



*A Union of Professionals*

## **PROTOTYPE FACULTY AND COLLEGE EXCELLENCE STUDY ACT:**

### **Establishing Baseline Data about the Staffing and Compensation of Instructional Staff in (State) Public Institutions of Higher Education**

**Findings:** College faculty members and instructors, 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, our state faces serious problems in academic staffing. An increasing percentage of the courses offered in our colleges and universities are taught by part-time/adjunct and other nontenure-track faculty and instructors hired on a temporary basis. These faculty members and instructors too often are provided disproportionately low compensation and inadequate basic professional supports to serve their students. At the same time, our colleges and 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 nontenure-track faculty and instructors, 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 nontenure-track faculty and instructors 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 and our economy.

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

To begin the process of addressing the crisis in academic staffing by establishing a baseline dataset of staffing practices at public institutions of higher education in “state.” Specifically, to determine:

- how institutions staff faculty and instructional staff positions; and,
- how institutions compensate different categories of faculty and instructional staff, including health and pension benefits ; and
- the percentage of undergraduate courses taught by each category of faculty and instructional staff; and,
- the ratio between students and faculty and instructional staff per course.

This dataset will be used to inform future discussions and legislation to address academic staffing issues in “state.”

**Legislative Task Force and Advisory Committee:**

A legislative taskforce made up of the chairs of both the State House and Senate Education committees and two members appointed by the Majority and Minority leaders in each chamber shall be formed to oversee the design and implementation of this study. Further, the taskforce should create an advisory committee composed of stakeholders with knowledge of these issue to advise on design and implementation of this study and recommendations to be included in the report. \*

**Data Collection**

The “appropriate government agency” working with the Legislative Taskforce and Advisory Committee shall design and conduct a comprehensive survey of all public institutions of higher education in “state.” That survey at a minimum shall collect the following data.

1. The total number of faculty and instructional staff teaching for “academic year” disaggregated by the following employee categories:
  - a. full-time tenured faculty
  - b. full-time tenure track faculty
  - c. full-time nontenure-track faculty
  - d. part-time/adjunct faculty
  - e. graduate employees serving as “instructor of record”
  - f. graduate employees with instructional responsibilities, but not “instructor of record”
2. Average length of employment by department and employment category (as defined in Item 1).
3. The current compensation rate per course by department by employee category (as defined in Item 1).
4. The pay differential per course among employee categories (as defined in Item 1).
5. The current healthcare and pension benefits by employee category (as defined in Item 1).
6. The number of undergraduate courses taught by each segment of the instructional workforce (as defined in item 1).
7. The average class size by department and employee category (as defined in Item 1).
8. The total number of undergraduate course taught by department.
9. The ratio of courses taught by full time tenured and tenure track faculty vs. courses taught by full-time, nontenure track faculty, part-time/adjunct faculty and graduate employees listed as instructor of record.

The legislative taskforce and advisory committee shall consider and determine what other data should be collected as part of the survey. All data should be aggregated to show totals for institution.

*\*[Based on legislation enacted in Pennsylvania.]*

**Report and Timeline**

The Legislative Taskforce with input from the Advisory Committee and the “appropriate governmental agency” shall report on the findings of the survey and make recommendations for future legislative activity no later than \_\_\_\_\_. The report should include detailed tables of the survey results for the legislature’s consideration. The survey shall be conducted in a timely fashion to allow the Taskforce to meet its legislative deadline.