



General Assembly

January Session, 2007

Raised Bill No. 7187

LCO No. 4170

04170_____HED

Referred to Committee on Higher Education and Employment
Advancement

Introduced by:
(HED)

**AN ACT CONCERNING COMPENSATION EQUITY AMONG HIGHER
EDUCATION FACULTY.**

Be it enacted by the Senate and House of Representatives in General
Assembly convened:

- 1 Section 1. (NEW) (*Effective July 1, 2007*) (a) As used in this section:
- 2 (1) "Regular faculty member" means any full-time tenured or
3 tenure-track faculty member of a constituent unit of the state system of
4 higher education who is compensated on a salary basis;
- 5 (2) "Adjunct faculty member" means any faculty member of a
6 constituent unit of the state system of higher education (A) who is
7 nontenure-track, (B) whose contract with the constituent unit is
8 renewed from year to year, and (C) who is compensated by the
9 constituent unit on a "per course" basis.
- 10 (b) (1) By July 1, 2008, each constituent unit of the state system of
11 higher education shall determine a salary standard for adjunct faculty
12 members that constitutes a pro rata salary comparable to the salaries of
13 regular faculty members of comparable qualification doing
14 comparable work. The standard may provide for variations in salaries

15 based upon a difference in seniority. The salary standard shall be
16 subject to collective bargaining with the exclusive representatives of
17 adjunct faculty members. This subsection shall not be construed to
18 require a constituent unit to offer total compensation to an adjunct
19 faculty member greater than a pro rata share of that offered to a
20 similarly situated regular faculty member.

21 (2) If the salary paid to adjunct faculty members or other nontenure
22 members of a constituent unit is less than the salary standard
23 determined pursuant to subdivision (1) of this subsection, the
24 constituent unit shall increase the salaries of its adjunct faculty
25 members annually until the salary standard is met, provided (A) the
26 standard is met not later than July 1, 2013, and (B) in no year the pro
27 rata salary gap, if any, between regular faculty members and adjunct
28 faculty members is diminished by less than fifteen per cent from the
29 previous year.

30 Sec. 2. (NEW) (*Effective July 1, 2007*) (a) Notwithstanding any
31 provision of the general statutes, each adjunct faculty member or other
32 nontenure-track faculty member of one or more constituent units of
33 the state system of higher education who is not otherwise entitled
34 under law or a collective bargaining agreement to receive retirement
35 benefits equivalent to those available to regular faculty members
36 employed by such constituent unit or units shall receive at least a pro
37 rata share of such benefits. If such adjunct faculty member or other
38 nontenure-track faculty member is employed at more than one of such
39 constituent units, the employing units shall share proportionately in
40 the cost of providing such retirement benefits to such adjunct faculty
41 member or other nontenure-track faculty member.

42 (b) Each constituent unit of the state system of higher education
43 shall provide each of its adjunct faculty members with written notice
44 of the provisions of subsection (a) of this section at the same time the
45 constituent unit provides such adjunct faculty member with written
46 confirmation of employment.

47 Sec. 3. (NEW) (*Effective July 1, 2007*) (a) Each adjunct faculty member
48 of one or more constituent units of the state system of higher education
49 who carries at least fifty per cent of the average teaching schedule of
50 regular faculty members of the constituent unit and who is not
51 otherwise entitled under law or a collective bargaining agreement to
52 receive group hospitalization and medical and surgical insurance
53 benefits equivalent to those available to regular faculty members
54 employed by such constituent unit or units shall receive the benefits
55 provided to regular faculty members. If such adjunct faculty member
56 is employed at more than one constituent unit, the employing units
57 shall share proportionately in the cost of providing such benefits to
58 such adjunct faculty member.

59 (b) Each constituent unit of the state system of higher education
60 shall provide each of its adjunct faculty members with written notice
61 of the provisions of subsection (a) of this section at the same time the
62 constituent unit provides such adjunct faculty member with written
63 confirmation of employment.

64 Sec. 4. (NEW) (*Effective July 1, 2007*) (a) On and after July 1, 2008,
65 each constituent unit of the state system of higher education shall
66 employ additional regular faculty members to teach courses in any
67 department of any of its institutions (1) that has eight or more regular
68 faculty members, and (2) in which more than twenty-five per cent of
69 the department's courses are taught by adjunct faculty members. Each
70 constituent unit shall increase the number of regular faculty members
71 employed for any such department annually so that not later than July
72 1, 2013, at least seventy-five per cent of the courses in the department
73 are taught by regular faculty members.

74 (b) Each constituent unit of the state system of higher education
75 required to increase the number of regular faculty it employs pursuant
76 to the provisions of subsection (a) of this section shall create a plan to
77 meet such requirement. The plan shall be subject to collective
78 bargaining with the exclusive representatives of the regular faculty

79 members and adjunct faculty members of the constituent unit. The
80 constituent unit shall provide steps to meet the requirement that do
81 not include the elimination of adjunct faculty positions.

82 (c) Each constituent unit of the state system of higher education
83 shall establish a process under which adjunct faculty members, after
84 successful completion of a probationary period, receive timely notice
85 of and priority consideration for regular faculty position openings,
86 consistent with other institutional and state policies, for adjunct
87 teaching assignments. Each constituent unit shall create a process for
88 ensuring that qualified adjunct members receive preferential
89 consideration in attaining a regular faculty position when one becomes
90 available, consistent with institutional and state affirmative action and
91 other personnel policies. The process shall ensure that adjunct faculty
92 members accumulate seniority. The provisions of the process shall be
93 subject to collective bargaining between the constituent unit of the
94 state system of higher education and the exclusive representatives of
95 adjunct members.

96 Sec. 5. (NEW) (*Effective July 1, 2007*) Nothing in the provisions of
97 sections 2 to 4, inclusive, of this act, shall be construed to limit or
98 reduce salaries or benefits of faculty members or hiring rights of the
99 constituent units of the state system of higher education.

100 Sec. 6. (NEW) (*Effective July 1, 2007*) There is established a faculty
101 restoration and equity account, which shall be a separate, nonlapsing
102 account within the General Fund, to be used by the Commissioner of
103 Higher Education to carry out the provisions of sections 2 to 5,
104 inclusive, of this act.

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| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | <i>July 1, 2007</i> | New section |
| Sec. 2 | <i>July 1, 2007</i> | New section |
| Sec. 3 | <i>July 1, 2007</i> | New section |

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| Sec. 4 | <i>July 1, 2007</i> | New section |
| Sec. 5 | <i>July 1, 2007</i> | New section |
| Sec. 6 | <i>July 1, 2007</i> | New section |

Statement of Purpose:

To address issues of salary and benefits equity between regular faculty and adjunct faculty and to increase the numbers of regular faculty members at the constituent units of the state system of higher education.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]