

1 A bill to be entitled
 2 An act relating to public postsecondary education
 3 personnel; creating ss. 1012.835 and 1012.947, F.S.;
 4 providing requirements for community college and state
 5 university faculty excellence; requiring institutions to
 6 increase the number of full-time faculty members with
 7 tenure or continuing-contract status or on a tenure or
 8 continuing-contract track; specifying faculty member and
 9 salary goals that must be met during a 5-year period;
 10 requiring institution plans and reporting; providing for
 11 appropriation of funds; providing for construction of
 12 provisions; providing an effective date.

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14 Be It Enacted by the Legislature of the State of Florida:

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16 Section 1. Section 1012.835, Florida Statutes, is created
 17 to read:

18 1012.835 Community college faculty excellence.--

19 (1) Full-time and part-time community college faculty
 20 members are critical to the success of the community college
 21 system and require adequate compensation and basic supports to
 22 serve students and communities effectively. An increasing
 23 percentage of the classes offered in community colleges are
 24 taught by part-time or adjunct faculty who do not have tenure or
 25 continuing-contract status or who are not on a tenure or
 26 continuing-contract track. This section is created to increase
 27 the number of full-time faculty members with tenure or

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28 continuing-contract status or on a tenure or continuing-contract
29 track.

30 (2) Each community college shall determine the number of
31 classes that are taught by part-time faculty, adjunct faculty,
32 other contingent faculty, tenure-track or continuing-contract-
33 track faculty, and tenured or continuing-contract faculty in
34 each academic department. Beginning in September 2008 and in
35 each succeeding year, each academic department that does not
36 meet the goal of having 75 percent of its classes taught by
37 tenure-track or continuing-contract-track faculty and tenured or
38 continuing-contract faculty shall increase the share of classes
39 taught by such faculty to meet the 75-percent goal by 2013.
40 Community colleges shall have flexibility in meeting this goal.
41 However, each community college shall reduce the gap between the
42 percentage of classes taught by tenure-track or continuing-
43 contract-track faculty and tenured or continuing-contract
44 faculty by no less than 10 percent each year in meeting the 75-
45 percent goal.

46 (3) Each community college shall create a plan to meet the
47 75-percent goal. The plan shall be subject to collective
48 bargaining when applicable. In its plan, a community college
49 shall state how it intends to meet its goal with priority given
50 to creating new opportunities for part-time, adjunct, and other
51 contingent faculty members to attain full-time faculty positions
52 on a tenure or continuing-contract track and by filling vacant
53 positions.

54 (4) Each community college shall determine a salary
55 standard for part-time, adjunct, and other contingent faculty

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56 members employed in each academic department that constitutes a
57 pro rata salary compared to the salaries of full-time tenured or
58 continuing-contract faculty or tenure-track or continuing-
59 contract-track faculty who have comparable qualifications and
60 are performing comparable work. Beginning in September 2008,
61 each community college shall increase part-time, adjunct, and
62 other contingent faculty salaries by a sufficient amount to
63 reduce the pro rata salary gap in each academic department, if
64 one exists, in order that by September 2013 the goal of pro rata
65 pay is met.

66 (5) Annually by March 1, 2009, through March 1, 2013, each
67 community college shall report to the Governor, the President of
68 the Senate, and the Speaker of the House of Representatives its
69 progress towards achieving the goals in subsections (2) and (4).

70 (6) The Legislature shall annually appropriate funds for
71 each community college in an amount sufficient for each
72 community college to make a one-fifth advancement annually in
73 meeting the 5-year goals of this section.

74 (7) Nothing in this section shall be construed to limit or
75 reduce salaries, benefits, or hiring rights in existence at a
76 community college on the effective date of this section.

77 Section 2. Section 1012.947, Florida Statutes, is created
78 to read:

79 1012.947 University faculty excellence.--

80 (1) Full-time and part-time state university faculty
81 members are critical to the success of the State University
82 System and require adequate compensation and basic supports to
83 serve students and communities effectively. An increasing

84 percentage of undergraduate classes offered in state
85 universities are taught by part-time or adjunct faculty who do
86 not have tenure or who are not on a tenure track. This section
87 is created to increase the number of full-time faculty members
88 with tenure or on a tenure track.

89 (2) Each state university shall determine the number of
90 undergraduate classes that are taught by part-time faculty,
91 adjunct faculty, other contingent faculty, tenure-track faculty,
92 and tenured faculty in each academic department. The number of
93 undergraduate classes that are taught by graduate assistants or
94 research assistants shall not be counted for purposes of
95 implementing the provisions of this section. Beginning in
96 September 2008 and in each succeeding year, each academic
97 department that does not meet the goal of having 75 percent of
98 its undergraduate classes taught by tenure-track faculty and
99 tenured faculty shall increase the share of undergraduate
100 classes taught by such faculty to meet the 75-percent goal by
101 2013. State universities shall have flexibility in meeting this
102 goal. However, each state university shall reduce the gap
103 between the percentage of undergraduate classes taught by
104 tenure-track faculty and tenured faculty by no less than 10
105 percent each year in meeting the 75-percent goal.

106 (3) Each state university shall create a plan to meet the
107 75-percent goal. The plan shall be subject to collective
108 bargaining when applicable. In its plan, a state university
109 shall state how it intends to meet its goal with priority given
110 to creating new opportunities for part-time, adjunct, and other

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111 contingent faculty members to attain full-time faculty positions
112 on a tenure track and by filling vacant positions.

113 (4) Each state university shall determine a salary
114 standard for part-time, adjunct, and other contingent faculty
115 members employed in each academic department that constitutes a
116 pro rata salary compared to the salaries of full-time tenured
117 faculty or tenure-track faculty who have comparable
118 qualifications and are performing comparable work. Beginning in
119 September 2008, each state university shall increase part-time,
120 adjunct, and other contingent faculty salaries by a sufficient
121 amount to reduce the pro rata salary gap in each academic
122 department, if one exists, in order that by September 2013 the
123 goal of pro rata pay is met.

124 (5) Annually by March 1, 2009, through March 1, 2013, each
125 state university shall report to the Governor, the President of
126 the Senate, and the Speaker of the House of Representatives its
127 progress towards achieving the goals in subsections (2) and (4).

128 (6) The Legislature shall annually appropriate funds for
129 each state university in an amount sufficient for each state
130 university to make a one-fifth advancement annually in meeting
131 the 5-year goals of this section.

132 (7) Nothing in this section shall be construed to limit or
133 reduce salaries, benefits, or hiring rights in existence at a
134 state university on the effective date of this section.

135 Section 3. This act shall take effect July 1, 2007.