

**FACULTY AND COLLEGE EXCELLENCE ACT**  
(COMMUNITY COLLEGES)

**Findings:** College faculty, full-time and part-time, are the bedrock of Michigan's community college system and require adequate compensation and basic supports to serve our students and communities most effectively. Today, however, serious problems have arisen in academic staffing. While part-time/adjunct and other nontenure-track faculty hired on a temporary basis teach an increasing percentage of the courses offered in our community colleges, these faculty members are too often provided meager compensation and few basic professional supports such as paid office hours to meet with students. At the same time, our community colleges are allowing the ranks of full-time tenured or tenure-track faculty members to fall dangerously low.

These twin developments—the economic exploitation of part-time/adjunct and other nontenure-track faculty, along with the shrinking ranks of full-time tenured or tenure-track faculty—limit the ability of Michigan's community college system to provide high quality education and support for economic development. Improving the conditions under which nontenure-track faculty work and ensuring that our community colleges employ sufficient numbers of full-time tenured or tenure-track faculty members will result in better service for our students, our communities, our State, and our economy.

**Goals:** The Legislature sets the following goals:

- All part-time/adjunct and other nontenure-track faculty shall receive pay that is equal, on a pro rata basis, with that of tenured or tenure-track faculty doing comparable work.
- All part-time/adjunct and other non-tenure track faculty members shall be eligible to participate in the employee retirement plans available to full-time tenured or tenure-track faculty. All part-time/ adjunct faculty members teaching at least 50 percent of the established workload for full-time tenured faculty shall be eligible for the same health care benefits as full-time tenured faculty.
- At least 65 percent of the courses offered within each department on each campus of each public community college, if the department has at least six full-time equivalent faculty positions, shall be taught by full-time tenured or tenure-track faculty.

## **1. Equitable Treatment of Part-Time/Adjunct and Other Non-tenure Track Faculty**

**Pro-rata salaries:** Each public community college shall determine a salary standard for part-time/adjunct and other non-tenure track faculty members employed in each academic department that constitutes a *pro-rata* salary compared to the salaries of full-time tenured or tenure-track faculty members doing comparable work. This determination is subject to collective bargaining with the exclusive representatives of part-time/adjunct and other contingent faculty, with unresolved issues subject to binding fact-finding conducted by the MERC. Beginning in the Fall Semester of 2008, each public institution of higher education shall increase part-time/adjunct and other non-tenure track faculty salary by a sufficient amount to reduce the pro rata salary gap in each department, if one exists, such that by the Fall Semester of 2018, the Legislature's goal of pro-rata pay shall be met. In no year shall the pro-rata salary gap between part-time/adjunct and other non-tenure track salary and comparable full-time tenured or tenure-track salary in any department of each public community college be diminished by less than 10 percent from the previous year.

**Full Compensation for Instructional Work:** To maximize opportunities for student learning, each community college shall ensure that all faculty members are paid for office hours and preparation time, if these are not included in the computation of pro-rata pay, and that teaching resources, including office space, copying and printing, and phone and computer access, are fully available to part-time/adjunct and other nontenure-track faculty members.

**Healthcare:** If, over the course of a 12-month calendar year, a part-time/adjunct or other non-tenure track faculty member at a public community college carries at least 50 percent of the established teaching load of tenured or tenure-track faculty, that part-time/adjunct faculty member shall be eligible for the same healthcare benefits as tenured or tenure-track faculty.

**Pensions:** A part-time/adjunct or other non-tenure track faculty member employed at a public community college shall be eligible for such employer retirement contributions as may be received by tenured or tenure-track faculty.

## **2. Restoring the Ranks of Full-time Tenured and Tenure-track Faculty**

Each public community college shall determine the number of courses taught by part-time/adjunct faculty, other non-tenure track faculty, and tenured or tenure-track faculty in each academic department. Those academic departments with at least six full-time equivalent faculty positions that do not meet the goal of having 65 percent of the courses

taught by full-time tenured or tenure-track faculty shall, beginning in September 2008, and in each succeeding year, increase the share of courses taught by full-time tenured or tenure-track faculty such that by 2018 the Legislature's goal of 65 percent is met. Any dispute relative to the definition of a full-time faculty position or its equivalent in part-time/adjunct or faculty shall be resolved through binding fact-finding conducted by the MERC. Although public community colleges shall have flexibility in meeting this goal, in no year shall there be in any department of any community college a less than one-tenth reduction in the size of the gap between the percentage of courses taught by tenured or tenure-track faculty and the Legislature's goal.

Each public community college shall create a plan to meet this goal. The plan shall be subject to collective bargaining with the exclusive representatives of all affected faculty at each public community college and should accomplish this change by moving current part-time/adjunct faculty into full-time tenure-track positions to the greatest extent possible.

**Consideration of Current Employees:** Each public community college shall establish a process under which part-time/adjunct faculty, after successful completion of a probationary period, shall receive timely notice of and priority consideration, consistent with other institutional and State policies, for full-time tenure-track positions and for part-time/adjunct teaching assignments in coming terms. The provisions of this section are subject to collective bargaining between the public community college and the exclusive representatives of part-time/adjunct and non-tenure track faculty.

### **3. Creation of a Faculty Restoration and Equity Fund**

There shall be created at each public community college a Faculty Restoration and Equity Fund. These funds shall be used to meet the goals of this legislation. In each year subsequent to the passage of this legislation, the State shall make appropriations to the Faculty Restoration and Equity Fund at each public community college in an amount sufficient to advance one-tenth of the way toward meeting the goals set forth in this legislation.

Each public institution of higher education shall report annually to the Legislature on its progress in meeting the goals of this legislation. Nothing in this legislation shall be construed to either limit or reduce salaries, benefits or hiring rights in existence at the institution at the time this legislation is enacted, or subsequently established.