

# ASSEMBLY, No. 4364

## STATE OF NEW JERSEY 212th LEGISLATURE

INTRODUCED JUNE 14, 2007

**Sponsored by:**

**Assemblyman PATRICK J. DIEGNAN, JR.**

**District 18 (Middlesex)**

**SYNOPSIS**

The “Restoring the Ranks of Full-Time Faculty Act”; requires public institutions of higher education to ensure minimum level of full-time teaching faculty.

**CURRENT VERSION OF TEXT**

As introduced.



1 AN ACT concerning the teaching faculties of public institutions of  
2 higher education and supplementing chapter 62 of Title 18A of  
3 the New Jersey Statues.

4  
5 **BE IT ENACTED** by the Senate and General Assembly of the State  
6 of New Jersey:

7  
8 1. This act shall be known as the “Restoring the Ranks of Full-  
9 Time Faculty Act.”

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11 2. As used in this act:

12 “Full-time faculty member” means any full-time member of the  
13 teaching staff of a public institution of higher education who has  
14 been appointed as a tenured or tenure-track instructor, assistant  
15 professor, associate professor, or professor;

16 “Qualifying academic department” means any academic  
17 department of a public institution of higher education that has eight  
18 or more full-time equivalent faculty positions;

19 “Public institution of higher education” means Rutgers, The State  
20 University, the State colleges or universities established pursuant to  
21 chapter 64 of Title 18A of the New Jersey Statutes, the New Jersey  
22 Institute of Technology, the University of Medicine and Dentistry  
23 of New Jersey, the county colleges, and any other public university  
24 or college now or hereafter established or authorized by State law;

25 “75% standard” means that, in a given academic year, at least  
26 75% of undergraduate courses offered by a qualifying academic  
27 department are taught by full-time faculty members.

28  
29 3. On or before the commencement of the 2013-2014 academic  
30 year, and in each academic year thereafter, each public institution of  
31 higher education shall ensure that at least 75% of undergraduate  
32 courses offered by qualifying academic departments are taught by  
33 full-time faculty members.

34  
35 4. Beginning in the 2008-2009 academic year, and in each  
36 academic year thereafter until the 75% standard is met, a public  
37 institution of higher education shall, in each qualifying academic  
38 department, reduce by at least 10% the difference between the 75%  
39 standard and the percentage of undergraduate courses that are  
40 taught by full-time faculty members. The institution shall provide  
41 preferential consideration to part-time and adjunct faculty members  
42 employed at the institution when hiring for any newly-established  
43 full-time faculty position, consistent with applicable State and  
44 federal laws, rules, and regulations.

45  
46 5. On or before September 1, 2008, each public institution of  
47 higher education shall develop, adopt, and submit to the New Jersey  
48 Commission on Higher Education a faculty development plan. The

1 faculty development plan shall be subject to collective bargaining  
2 with the majority representatives of the full-time and part-time  
3 faculty members employed at the institution. The faculty  
4 development plan shall include:

5 a. a description of the manner in which the institution plans to  
6 meet the 75% standard required pursuant to the provisions of  
7 section 3 of this act;

8 b. an affirmation of the institution's commitment to meeting  
9 the 75% standard through the creation of new full-time faculty  
10 positions and, to the greatest extent feasible, the protection of  
11 existing part-time faculty positions; and

12 c. a description of the process by which part-time and adjunct  
13 faculty members will receive preferential consideration for newly-  
14 established full-time faculty positions, consistent with applicable  
15 State and federal laws, rules, and regulations. The process shall  
16 ensure that part-time and adjunct faculty members accumulate  
17 seniority and receive advance notification of full-time faculty job  
18 openings at the institution where the faculty member is employed.

19

20 6. There is hereby created a special fund in the Department of  
21 Treasury, which shall be entitled the "Faculty Restoration and  
22 Equity Fund." The fund shall be maintained in a separate account  
23 and administered by the State Treasurer, in consultation with the  
24 Commission on Higher Education, to carry out the provisions of  
25 this act. The fund shall consist of (1) any monies appropriated by  
26 the State for the purposes of the fund; (2) any monies donated for  
27 the purposes of the fund; and (3) all interest and investment  
28 earnings received on monies in the fund. Monies in the fund shall  
29 be appropriated annually to each public institution of higher  
30 education and shall be used solely to meet or maintain the 75%  
31 standard.

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33 7. Nothing in this act shall be construed to limit or reduce  
34 salaries, benefits, or hiring rights in existence at a public institution  
35 of higher education on the effective date of this act.

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37 8. This act shall take effect immediately.

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40 STATEMENT

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42 This bill, if enacted, will be known as the "Restoring the Ranks  
43 of Full-Time Faculty Act." The bill will require public institutions  
44 of higher education to ensure that, on or before the commencement  
45 of the 2013-2014 academic year, at least 75% of undergraduate  
46 courses offered by those academic departments which have at least  
47 eight full-time equivalent faculty positions are taught by full-time  
48 faculty members. This will be known as meeting the 75% standard.

1 Beginning in the 2008-2009 academic year, and in each academic  
2 year thereafter until the 75% standard is met, a public institution of  
3 higher education must, in each qualifying academic department,  
4 reduce by at least 10% the difference between the 75% standard and  
5 the percentage of undergraduate courses that are taught by full-time  
6 faculty members. The institution must provide preferential  
7 consideration to part-time and adjunct faculty members employed at  
8 the institution when hiring for any newly-established full-time  
9 faculty position.

10 The bill directs that each public institution of higher education  
11 develop, adopt, and submit a faculty development plan to the New  
12 Jersey Commission on Higher Education on or before September 1,  
13 2008. Each plan will include:

14 a. a description of the manner in which the institution plans to  
15 meet the 75% standard;

16 b. an affirmation of the institution's commitment to meeting  
17 the 75% standard through the creation of new full-time faculty  
18 positions and, to the greatest extent feasible, the protection of  
19 existing part-time faculty positions; and

20 c. a description of the process by which part-time and adjunct  
21 faculty members will receive preferential consideration for newly-  
22 established full-time faculty positions.

23 This bill will also create a special fund in the Department of  
24 Treasury that will be entitled the "Faculty Restoration and Equity  
25 Fund." Monies in the fund will be appropriated annually to each  
26 public institution of higher education and will be used solely to  
27 meet or maintain the 75% standard.