COLLEGE**

## Independent Community Colleges: Comparing 2023 and 2024 Faculty Counts

As illustrated in Table 22, the faculty composition at New Mexico’s independent community colleges reflects a higher proportion of part-time appointments by headcount across reporting years, with part-time faculty also representing a slight majority of FTE in 2024. Between 2023 and 2024, the distribution of full-time and part-time appointments remains relatively consistent. This distribution aligns with the structure of independent community colleges, which emphasize open access, workforce education, and community-based instructional delivery.

**Table 22.** Faculty headcount and FTE by appointment type at independent community colleges, 2023–2024.

	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Full-Time</b>	749	30.7%	779	30.9%	732.9	47.6%	780	46.2%
<b>Part-Time</b>	1,688	69.2%	1,737	69.1%	781.5	50.7%	907.4	53.8%
<b>Total</b>	<b>2,437</b>	<b>100%</b>	<b>2,516</b>	<b>100%</b>	<b>1,514.4</b>	<b>100%</b>	<b>1,687.4</b>	<b>100%</b>

**Note:** Because this reporting requirement is relatively new and institutional practices are still stabilizing, year-over-year changes may reflect improvements in reporting accuracy, expanded institutional participation, or methodological adjustments rather than substantive shifts in hiring patterns. With only two years of data available, these figures should be interpreted with caution, as they do not yet establish long-term trends.

## Independent Community Colleges: Faculty Salary

### Full-Time Tenured/Tenure-Track Faculty

Table 23 presents the nine-month equivalent average salaries for full-time tenured and tenure-track faculty at independent community colleges, disaggregated by academic rank. In Academic Year 2024, the overall average salary across ranks was \$86,099, with variation by rank. These figures pertain only to Southeast New Mexico College and New Mexico Military Institute, the only independent community colleges that reported employing faculty within a tenure system during the reporting period. Other independent community colleges may utilize rank and promotion structures without a formal tenure designation and are therefore not reflected in this table. New Mexico Military Institute operates under a distinct institutional model as the state’s military institute and serves students from grade six through the sophomore year of college; accordingly, its salary structures may not be directly comparable to other independent community colleges.

**Table 23.** Nine-month equivalent average salary: full-time tenured/tenure-track faculty, independent community colleges.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Independent Community Colleges</b>	<b>80</b>	<b>\$86,099</b>	<b>2.50%</b>
Assistant Professor	30	\$74,660	2.65%
Associate Professor	28	\$87,251	1.50%
Full Professor	22	\$96,386	3.35%

**Note:** Table 23 only pertains to Southeast New Mexico College and New Mexico Military Institute, the only independent community colleges with a tenure system.

## Instructor and Lecturer Faculty

Table 24 presents the nine-month equivalent average salaries for full-time instructors and lecturers at independent community colleges. In Academic Year 2024, the overall average salary for these appointment types was \$69,078. Independent community colleges reported instructor positions only and did not report lecturer faculty for this academic year.

**Table 24.** Nine-month equivalent average salary: instructor and lecturer faculty, independent community colleges.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Independent Community Colleges</b>	<b>556</b>	<b>\$69,078</b>	<b>4.26%</b>
Instructor	556	\$69,078	4.26%
Lecturer	0	---	---

## Part-Time Faculty

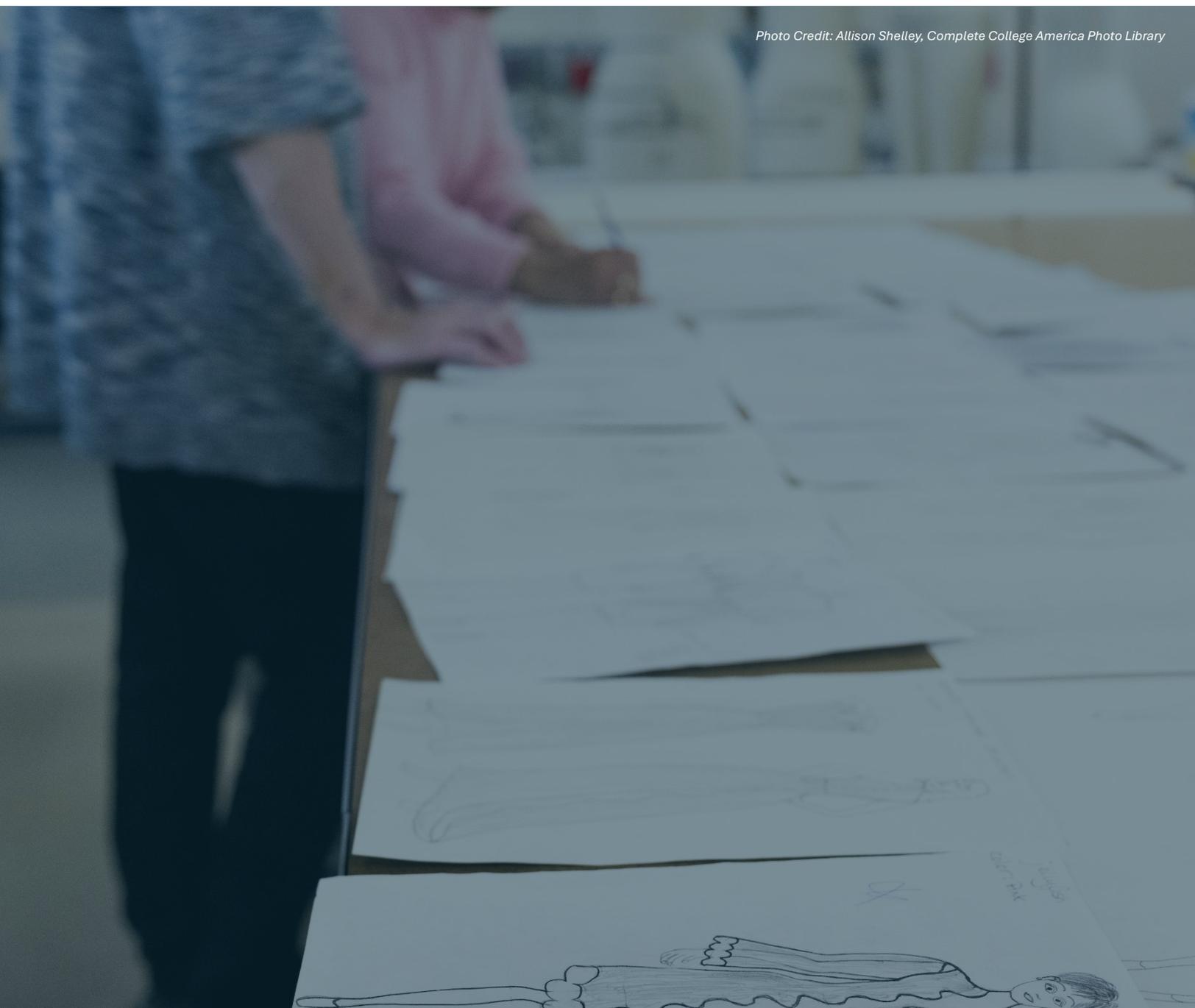
Table 25 presents part-time per-credit-hour faculty pay rates at independent community colleges. Compensation structures vary across institutions. Some report a single standard rate (e.g., Clovis Community College, Luna Community College, New Mexico Military Institute, and Santa Fe Community College), while others differentiate pay based on educational attainment (Mesalands Community College and New Mexico Junior College), tiered classifications (Central New Mexico Community College), employment status such as retired adjuncts (San Juan College), or new hire, returning faculty, and overload assignments (Southeast New Mexico College). Among reported rates, Central New Mexico Community College's PhD (Theory): Tier 2 rate (\$1,420.99) is the highest, and Mesalands Community College's Bachelor's Degree rate (\$600.00) is the lowest.

**Table 25.** Part-time per-credit-hour faculty pay rates, independent community colleges.

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>Independent Community Colleges</b>	<b>1,502</b>	<b>\$994.53</b>	
<b>Central New Mexico Community College</b>	<b>521</b>		<b>3.00%</b>
Bachelor's Degree (Theory): Tier 1		\$988.85	---
Bachelor's Degree (Theory): Tier 2		\$1,175.16	---
Master's Degree (Theory): Tier 1		\$1,112.32	---
Master's Degree (Theory): Tier 2		\$1,297.52	---
PhD (Theory): Tier 1		\$1,235.79	---
PhD (Theory): Tier 2		\$1,420.99	---
<b>Clovis Community College</b>			
	190	\$700.00	0.00%
<b>Luna Community College</b>			
	32	\$700.00	0.00%
<b>Mesalands Community College</b>	<b>30</b>		
Bachelor's Degree		\$600.00	---
Master's Degree		\$700.00	---
<b>New Mexico Junior College</b>	<b>28</b>		
Associate's Degree		\$900.00	---
Bachelor's Degree		\$980.00	---
Master's Degree		\$1,100.00	---
PhD		\$1,140.00	---
<b>New Mexico Military Institute</b>			
	3	\$670.00	0.00%
<b>Santa Fe Community College</b>			
	233	\$1,019.00	4.00%

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>San Juan College</b>	<b>415</b>		
Part-Time Faculty	---	\$778.00	0.00%
Retired Full-Time Faculty Adjunct	---	\$801.00	0.00%
<b>Southeast New Mexico College</b>	<b>50</b>		
Below PhD New Hire		\$1,000.00	---
Below PhD Returning Faculty		\$1,100.00	---
PhD New Hire		\$1,050.00	---
PhD Returning Faculty		\$1,150.00	---
Full-Time Faculty Overload		\$1,100.00	---
Full-Time PhD Faculty Overload		\$1,150.00	---

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## Independent Community Colleges: Faculty Benefits

Table 26 presents the percentage of independent community colleges offering selected benefits by faculty rank. All independent community colleges report providing health, dental, vision, disability, life, and retirement benefits to full-time tenured/tenure-track and full-time instructor/lecturer faculty, with 88.89% reporting parking benefits during and between terms for instructor/lecturer faculty. Among part-time faculty, 22.22% of institutions report offering health-related and life insurance benefits, while 77.78% report offering retirement and parking benefits. Percentages reflect the proportion of institutions within the sector that provide each benefit and may not include institutions that do not employ faculty at a given rank

**Table 26.** Benefits offered by faculty rank, independent community colleges.

Sector	Percentage of Institutions Providing Benefits							
	Health Insurance	Dental Insurance	Vision Insurance	Disability Insurance	Life Insurance	Retirement Benefits	Parking Between Terms	Parking During Terms
<b>Independent Community Colleges</b>								
Full-time tenured/tenure-track**	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Full-time instructor/lecturer	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	88.89%	88.89%
Part-Time	22.22%	22.22%	22.22%	22.22%	22.22%	77.78%	77.78%	77.78%

**Note:** Percentages represent the proportion of institutions in the state offering these benefits.

\*Averages may not include all institutions in the sector, as some institutions do not employ faculty at every rank.

Photo Credit: Allison Shelley, Complete College America Photo Library



# TRIBAL COLLEGES AND UNIVERSITIES

DINÉ COLLEGE

INSTITUTE OF AMERICAN INDIAN ARTS

NAVAJO TECHNICAL UNIVERSITY

SOUTHWESTERN INDIAN POLYTECHNIC  
INSTITUTE



## Tribal Colleges and Universities: Comparing 2023 and 2024 Faculty Counts

As illustrated in Table 27, the faculty composition at New Mexico’s tribal colleges and universities reflects variation between full-time and part-time appointments across reporting years. In 2024, part-time faculty represent a larger share of reported headcount, while full-time faculty account for a greater share of reported FTE. It should be noted that the Southwestern Indian Polytechnic Institute (SIPI) did not submit data in the prior year and did not submit FTE data in 2024, limiting direct year-over-year comparisons. This distribution reflects the institutional structures of tribal colleges and universities, which serve community-based and mission-driven roles.

**Table 27.** Faculty headcount and FTE by appointment type at tribal colleges and universities, 2023–2024.

	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Full-Time</b>	84	65.1%	75	35.0%	199	64.8%	182*	62.8%*
<b>Part-Time</b>	45	34.9%	139	65.0%	108	35.2%	108*	37.2%*
<b>Total</b>	<b>129</b>	<b>100%</b>	<b>214</b>	<b>100%</b>	<b>307</b>	<b>100%</b>	<b>290*</b>	<b>100%*</b>

**Note:** Because this reporting requirement is relatively new and institutional practices are still stabilizing, year-over-year changes may reflect improvements in reporting accuracy, expanded institutional participation, or methodological adjustments rather than substantive shifts in hiring patterns. With only two years of data available, these figures should be interpreted with caution, as they do not yet establish long-term trends.

\*While the Southwestern Indian Polytechnic Institute (SIPI) submitted headcount data, they did not submit FTE data.

## Tribal Colleges and Universities: Faculty Salary

### Full-Time Tenured/Tenure-Track Faculty

New Mexico’s tribal colleges and universities did not report any full-time tenured/tenure-track faculty.

### Instructor and Lecturer Faculty

Table 28 presents the nine-month equivalent average salaries for full-time instructors and lecturers at tribal colleges and universities. In Academic Year 2024, the overall average salary for these appointment types was \$45,070, with variation between instructor and lecturer ranks. The average percentage change from the previous academic year ranged from 0% to 0.33% across ranks.

**Table 28.** Nine-month equivalent average salary: instructor and lecturer faculty, tribal colleges and universities.

Sector Rank	Faculty by Headcount	Average Nine-Month Salary Equivalent	Average Percentage Increase from Previous Academic Year
<b>Tribal Colleges</b>	<b>97</b>	<b>\$45,070</b>	<b>0.17%</b>
Instructor	93	\$56,647	0.33%
Lecturer	4	\$27,704	0%

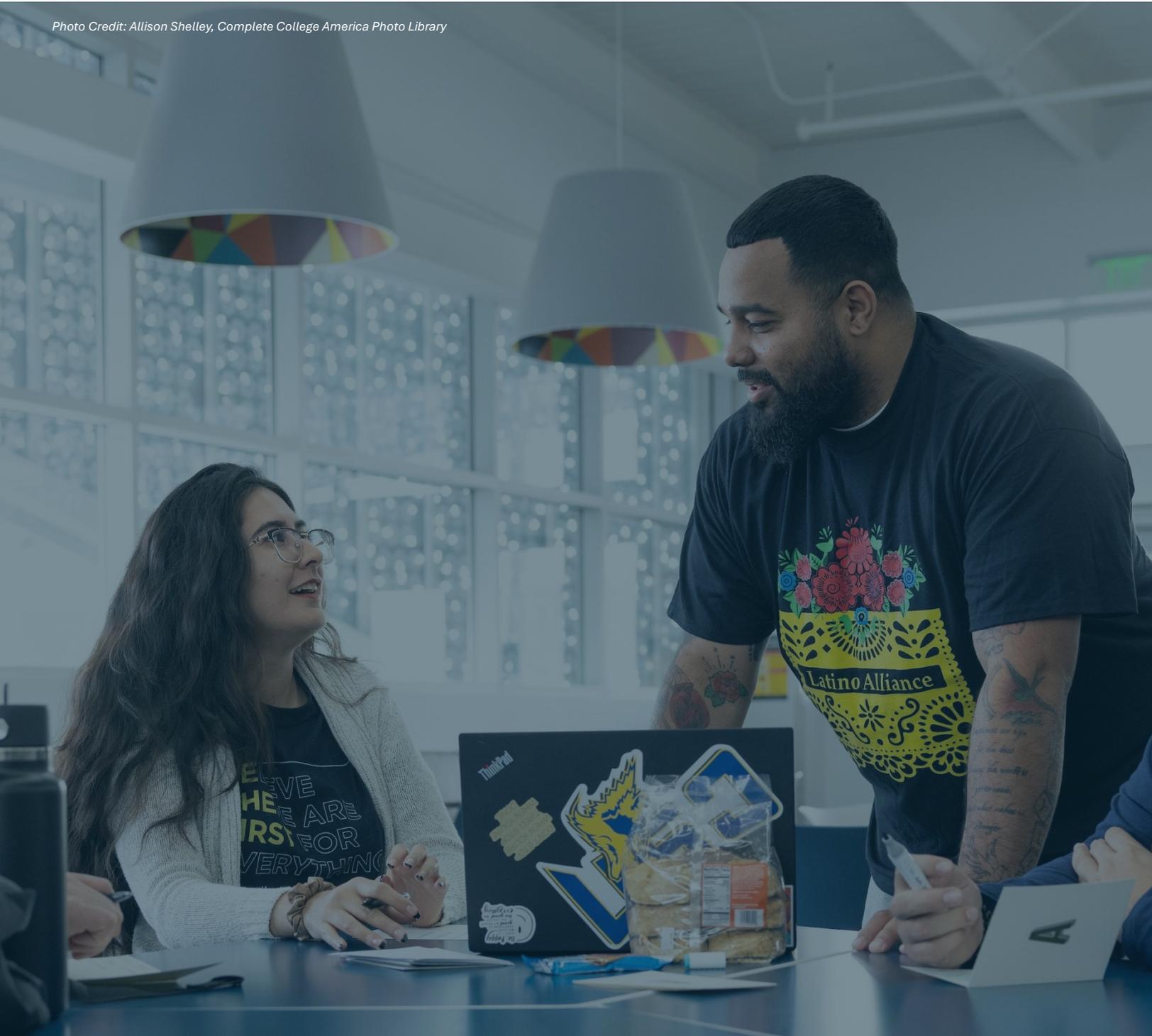
### Part-Time Faculty

Table 29 presents part-time per-credit-hour faculty pay rates at tribal colleges and universities. Compensation structures vary across institutions. The Institute of American Indian Arts reports a single standard per-credit-hour rate, while Navajo Technical University differentiates rates by undergraduate and graduate course level. Southwestern Indian Polytechnic Institute reports a single rate that is higher than other institutions in the sector. Among reported rates, Southwestern Indian Polytechnic Institute’s per-credit-hour rate (\$2,568.67) is the highest, while Navajo Technical University’s undergraduate rate (\$900) is the lowest.

**Table 29.** Part-time per-credit-hour faculty pay rates, tribal colleges and universities.

Sector Institution	Number of Faculty	Per-Credit-Hour Pay Rate	Percentage Increase from Previous Academic Year
<b>Tribal Colleges</b>	<b>145</b>	<b>\$1,364.67</b>	<b>0.00%</b>
<b>Diné College</b>	---	---	---
<b>Institute of American Indian Arts</b>	46	\$1,000	0.00%
<b>Navajo Technical University</b>			
Undergraduate Courses	63	\$900	0.00%
Graduate Courses	3	\$990	0.00%
<b>Southwestern Indian Polytechnic Institute</b>	33	\$2,568.67	0.00%

Photo Credit: Allison Shelley, Complete College America Photo Library



## Tribal Colleges and Universities: Faculty Benefits

Table 30 presents the percentage of tribal colleges and universities offering selected benefits by faculty rank. Tribal colleges did not report employing full-time tenured or tenure-track faculty during the reporting period. All tribal colleges report providing health, dental, vision, disability, life, retirement, and parking benefits to full-time instructor/lecturer faculty. Among part-time faculty, 100% of institutions report offering health insurance, while 75% report offering dental, vision, disability, life, retirement, and parking benefits. Percentages reflect the proportion of institutions within the sector that provide each benefit and may not include institutions that do not employ faculty at a given rank.

**Table 30.** Benefits offered by faculty rank, tribal colleges and universities.

Sector	Percentage of Institutions Providing Benefits							
	Health Insurance	Dental Insurance	Vision Insurance	Disability Insurance	Life Insurance	Retirement Benefits	Parking Between Terms	Parking During Terms
<b>Tribal Colleges and Universities</b>								
Full-time tenured/tenure-track**	---	---	---	---	---	---	---	---
Full-time instructor/lecturer	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Part-Time	100.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%	75.00%

**Note:** Percentages represent the proportion of institutions in the state offering these benefits.

\*Averages may not include all institutions in the sector, as some institutions do not employ faculty at every rank.

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## **FACULTY SALARY CONCLUSIONS**

Variation in faculty salary levels should be understood within the broader fiscal and regulatory environment in which New Mexico's higher education institutions operate. Institutions continue to navigate enrollment variability, state appropriation levels, rising operating costs, and other budgetary constraints that directly affect compensation capacity. Salary structures reflect institutional revenue models, mission, and statutory frameworks.

For part-time faculty, per-credit-hour pay rates are generally established at the institutional level rather than negotiated individually. Reported increases in these rates reflect institutional adjustments within available resources. However, the survey did not collect data on faculty workload, hours worked, primary versus supplemental employment status, or external labor market conditions, all of which may influence compensation structures.

Collective bargaining agreements also shape compensation at many institutions. Under the Public Employee Bargaining Act (PEBA), salary and benefit provisions for covered faculty are negotiated through formal agreements and are contingent upon legislative appropriation and the availability of funds. As such, institutional capacity to implement compensation changes is influenced by negotiated agreements, statutory requirements, and state funding levels.

Fall 2024 data include complete submissions from tribal colleges and universities, improving statewide representation and comparability across sectors. While compensation levels vary across institutions and appointment types, this report does not evaluate the adequacy of compensation or institutional priorities. Additional contextual information—including funding sources, bargaining unit coverage, workload distribution, and labor market comparisons—would provide greater clarity in future analyses.

## **FACULTY BENEFITS CONCLUSIONS**

The data indicate differences in the provision of benefits across sectors and appointment types, particularly between full-time and part-time faculty. Full-time tenured, tenure-track, instructor, and lecturer faculty generally report access to comprehensive benefits packages across sectors. Reported benefits for part-time faculty vary across institutions and sectors.

Compared to Fall 2023, the proportion of institutions reporting health, dental, vision, and life insurance coverage for part-time faculty declined in Fall 2024. However, Fall 2024 reflects full participation from tribal colleges and universities, which may affect statewide averages and year-over-year comparisons.

Many institutions rely upon part-time faculty to sustain course offerings, respond to student demand, and maintain program flexibility. Benefit structures reflect institutional mission, staffing models, fiscal capacity, statutory requirements, and collective bargaining agreements where applicable. Research universities, comprehensive universities, branch community colleges, independent community colleges, and tribal colleges and universities report consistent provision of benefits for full-time faculty ranks, while benefit availability for part-time faculty differs by institution.

This report does not assess the complex fiscal, statutory, collective bargaining, or federal regulatory environments that shape compensation and benefit policies. Nor did the survey collect information on faculty workload, hours worked, eligibility thresholds, or whether adjunct teaching represents primary or supplemental employment. Additional contextual information would strengthen future analyses and inform more targeted policy discussions.

# RECOMMENDATIONS

## **Recommendation 1: Ongoing Collaboration on Faculty Roles in Institutional Outcomes**

Sustain structured dialogue among the Executive, Legislature, and New Mexico’s higher education institutions regarding faculty workforce structure, compensation, and institutional capacity. While this survey focused on faculty demographics, compensation, and benefits—and did not collect data directly linking faculty characteristics to student success outcomes—the findings underscore the importance of understanding faculty roles within broader institutional performance goals.

Continued collaboration may support alignment between state funding priorities, workforce planning, and institutional policies that affect instructional capacity. Future data collection efforts could consider incorporating measures that more directly examine the relationship between faculty roles and student outcomes.

## **Recommendation 2: Targeted Support for Part-Time Faculty**

Explore strategies to strengthen support for part-time faculty, which may include calibrated increases to per-credit pay, expanded access to core benefits (e.g., health or retirement pilots), and professional development tied to instructional quality and retention. Bolstering part-time support addresses compensation and resource gaps while promoting instructional stability for students.

## **Recommendation 3: Add a Hiring & Retention Module to the Annual Survey**

The Department’s annual faculty survey could be further strengthened by incorporating a brief, standardized module focused on hiring and retention—such as new hires, separations, offers accepted or declined, time-to-fill, and faculty rank or discipline. Expanding the survey in this way would provide valuable context for interpreting compensation, benefits, and demographic data longitudinally, while also considering hiring and climate data, which change yearly. Adding these elements would enhance the report’s ability to explain observed changes across sectors and support more data-informed discussions about faculty workforce trends statewide.

## **Recommendation 4: Improve Statewide Transparency Through a Summary Dashboard**

The Department could further enhance transparency and accessibility by developing an annual, public-facing dashboard that summarizes key faculty indicators—such as part-time pay benchmarks, benefits availability, and salary changes by rank—at the sector level. Institutions could also have access to a more detailed, private view to support internal planning and benchmarking. A centralized dashboard would promote consistent data interpretation, highlight areas of progress, identify gaps, and strengthen data-informed decision-making across the state.

## **Recommendation 5: Broaden Future Surveys to Include Graduate Students, Postdoctoral Scholars, and Relevant Staff**

Expand future data collections to include graduate students in instructional roles, postdoctoral scholars (especially teaching fellows), and staff who contribute to instruction and academic support. Including these groups will provide a more complete picture of the people delivering instruction and advancing student success, particularly at larger campuses.

## CONCLUSIONS

New Mexico's public higher education institutions serve diverse missions across research, comprehensive, community, and tribal sectors. As part of ongoing legislative efforts to strengthen transparency, the Department collected and analyzed disaggregated data on full-time and part-time faculty to provide a statewide overview of compensation, benefits, and demographics by sector and rank. Fall 2024 reflects complete participation from tribal colleges and universities, resulting in the most comprehensive dataset to date.

The demographic data show an approximately even distribution between male and female full-time faculty statewide, with women comprising a larger share of part-time faculty. Faculty racial and ethnic composition varies across sectors and ranks. While representation differs from overall state and student demographics, the survey did not assess recruitment practices, retention strategies, or climate factors that may influence these patterns. Additional contextual data would be necessary to draw conclusions regarding underlying causes.

Institutions continue to operate within varied fiscal environments shaped by enrollment levels, state appropriations, federal funding dynamics, collective bargaining agreements where applicable, and statutory requirements. Compensation and benefit structures reflect these institutional and regulatory contexts. The Fall 2024 data indicate variation in salary levels and benefit availability across sectors and appointment types. Year-over-year comparisons should be interpreted cautiously due to expanded reporting participation and differences in institutional structure.

Taken together, the findings provide a descriptive baseline of faculty workforce characteristics across New Mexico's public higher education system. The survey did not collect data directly linking faculty characteristics to student outcomes; however, understanding faculty composition, compensation, and benefit structures contributes to a broader understanding of institutional capacity. Continued collaboration among the Executive, Legislature, and institutions may support ongoing refinement of data collection to improve comparability and inform future policy discussions. Expanding future reporting to include additional instructional roles could further strengthen statewide workforce visibility.

## Appendices

**Table A1.** Fall 2023 and Fall 2024 statewide full-time versus part-time faculty, both by headcount and FTE, sorted by institution.

Sector Employment Status	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Research Universities</b>								
<b>New Mexico State University – Main Campus</b>	<b>930</b>	<b>100.00%</b>	<b>964</b>	<b>100.00%</b>	<b>760</b>	<b>100.00%</b>	<b>790</b>	<b>100.00%</b>
Full-Time	675	72.58%	704	73.03%	675	88.80%	704	89.11%
Part-Time	255	27.42%	260	26.98%	85	11.18%	86	10.89%
<b>New Mexico Tech</b>	<b>171</b>	<b>100.00%</b>	<b>165</b>	<b>100.00%</b>	<b>152</b>	<b>100.00%</b>	<b>149.5</b>	<b>100.00%</b>
Full-Time	138	80.70%	140	84.85%	135	88.82%	141.5	94.65%
Part-Time	33	19.30%	25	15.15%	17	11.18%	8	5.35%
<b>University of New Mexico – Main Campus</b>	<b>2,274</b>	<b>100.00%</b>	<b>2,682</b>	<b>100.00%</b>	<b>2,274</b>	<b>100.00%</b>	<b>2,856</b>	<b>100.00%</b>
Full-Time	2,005	88.17%	2,011	75.00%	2,005	88.17%	2,255	78.96%
Part-Time	269	11.83%	671	25.00%	269	11.63%	601	21.04%
<b>Comprehensive Universities</b>								
<b>Eastern New Mexico University – Main Campus</b>	<b>252</b>	<b>100.00%</b>	<b>274</b>	<b>100.00%</b>	<b>191</b>	<b>100.00%</b>	<b>203</b>	<b>100.00%</b>
Full-Time	160	63.49%	168	61.31%	160	83.77%	168	82.76%
Part-Time	92	36.51%	106	38.69%	31	16.23%	35	17.24%
<b>New Mexico Highlands University</b>	<b>219</b>	<b>100.00%</b>	<b>211</b>	<b>100.00%</b>	<b>166</b>	<b>100.00%</b>	<b>154.65</b>	<b>100.00%</b>
Full-Time	137	62.56%	139	65.88%	137	82.53%	132.5	85.68%
Part-Time	82	37.44%	72	34.12%	29	17.47%	22.15	14.32%
<b>Northern New Mexico College</b>	<b>56</b>	<b>100.00%</b>	<b>138</b>	<b>100.00%</b>	<b>117</b>	<b>100.00%</b>	<b>---</b>	<b>---</b>
Full-Time	48	85.70%	58	42.0%	48	41.03%	---	---
Part-Time	8	14.30%	80	58.0%	69	58.97%	---	---
<b>Western New Mexico University</b>	<b>495</b>	<b>100.00%</b>	<b>247</b>	<b>100.00%</b>	<b>495</b>	<b>100.00%</b>	<b>248</b>	<b>100.00%</b>
Full-Time	103	20.80%	105	42.51%	103	20.81%	106	42.74%
Part-Time	392	79.20%	142	57.50%	392	79.19%	142	57.26%
<b>Branch Community Colleges</b>								
<b>Eastern New Mexico University - Roswell</b>	<b>136</b>	<b>100.00%</b>	<b>104</b>	<b>100.00%</b>	<b>85</b>	<b>100.00%</b>	<b>58.8</b>	<b>100.00%</b>
Full-Time	60	44.12%	51	49.04%	60	70.59%	36.9	62.76%
Part-Time	76	55.88%	53	50.96%	25	29.41%	21.9	37.24%
<b>Eastern New Mexico University - Ruidoso</b>	<b>45</b>	<b>100.00%</b>	<b>42</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>19</b>	<b>100.00%</b>
Full-Time	8	17.78%	8	19.05%	8	40.00%	8	42.11%
Part-Time	37	82.22%	34	80.95%	12	60.00%	11	57.89%
<b>New Mexico State University - Alamogordo</b>	<b>70</b>	<b>100.00%</b>	<b>72</b>	<b>100.00%</b>	<b>70</b>	<b>100.00%</b>	<b>45</b>	<b>100.00%</b>
Full-Time	27	38.57%	31	43.06%	27	38.57%	31	68.89%
Part-Time	43	61.43%	41	56.94%	43	61.43%	14	31.11%
<b>New Mexico State University – Doña Ana</b>	<b>406</b>	<b>100.00%</b>	<b>387</b>	<b>100.00%</b>	<b>197</b>	<b>100.00%</b>	<b>215</b>	<b>100.00%</b>
Full-Time	122	30.00%	129	33.33%	122	61.93%	129	60.00%
Part-Time	284	70.00%	258	66.67%	75	38.07%	86	40.00%
<b>New Mexico State University - Grants</b>	<b>53</b>	<b>100.00%</b>	<b>66</b>	<b>100.00%</b>	<b>53</b>	<b>100.00%</b>	<b>30</b>	<b>100.00%</b>
Full-Time	14	26.42%	29	43.94%	14	26.42%	14	46.67%
Part-Time	39	73.59%	37	56.06%	39	73.58%	16	53.33%

Sector Employment Status	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>University of New Mexico – Gallup</b>	<b>126</b>	<b>100.00%</b>	<b>117</b>	<b>100.00%</b>	<b>94</b>	<b>100.00%</b>	<b>120</b>	<b>100.00%</b>
Full-Time	82	65.10%	58	49.57%	51	54.26%	61	50.83%
Part-Time	44	34.90%	59	50.43%	43	45.74%	59	49.17%
<b>University of New Mexico – Los Alamos</b>	<b>43</b>	<b>100.00%</b>	<b>54</b>	<b>100.00%</b>	<b>43</b>	<b>100.00%</b>	<b>13</b>	<b>100.00%</b>
Full-Time	3	7.00%	13	24.07%	3	6.98%	6	46.15%
Part-Time	40	93.00%	41	75.93%	40	93.02%	7	53.85%
<b>University of New Mexico - Taos</b>	<b>85</b>	<b>100.00%</b>	<b>88</b>	<b>100.00%</b>	<b>84</b>	<b>100.00%</b>	<b>88</b>	<b>100.00%</b>
Full-Time	30	35.30%	30	34.09%	29	34.52%	30	34.09%
Part-Time	55	64.70%	58	65.91%	55	65.48%	58	65.91%
<b>University of New Mexico - Valencia</b>	<b>83</b>	<b>100.00%</b>	<b>67</b>	<b>100.00%</b>	<b>54.8</b>	<b>100.00%</b>	<b>54.8</b>	<b>100.00%</b>
Full-Time	36	43.37%	18	26.87%	36	65.69%	36	65.69%
Part-Time	47	56.63%	49	73.13%	18.8	34.31%	18.8	34.31%
<b>Independent Community Colleges</b>								
<b>Central New Mexico Community College</b>	<b>1,095</b>	<b>100.00%</b>	<b>1,141</b>	<b>100.00%</b>	<b>543</b>	<b>100.00%</b>	<b>570</b>	<b>100.00%</b>
Full-Time	268	24.47%	284	24.89%	268	49.35%	284	49.83%
Part-Time	827	75.53%	857	75.11%	275	50.65%	286	50.18%
<b>Clovis Community College</b>	<b>130</b>	<b>100.00%</b>	<b>144</b>	<b>100.00%</b>	<b>77</b>	<b>100.00%</b>	<b>80.3</b>	<b>100.00%</b>
Full-Time	50	38.46%	49	34.03%	50	64.94%	49	61.02%
Part-Time	80	61.54%	95	65.97%	27	35.06%	31.3	38.98%
<b>Luna Community College</b>	<b>66</b>	<b>100.00%</b>	<b>68</b>	<b>100.00%</b>	<b>66</b>	<b>100.00%</b>	<b>38.52</b>	<b>100.00%</b>
Full-Time	22	33.33%	24	35.29%	22	33.33%	24	62.30%
Part-Time	44	66.67%	44	64.71%	44	66.67%	14.52	38.00%
<b>Mesalands Community College</b>	<b>45</b>	<b>100.00%</b>	<b>47</b>	<b>100.00%</b>	<b>45</b>	<b>100.00%</b>	<b>44</b>	<b>100.00%</b>
Full-Time	13	28.89%	17	36.17%	13	28.89%	15	34.09%
Part-Time	32	71.11%	30	63.83%	32	71.11%	29	65.91%
<b>New Mexico Junior College</b>	<b>125</b>	<b>100.00%</b>	<b>99</b>	<b>100.00%</b>	<b>91</b>	<b>100.00%</b>	<b>75</b>	<b>100.00%</b>
Full-Time	74	59.20%	63	63.64%	74	81.32%	63	84.00%
Part-Time	51	40.80%	36	36.36%	17	18.68%	12	16.00%
<b>New Mexico Military Institute</b>	<b>84</b>	<b>100.00%</b>	<b>92</b>	<b>100.00%</b>	<b>80</b>	<b>100.00%</b>	<b>91</b>	<b>100.00%</b>
Full-Time	79	94.05%	89	96.74%	79	98.75%	89	97.80%
Part-Time	5	5.95%	3	3.26%	1	1.25%	2	2.20%
<b>San Juan College</b>	<b>445</b>	<b>100.00%</b>	<b>561</b>	<b>100.00%</b>	<b>369</b>	<b>100.00%</b>	<b>561</b>	<b>100.00%</b>
Full-Time	141	31.69%	146	26.50%	141	38.21%	146	26.02%
Part-Time	304	68.32%	415	75.32%	228	61.79%	415	73.98%
<b>Santa Fe Community College</b>	<b>337</b>	<b>100.00%</b>	<b>283</b>	<b>100.00%</b>	<b>133.3</b>	<b>100.00%</b>	<b>145.6</b>	<b>100.00%</b>
Full-Time	65	19.29%	68	24.03%	48.8	33.61%	70	48.08%
Part-Time	272	80.71%	215	75.97%	84.5	63.39%	75.6	51.92%
<b>Southeast New Mexico College</b>	<b>110</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>	<b>110</b>	<b>100.00%</b>	<b>82</b>	<b>100.00%</b>
Full-Time	37	33.64%	34	44.74%	37	33.64%	40	48.78%
Part-Time	73	66.36%	42	55.26%	73	66.36%	42	51.22%

Sector Employment Status	2023 Total (Headcount)	2023 Percentage (Headcount)	2024 Total (Headcount)	2024 Percentage (Headcount)	2023 Total (FTE)	2023 Percentage (FTE)	2024 Total (FTE)	2024 Percentage (FTE)
<b>Tribal Colleges</b>								
<b>Diné College</b>	<b>57</b>	<b>100.00%</b>	<b>56</b>	<b>100.00%</b>	<b>57</b>	<b>100.00%</b>	<b>56</b>	<b>100.00%</b>
Full-Time	57	100.00%	56	100.00%	57	100.00%	56	100.00%
Part-Time	---	---	---	---	---	---	---	---
<b>Institute of American Indian Arts</b>	<b>72</b>	<b>100.00%</b>	<b>46</b>	<b>100.00%</b>	<b>72</b>	<b>100.00%</b>	<b>72</b>	<b>100.00%</b>
Full-Time	27	37.50%	---	---	27	37.50%	27	37.50%
Part-Time	45	62.50%	46	100.00%	45	62.50%	45	62.50%
<b>Navajo Technical University</b>	<b>---</b>	<b>---</b>	<b>67</b>	<b>100.00%</b>	<b>178</b>	<b>100.00%</b>	<b>162</b>	<b>100.00%</b>
Full-Time	---	---	4	5.97%	115	64.61%	99	61.11%
Part-Time	---	---	63	94.03%	63	35.39%	63	38.89%
<b>Southwestern Indian Polytechnic Institute</b>	<b>---</b>	<b>---</b>	<b>45</b>	<b>100.00%</b>	<b>---</b>	<b>---</b>	<b>---</b>	<b>---</b>
Full-Time	---	---	15	33.33%	---	---	---	---
Part-Time	---	---	30	66.67%	---	---	---	---
<b>Total</b>								



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