

A-Engrossed House Bill 2557

Ordered by the House May 4
Including House Amendments dated May 4

Sponsored by COMMITTEE ON EDUCATION

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

[Specifies percentage of undergraduate courses to be taught by full-time tenured and tenure-track faculty at public institutions of higher education.]

[Directs public institutions of higher education to determine salary standard for part-time and adjunct faculty based on salary of tenured and tenure-track faculty. Directs that part-time and adjunct faculty are eligible for certain benefits and receive preferential consideration for attaining tenure-track faculty positions.]

[Establishes Oregon University System Faculty Restoration and Equity Fund and Community College Faculty Restoration and Equity Fund. Continuously appropriates moneys in each fund to Department of Higher Education or Department of Community Colleges and Workforce Development, as appropriate, for distribution to public institutions of higher education.]

[Declares emergency, effective July 1, 2009.]

Makes certain part-time faculty members at public institutions of higher education eligible for same health care benefits as full-time faculty members.

Requires State Board of Education and State Board of Higher Education to establish baselines and conduct annual reviews of each institution with respect to employment of full-time faculty and faculty working less than full-time. Requires boards to submit report on reviews to Legislative Assembly and Governor's office prior to October 1 of each year.

A BILL FOR AN ACT

1
2 Relating to higher education faculty.

3 Whereas after two decades of replacing full-time faculty positions with positions that are tem-
4 porary or part-time, higher education nationally has reached the point where more than 70 percent
5 of all college and university instructors are part-time or temporary, more than twice the national
6 workforce average of 30 percent; and

7 Whereas the effect on students of the lack of government support and the decline of the full-time
8 faculty workforce is becoming apparent; and

9 Whereas a faculty corps consisting primarily of full-time positions is essential because, just as
10 in other professional fields, full-time commitment and professional treatment result in better service
11 to students, and ultimately to taxpayers, and because tenure protects the academic freedom essential
12 for teaching and high-level research; and

13 Whereas many colleges and universities have survived during the past decades of shrinking
14 government support only because of the underpaid work of part-time faculty and full-time
15 nontenure-track faculty; and

16 Whereas part-time or temporary faculty who, on many college campuses, now teach more than
17 half the courses offered each academic semester must be treated professionally, paid fairly and re-
18 cognized for their commitment to higher education even in the face of their own economic exploi-
19 tation; and

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 Whereas the dearth of full-time positions has meant that the full-time faculty who remain are
2 increasingly less able to devote the time they need to their research and teaching because they have
3 an increased share of the responsibility for student advising, college governance and curriculum
4 development; and

5 Whereas the shrinking percentage of full-time faculty positions has also placed increased bur-
6 dens on other academic staff, whose workloads have risen as the number of full-time college and
7 university professionals has declined; and

8 Whereas with fewer than 30 percent of faculty nationwide in full-time positions, the number of
9 faculty who are institutionally supported to conduct research has declined dramatically, and the
10 future of university-based research in the United States is now in danger; and

11 Whereas academic quality is impaired when the majority of faculty members are denied the re-
12 sources and professional autonomy they need to do their best work; and

13 Whereas so long as part-time or adjunct faculty have to teach at multiple institutions to earn
14 a living, so long as they have to worry about obtaining health and pension benefits, so long as they
15 are hired under less than professional conditions, so long as evaluation of their work is cursory or
16 nonexistent, so long as they lack office space and basic professional support, so long as they are
17 unable to participate in college governance and so long as they are the academic equivalent of piece
18 workers, the quality of education, research and community service offered by Oregon colleges and
19 universities will suffer; now, therefore,

20 **Be It Enacted by the People of the State of Oregon:**

21 **SECTION 1. As used in sections 2 and 3 of this 2009 Act, “public institution of higher**
22 **education” means:**

23 **(1) A community college; or**

24 **(2) A state institution of higher education listed in ORS 352.002.**

25 **SECTION 2. (1) A part-time faculty member at a public institution of higher education**
26 **is eligible for the same health care benefits as full-time faculty members if the part-time**
27 **faculty member is eligible for membership in the Public Employees Retirement System by**
28 **teaching either at a single public institution of higher education or in aggregate at multiple**
29 **public institutions of higher education during the prior year.**

30 **(2) A part-time faculty member at a public institution of higher education shall pay all**
31 **insurance premiums for health care benefits unless otherwise provided for by the policy of**
32 **the institution or by collective bargaining at the institution.**

33 **(3) The Oregon Educators Benefit Board and the Public Employees’ Benefit Board shall**
34 **each adopt rules to implement subsections (1) and (2) of this section.**

35 **SECTION 3. The State Board of Education and the State Board of Higher Education shall**
36 **establish baselines and conduct annual reviews of each public institution of higher education**
37 **with respect to the employment of full-time faculty and of faculty working less than full-**
38 **time. Each public institution of higher education shall provide the necessary data for the**
39 **board’s report prior to September 1 of each year. The boards shall report the results of the**
40 **reviews to the Legislative Assembly and the Governor’s office prior to October 1 of each**
41 **year. The reviews shall include:**

42 **(1) Examination of data related to the ratio of courses taught by the following faculty**
43 **categories:**

44 **(a) Full-time faculty;**

45 **(b) Part-time faculty; and**

- 1 **(c) Graduate assistants;**
 - 2 **(2) The pay differential for the faculty categories; and**
 - 3 **(3) The health care and other benefits provided for each faculty category.**
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