

**FACULTY AND COLLEGE EXCELLENCE ACT**  
(MICHIGAN 4-YEAR PUBLIC UNIVERSITIES)

**Findings:** College faculty, full-time and part-time, are the bedrock of our higher education 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 colleges and universities, 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 universities 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 non-tenure track faculty along with the shrinking ranks of full-time tenured or tenure-track faculty—limit the ability of the state higher education system to provide high quality education, research, and support for economic development. Improving the conditions under which part-time/adjunct and other non-tenure track faculty work and ensuring that our colleges and universities 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 non-tenure track faculty members 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.
- Each institution shall establish a plan for stabilizing and eventually increasing the proportion of instructional work done 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 institution of higher education 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 on any campus of each public institution of higher education be diminished by less than 10 percent from the previous year.

**Full Compensation for Instructional Work:** To maximize opportunities for student learning, each institution 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 non-tenure track faculty member at a public institution of higher education carries at least 50 percent of the established teaching load of tenured or tenure-track faculty, they shall be eligible for the same healthcare benefits as tenured or tenure-track faculty members.

**Pensions:** A part-time/adjunct or other non-tenure track faculty member employed at a public institution of higher education 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 institution of higher education shall determine the number of undergraduate courses taught by part-time/adjunct faculty, other nontenure-track faculty, tenure-track faculty and tenured faculty in each academic department; set goals for stabilizing and increasing the proportion of instruction carried out by full-time tenured and tenure-track faculty; and create a plan for reaching this goal. Each institution shall report its plan to the Legislature by December 2008.

The plan shall be subject to collective bargaining with the exclusive representatives of all affected faculty at each institution and should accomplish its goals by moving current part-time faculty into full-time positions and nontenure-track faculty into tenure-track positions to the greatest extent possible.

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

There shall be created at each public institution of higher education 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 institution of higher education 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.