

**HOUSE . . . . . No. 1363**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Thomas M. Stanley*

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to ensure minimum fair wages and employment stability for adjunct faculty.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>1/29/2021</i>
<i>William C. Galvin</i>	<i>6th Norfolk</i>	<i>2/26/2021</i>
<i>Tami L. Gouveia</i>	<i>14th Middlesex</i>	<i>2/26/2021</i>
<i>James J. O'Day</i>	<i>14th Worcester</i>	<i>2/26/2021</i>
<i>Michael J. Barrett</i>	<i>Third Middlesex</i>	<i>2/26/2021</i>
<i>Antonio F. D. Cabral</i>	<i>13th Bristol</i>	<i>2/26/2021</i>
<i>Ruth B. Balse</i>	<i>12th Middlesex</i>	<i>3/3/2021</i>
<i>Elizabeth A. Malia</i>	<i>11th Suffolk</i>	<i>3/15/2021</i>
<i>Michelle M. DuBois</i>	<i>10th Plymouth</i>	<i>4/8/2021</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>4/29/2021</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>7/23/2021</i>

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By Mr. Stanley of Waltham, a petition (accompanied by bill, House, No. 1363) of Thomas M. Stanley and others relative to adjunct faculty wages. Higher Education.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE HOUSE, NO. 1243 OF 2019-2020.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
\_\_\_\_\_

An Act to ensure minimum fair wages and employment stability for adjunct faculty.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 151 of the General Laws as appearing in the 2014 Edition is hereby amended by  
2 adding after section 2B the following section:

3 SECTION 2C: Adjunct Faculty

4 (a) Colleges and universities shall pay adjunct faculty an amount per course equal to the  
5 weighted average salary of a full time instructor, multiplied by an instruction factor, divided by  
6 the standard number of courses in a yearly teaching period. The instruction factor shall be the  
7 percentage of time an average full time instructor spends teaching courses, including preparation  
8 and grading. The weighted average salary of a full time instructor shall be calculated as follows:

9 (1) For a college or university where at least 20 percent of full time faculty, as reported to  
10 the US Department of Education’s Integrated Postsecondary Education Data System, are

11 classified as instructors, lecturers or no academic rank, the weighted average salary of a full time  
12 instructor shall be calculated by adding the total salary outlays of a full time faculty classified as  
13 instructors, lecturers, or no academic rank and dividing that sum by the total number of full time  
14 faculty classified as instructors, lecturers or no academic rank.

15 (2) For a college or university where fewer than 20 percent of full time faculty, as  
16 reported to the US Department of Education's Integrated Postsecondary Education Data System,  
17 are classified as instructors, lecturers or no academic rank, the weighted average salary of a full  
18 time instructor shall be calculated by adding the total salary outlays of full time faculty classified  
19 as assistant professors, instructors, lecturers or no academic rank and dividing that sum by the  
20 total number of full time faculty classified as such.

21 (b) Colleges and universities shall offer a given course to qualified adjunct faculty who  
22 have taught the same course or similar course previously before hiring new faculty to teach the  
23 course.

24 (c) Colleges and universities shall provide sufficient notice of teaching assignments and  
25 the cancellation of said assignments. For purposes of this subsection, sufficient notice shall be  
26 defined as no less than 90 days prior to the beginning of an academic term

27 (d) In the event a course assignment is cancelled 45 or more but fewer than 90 days prior  
28 to the beginning of an academic term, colleges and universities shall provide the adjunct faculty  
29 member an alternate course assignment or 25% of the salary for the course. In the event a course  
30 assignment is cancelled fewer than 45 days prior to the beginning of an academic term, colleges  
31 and universities shall provide the adjunct faculty member an alternate course assignment or 50%  
32 of the salary for the course.