

**Assembly Concurrent Resolution**

**No. 91**

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**Introduced by Assembly Member Mendoza**

January 24, 2008

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Assembly Concurrent Resolution No. 91—Relative to the California Community Colleges.

LEGISLATIVE COUNSEL'S DIGEST

ACR 91, as introduced, Mendoza. California Community College faculty.

This measure would express the intent of the Legislature that the California Community Colleges increase the number of full-time tenured and tenure-track employees.

Fiscal committee: yes.

1 WHEREAS, An increasing percentage of the courses offered  
2 in our colleges and universities are being taught by part-time and  
3 other nontenure-track faculty; and

4 WHEREAS, Our system of higher education has become  
5 dependent upon a contingent workforce that is poorly compensated  
6 and too often lacks basic supports, including health insurance; and

7 WHEREAS, These twin developments, the economic  
8 exploitation of part-time and other contingent faculty along with  
9 the shrinking of the ranks of full-time tenured faculty, limit the  
10 ability of the state's higher education system to provide  
11 high-quality education, research, and support for economic  
12 development; and

13 WHEREAS, Providing sufficient numbers of faculty with  
14 full-time tenured and tenure-track employment and improving the

1 conditions under which part-time and other nontenure-track faculty  
2 work will result in better service for our students, communities,  
3 and the economy; and

4 *Resolved by the Assembly of the State of California, the Senate*  
5 *they concurring*, That it is the intent of the Legislature that at least  
6 75 percent of the full-time equivalent faculty on each campus of  
7 the California Community Colleges be tenured or tenure-track;  
8 and be it further

9 *Resolved*, That it is further the intent of the Legislature that all  
10 part-time and temporary faculty receive pay and benefits that are  
11 equal with those of tenured and tenure-track faculty of comparable  
12 qualifications doing comparable work, as determined on a pro rata  
13 basis; and be it further

14 *Resolved*, That each community college district should determine  
15 the number of undergraduate courses that will be taught by  
16 part-time, temporary, nontenured, tenure-track, and tenured faculty;  
17 and be it further

18 *Resolved*, That commencing in the fall term of the 2009–10  
19 academic year, and continuing each academic term thereafter, each  
20 campus of a community college district with less than 75 percent  
21 of its full-time equivalent faculty being tenured and tenure-track  
22 faculty, should increase the percentage of full-time tenured and  
23 tenure-track faculty so that the 75 percent minimum is  
24 accomplished no later than the fall term of the 2015–16 academic  
25 year; and be it further

26 *Resolved*, That commencing with the fall term of the 2009–10  
27 academic year, each campus of a community college district should  
28 reduce the gap between 75 percent and current percentage of  
29 full-time equivalent faculty who are tenured or tenure-track by at  
30 least 10 percent each academic year; and be it further

31 *Resolved*, That each community college district should develop  
32 and adopt plans to meet the requirements related to increasing the  
33 percentage of full-time tenured and tenured track faculty; and be  
34 it further

35 *Resolved*, That the development and adoption of plans related  
36 to increasing the percentage of full-time tenured and tenured track  
37 faculty plans should be subject to a collective bargaining process  
38 that includes the exclusive representatives of the full-time and  
39 part-time faculty serving at that institution; and be it further

1     *Resolved*, That each community college district should determine  
2 a minimum salary goal for part-time and temporary faculty  
3 employed on each campus that is prorated to the salaries of  
4 full-time tenured faculty who have comparable qualifications and  
5 do comparable work; and be it further

6     *Resolved*, That the determination of the method of prorating  
7 salaries should be subject to a collective bargaining process that  
8 includes the exclusive representatives of faculty serving at that  
9 institution; and be it further

10    *Resolved*, That commencing with the fall term of the 2009–10  
11 academic year, each community college district should increase  
12 part-time and nontenure-track faculty salary by an amount  
13 sufficient to close any gap between the pro rata salaries of part-time  
14 faculty and full-time faculty no later than the fall term of the  
15 2015–16 academic year; and be it further

16    *Resolved*, That the determination of the method of prorating  
17 salaries should be subject to a collective bargaining process that  
18 includes the exclusive representatives of faculty serving at that  
19 institution; and be it further

20    *Resolved*, That a community college district should reduce the  
21 gap between the salaries of part-time and temporary faculty and  
22 full-time tenured and tenure-track faculty by at least 15 percent  
23 each academic year; and be it further

24    *Resolved*, That if, during a calendar year, a part-time or other  
25 nontenure-track faculty member of a community college district  
26 teaches at least 40 percent of the number of hours per week that  
27 is considered to be a full-time assignment for tenured and  
28 tenure-track faculty, that part-time faculty member should be  
29 eligible for the same health care benefits that are received by  
30 tenured and tenure-track faculty at that campus; and be it further

31    *Resolved*, That each community college district should establish  
32 a process under which part-time and other nontenure-track faculty  
33 may, after successful completion of a probationary period, receive  
34 timely notice of, and priority consideration for, appropriate teaching  
35 assignments in future academic terms and preferential consideration  
36 for attaining a tenure-track position when one becomes available;  
37 and be it further

38    *Resolved*, That the process should ensure that part-time and  
39 other nontenure-track faculty receive the accumulation of seniority,  
40 notification about job openings at that institution prior to the

1 publication of announcements of those openings outside of that  
2 institution, and preferential consideration for appointments to  
3 tenure-track positions; and be it further

4 *Resolved*, That the implementation of these requirements should  
5 be subject to a collective bargaining process that includes the  
6 exclusive representatives of the full-time and part-time faculty  
7 serving at that institution; and be it further

8 *Resolved*, That each community college district should establish  
9 a Faculty Restoration and Equity Fund; and be it further

10 *Resolved*, That it is the intent of the Legislature that,  
11 commencing with the 2010–11 fiscal year, and in each fiscal year  
12 thereafter, appropriations should be made in the annual Budget  
13 Act or in other statutes in amounts sufficient to accomplish both  
14 of the following:

15 (a) Advance at least 20 percent of the way toward meeting a  
16 five-year goal of increasing the percentage of full-time equivalent  
17 faculty that is tenured or tenure-track to 75 percent on each  
18 community college campus by the commencement of the fall term  
19 of the 2016–17 academic year.

20 (b) Advance at least 20 percent of the way toward meeting a  
21 five-year goal of ensuring that part-time and other nontenure-track  
22 faculty receive, by the commencement of the fall term of the  
23 2015–16 academic year, salaries, as well as health benefits, that  
24 are fully comparable to those received by full-time tenured and  
25 tenure-track faculty; and be it further

26 *Resolved*, That the Chief Clerk of the Assembly transmit copies  
27 of this resolution to the author for distribution.