

By Senator Geller

31-1436-07

See HB 1279

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

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

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

1012.835 Community college faculty excellence.--
(1) Full-time and part-time community college faculty members are critical to the success of the community college system and require adequate compensation and basic supports to serve students and communities effectively. An increasing percentage of the classes offered in community colleges are taught by part-time or adjunct faculty who do not have tenure or continuing-contract status or who are not on a tenure or continuing-contract track. This section is created to increase the number of full-time faculty members with tenure or

1 continuing-contract status or on a tenure or
2 continuing-contract track.

3 (2) Each community college shall determine the number
4 of classes that are taught by part-time faculty, adjunct
5 faculty, other contingent faculty, tenure-track or
6 continuing-contract-track faculty, and tenured or
7 continuing-contract faculty in each academic department.
8 Beginning in September 2008 and in each succeeding year, each
9 academic department that does not meet the goal of having 75
10 percent of its classes taught by tenure-track or
11 continuing-contract-track faculty and tenured or
12 continuing-contract faculty shall increase the share of
13 classes taught by such faculty to meet the 75-percent goal by
14 2013. Community colleges shall have flexibility in meeting
15 this goal. However, each community college shall reduce the
16 gap between the percentage of classes taught by tenure-track
17 or continuing-contract-track faculty and tenured or
18 continuing-contract faculty by no less than 10 percent each
19 year in meeting the 75-percent goal.

20 (3) Each community college shall create a plan to meet
21 the 75-percent goal. The plan shall be subject to collective
22 bargaining when applicable. In its plan, a community college
23 shall state how it intends to meet its goal with priority
24 given to creating new opportunities for part-time, adjunct,
25 and other contingent faculty members to attain full-time
26 faculty positions on a tenure or continuing-contract track and
27 by filling vacant positions.

28 (4) Each community college shall determine a salary
29 standard for part-time, adjunct, and other contingent faculty
30 members employed in each academic department that constitutes
31 a pro rata salary compared to the salaries of full-time

1 tenured or continuing-contract faculty or tenure-track or
2 continuing-contract-track faculty who have comparable
3 qualifications and are performing comparable work. Beginning
4 in September 2008, each community college shall increase
5 part-time, adjunct, and other contingent faculty salaries by a
6 sufficient amount to reduce the pro rata salary gap in each
7 academic department, if one exists, in order that by September
8 2013 the goal of pro rata pay is met.

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

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

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

22 Section 2. Section 1012.947, Florida Statutes, is
23 created to read:

24 1012.947 University faculty excellence.--

25 (1) Full-time and part-time state university faculty
26 members are critical to the success of the State University
27 System and require adequate compensation and basic supports to
28 serve students and communities effectively. An increasing
29 percentage of undergraduate classes offered in state
30 universities are taught by part-time or adjunct faculty who do
31 not have tenure or who are not on a tenure track. This section

1 is created to increase the number of full-time faculty members
2 with tenure or on a tenure track.

3 (2) Each state university shall determine the number
4 of undergraduate classes that are taught by part-time faculty,
5 adjunct faculty, other contingent faculty, tenure-track
6 faculty, and tenured faculty in each academic department. The
7 number of undergraduate classes that are taught by graduate
8 assistants or research assistants shall not be counted for
9 purposes of implementing the provisions of this section.

10 Beginning in September 2008 and in each succeeding year, each
11 academic department that does not meet the goal of having 75
12 percent of its undergraduate classes taught by tenure-track
13 faculty and tenured faculty shall increase the share of
14 undergraduate classes taught by such faculty to meet the
15 75-percent goal by 2013. State universities shall have
16 flexibility in meeting this goal. However, each state
17 university shall reduce the gap between the percentage of
18 undergraduate classes taught by tenure-track faculty and
19 tenured faculty by no less than 10 percent each year in
20 meeting the 75-percent goal.

21 (3) Each state university shall create a plan to meet
22 the 75-percent goal. The plan shall be subject to collective
23 bargaining when applicable. In its plan, a state university
24 shall state how it intends to meet its goal with priority
25 given to creating new opportunities for part-time, adjunct,
26 and other contingent faculty members to attain full-time
27 faculty positions on a tenure track and by filling vacant
28 positions.

29 (4) Each state university shall determine a salary
30 standard for part-time, adjunct, and other contingent faculty
31 members employed in each academic department that constitutes

1 a pro rata salary compared to the salaries of full-time
2 tenured faculty or tenure-track faculty who have comparable
3 qualifications and are performing comparable work. Beginning
4 in September 2008, each state university shall increase
5 part-time, adjunct, and other contingent faculty salaries by a
6 sufficient amount to reduce the pro rata salary gap in each
7 academic department, if one exists, in order that by September
8 2013 the goal of pro rata pay is met.

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

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

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

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