

# Higher Education and Employment Advancement Committee JOINT FAVORABLE REPORT

**Bill No.:** SB-1105

AN ACT CONCERNING THE PERCENTAGE OF COURSES TAUGHT BY  
PART-TIME FACULTY AT THE REGIONAL COMMUNITY-TECHNICAL

**Title:** COLLEGES.

**Vote Date:** 3/14/2023

**Vote Action:** Joint Favorable Substitute Change of Reference to Appropriations

**PH Date:** 3/2/2023

**File No.:**

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## **SPONSORS OF BILL:**

The Higher Education and Employment Advancement Committee.

## **REASONS FOR BILL:**

Over 75% of Connecticut's community college workforce is part-time. This bill would mandate the Board of Regents for Higher Education to reach a collective bargaining agreement with employee organizations representing faculty of regional community-technical colleges that includes provisions to gradually decrease the amount of part-time faculty. These provisions would limit the amount of total academic courses that can be taught by part-time faculty to 45% of total courses by July 1<sup>st</sup>, 2025, this proportion would be reduced to 35% by July 1<sup>st</sup>, 2026, and once more to 25% by July 1<sup>st</sup>, 2027. High rates of part-time faculty employment are demonstrated to negatively impact student retention and graduation rates, as part-time faculty are subjected to pressures including lack of office space, holding multiple jobs, and the inability to participate in institutional activities. Research demonstrates that students at community colleges receiving instruction from full-time faculty are more likely to transfer to a four-year university to complete their degree.

## **SUBSTITUTE LANGUAGE:**

"a specific course or specific courses" in Subsection (a)(1) of the original bill was replaced with "one or more specific courses" to make the text more concise.

## **RESPONSE FROM ADMINISTRATION/AGENCY:**

[CSCU, President, Terrance Cheng](#): supports this bill It is stated improving access to benefits and professional development for adjuncts. For instance, CSCU strongly supports the

improvements to the system for determining health benefits eligibility for adjunct faculty that were recommended in the Comptroller's report on this issue last year. Even under the proposed bill, the remaining adjunct faculty would need to be afforded reasonable access to health benefits.

#### **NATURE AND SOURCES OF SUPPORT:**

[A Better Connecticut Institute, Executive Director, Kim Forte](#); is in support of this bill.

[AFSCME Council 4 Local 2836, President, Gregg Crerar](#); is in support of this bill. Connecticut currently has the 4th highest ration of part-time to full-time faculty among two-year public institutions in America. This over reliance on part-time faculty hurts workers since they are not allowed health benefits and have no job security. Due to our high percentage of part-time faculty this directly impacts how students can learn and participate in college activities.

[Capital Community College, Educational Assistant, Lisa Lew](#); is in support of this bill. It is stated adjuncts are very dedicated as well but are not always there to teach classes consistently every semester. This impacts the ability of students to meet their graduation requirements. Adjuncts also work other jobs, sometimes teach at two or more campuses, and leave when their efforts did not lead to advancement. It would be a benefit of additional full-time faculty to the students and the greater good to society by helping gifted teachers attain stable employment.

[Capital Community College, Professor, Carmen Yimouyiannis](#); is in support of this bill. It is stated adjunct faculty don't have offices or office hours, so it is difficult for students to find and interact with their professors which is a disadvantage to our students. Many adjunct faculty must rush off to teach another class at another college to make ends meet. Capital Community College science department has repeatedly asked for more full-time science instructors and are told each time that there is not enough money to hire full-time instructors. Community college students deserve the same access to full-time faculty as our state university students and University of Connecticut students.

[Connecticut AFL-CIO, President, Ed Hawthorne](#); is in support of this bill. Currently, 75% of our community college workforce is contingent, i.e., adjunct faculty and part time/short term staff. As a result, the system relies heavily on exploitative labor practices. Most instructors and staff are employed for no more than a few weeks at a time, surviving short-term contract to short-term contract, with no healthcare coverage or other benefits. Capping the number of courses that can be taught by adjunct faculty will force the administration to devote more resources to the community-technical college system and provide a better education to students.

[Connecticut State, Regional Advising Director, Brian Kapinos](#); is in support of this bill. It is stated part me faculty are not eligible to work with students more closely and spend me with the campus community. Research shows the relationship between access to full- me faculty and higher rates of student retention, graduation on and transfer. Funding full- time faculty is a win for students and Connecticut.

[CSEA SEIU Local 2001, President, Travis Woodward](#); is in support of this bill. It is stated community college students deserve the same access to full-time workers as our state universities and UConn. Short staffing is not exclusive to our community colleges. A properly

staffed community college system will provide immediate benefits to students and faculty as well as pay dividends for years to come.

[CSU-AAUP, Professor, John O'Connor](#): is in support of this bill. It is stated there are so many higher education jobs are contingent on factors that have nothing to do with the quality or importance of a faculty members work. The neoliberal college and university privileges flexibility and exploitation over the necessary rights and conditions to make education the best for students and to allow to part-time faculty to provide a decent life for themselves. They deserve basic job security, a living-wage, and benefits.

[CSU-AAUP, Associate Professor of Economics, Rotua Lumbantobing](#): is in support of this bill. It is stated community colleges a mere 25% of classes are taught by full-time faculty members. This is far short of the percentages at the CSUs, UConn, and indeed, most other community colleges across the country.

[CSU-AAUP, Professor, Louise Williams](#): is in support of this bill. It is stated it is better for students to have full-time professors with whom they can take additional courses, who will be employed for a long time, and who are able to serve as mentors and references for their entire careers. Part-time faculty member inestimable service for students especially during the pandemic however nothing has been done to reward them for their hard work and little to help them with their precarious and low paid jobs for years.

[CSU AAUP, Professor, Virginia Mitchell](#): is in support of this bill. It is stated the need for adjunct faculty to have the benefits as full-time faculty has such as health insurance. In addition, low wages for adjunct faculty makes it difficult to pay bills and purchase essentials. With the expansion of full-time positions, this would benefit not only adjunct faculty, but it would also be an investment in our next generation by investing in the people who teach them.

[Gateway Community College, Associate Professor, Eric Maroney](#): is in support of this bill. It is stated the correlation between student achievement and higher full-time faculty rates. Research suggests that students whose courses are taught by a greater percentage of full-time faculty have increased retention and graduation rates and are more likely to transfer to four-year institutions. The part-time faculty from Gateway Community College are intelligent, qualified, and dedicated professionals who strive to provide meaningful instruction for our community college students, and they would be so much more effective if they were not stretched between several institutions at once.

[Gateway Community College, Associate Professor, Dr. Colena Sesanker](#): is in support of this bill. It is stated the adjunct role is also an opportunity for many young academics to gain experience and is a role where we find the greatest diversity in our workforce as a result. However, the problem with adjunct labor at colleges is that it should be adjunct-- that is, supplemental to the primary faculty body. But our adjunct faculty base is our instructional core and this sort of overreliance on contingency is, at this point, an exploitative labor practice.

[Housatonic Community College, Faculty, Robert Stone](#): is in support of this bill. It is stated due to the fact of having adjunct faculty only for a course with no full-time staff, leaves the adjunct professors stretched thin and they are not allowed to work additional hours without violating

their contracts. These adjunct professors should not have to work without being paid just to support students who should be properly supported by the administration.

[Manchester Community College, Adjunct Faculty, Sara Berry](#); is in support of this bill. It is stated adjuncts do not have private offices on campus- many have no office, and those that do share it with multiple colleagues. Adjuncts do not have the same access to technology as full-time faculty. Those who are lucky enough to have a shared office space likely do their work on campus on the shared office computers - assuming there is a computer available. Many adjuncts work multiple part-time jobs- thus having less time to spend on campus: Less time to meet with students, less connection to the campus community, and less knowledge of the resources available to students- which means less ability to refer students in need to appropriate services. Students deserve the same access to adjunct faculty as they would receive with full-time faculty.

[Manchester Community College, Full Time Instructor of Biology, Dr. Margery Ross MD](#); is in support of this bill. It is stated many adjunct faculty are among the most dedicated and experienced teachers in the system and their expertise is often recognized by their full-time counterparts who wish they were full time colleagues. However, since they have part-time positions, they are forced to toggle between multiple institutions, driving around Connecticut to teach their classes in multiple systems. Students will benefit greatly to have instructors that are more familiar and connected to resources at a particular school and are on that campus often to enable the formation of retention-driving interactions. Students will benefit greatly to have instructors that are more familiar and connected to resources at a particular school and are on that campus often to enable the formation of retention-driving interactions

[Manchester Community College, Professor in English, Patrick Sullivan](#); is in support of this bill. It is stated community college students deserve equal access to full-time faculty comparable to students attending our state universities and the University of Connecticut. This bill would improve teaching and learning on our campuses dramatically. It would also be a very public investment—and show of support—for working class people across the state. It would also address the longstanding, dishonorable overreliance on exploited part-time labor to teach our students on community college campuses.

[Middlesex Community College, Adjunct History Professor, Bill Meyerson](#); is in support of this bill. It is stated There are numerous challenges facing adjuncts, which at community college represents a full 75 percent of faculty and staff—the fourth highest ratio of part time to fulltime in the nation. There are challenges adjunct faculty face us no guarantee of employment from semester to semester, lower pay and no health benefits and the inability to participate in department meetings and regular engagement and support for students. The state can begin to correct these equity imbalances by increasing the number of fulltime positions and ensuring a pathway to full-time permanent employment for those who seek it.

[Middlesex Community College, Adjunct Faculty, Christy Pyatt](#); is in support of this bill. It is stated the benefits of being a full-time faculty is the ability to work four or five days a week not 5 hours, have three office hours not just one and advise a club. When you are an adjunct, you are limited to the number of hours you can work, cannot participate in clubs, and have limited to no office hours to provide to students.

[Naugatuck Valley, Faculty, Ray Leite](#); is in support of this bill. It is stated faculty at Naugatuck Valley are being worn out and overworked. They cannot provide certain opportunities to students because they do not have full-time faculty available to guide students in their learning. Success cannot be achieved without supporting full-time faculty.

[Norwalk Community College, ECE Coordinator, Jennifer Wood Heslin](#); is in support of this bill. It is stated research shows the relationship between access to full-time faculty and higher rates of student retention, graduation, and transfer. CT has the 4th highest ratio of part-time to full-time faculty across two-year public institutions. With the demands of accreditation and the one college, having a full-time faculty is critical to our work, consistency, and quality.

[Norwalk Community College, Faculty, Anonymous](#); is in support of this bill. is in support of this bill. It is stated It is time we stop treating teaching like charity work. If we are truly interested in more diversity in our teaching staff (a faculty more representative of our students), then we must offer more full-time teaching positions to attract and retain that diversity. Teaching is a profession. It should be treated that way.

[Norwalk Community College, Dr. William Key](#); is in support of this bill. It is stated inaccessibility of part-time faculty to students due to time pressures, lack of office space, and holding jobs at multiple locations, negatively impacts student outcomes. Over-reliance on adjunct faculty in our community colleges is an exploitative labor model that hurts workers.

[Norwalk Community College, Adjunct Professor, Anie Dubosse](#); is in support of this bill. It is stated 75% of courses offered within the system is taught by adjuncts and this is unacceptable. Reform in our community college system is long overdue.

[Norwalk Community College, Professor of English, Christine Japely](#); is in support of this bill. It is stated part time adjuncts are not contractually obligated to hold office hours or to support students outside of actual classroom time. There are many African American male students who need additional support outside of the classroom. They would receive best receive this from a full-time professor who are there contractually and by standard college practice. it's time to start hiring more full-time instructors in CT State Community Colleges.

[Norwalk Community College, Professor of English, Laurel Peterson](#); is in support of this bill. It is stated part-time faculty are being exploited, expected to work for low pay, expected to put in long hours, and not compensated enough to keep themselves and their families alive without working in multiple schools or jobs. There has been a decrease of staff because of retirements. Putting in more full-time faculty back into the system will ensure a vibrant and happy place to work. Full-time faculty are necessary to making an education system work.

[Norwalk Community College. Faculty, Patricia Baird](#); is in support of this bill.

[Quinebaug Valley Community College, Assistant Professor, Elizabeth Porter](#); is in support of this bill. It is stated the lack of full-time faculty at Quinebaug Valley Community College has a direct impact on the classes and opportunities that can be offered to students. Increased numbers of full-time faculty would allow for more collaborate work as well as the ability to divide the governance responsibilities among additional individuals, allowing more time to work with students and improve courses.

[Three Rivers Community College, Professor, Diba Bureau](#); is in support of this bill. It is stated full-time faculty can work with students both inside and outside the classroom, where part-time faculty do not part-time faculty are unable to participate on college and statewide committees, advise and mentor students, participate in campus events, and support student clubs. Students with more full-time tenure track faculty are more likely to transfer to four-year universities.

[Tunxis Community College, Part-Time Lecturer, Jennifer Edwards](#); is in support of this bill. It is stated being a part-time faculty holds no job security. The lack of full-time is a detriment to the students due to the lack of time an adjunct faculty has with students. More full-time positions at the community college level could also allow more faculty the opportunity to advise students.

[4Cs SEIU 1973, President, Seth Freeman](#); is in support of this bill. It is stated this bill is needed because since the Board of Regents was founded in 2011, the Board has refused to take on this long-standing problem of over-reliance of PT faculty in our community college system. It is also time to move away from a majority part-time teaching workforce to a majority fulltime teaching workforce because our current public higher education system is reenforcing structural racism. It is stated that in our current public higher education system, there is a direct correlation between the race/ethnicity of the overall student body and the access to full-time faculty. When we compare UConn, our state universities, and our colleges, we see that as the percentage minority students increase, the percentage of full-time faculty decreases. The students who are majority Black and Brown, low-income, and first-generation students deserve the same access to FT faculty as any other student in the State of Connecticut.

[4Cs Union, Adjunct Instructor, Jessica Somers](#); is in support of this bill. It is stated the system relies heavily on the labor of adjuncts, which leaves students without an important support system as they pursue their education. Adjunct faculty are usually only contracted for 3-8 hours per week and often hold supplemental employment which limits their availability to support students. Adjunct faculty deserve the opportunity to move into full-time positions and our students deserve the quality experience and education our community colleges claim to offer.

#### **NATURE AND SOURCES OF OPPOSITION:**

[Connecticut Resident, James McGovern](#); opposes this bill. It is stated part-time professors bring something to the table such as contextual experience and the ability to take a concept and apply it to the real world that is often lacking in full-time professors. From an economic perspective a part-time professor can also help bring the costs of education significantly lower especially since the Governor doesn't want to fully fund education for our students as they often cost less.

**Reported by: Kelly Houston**

**Date: 3/24/2023**