



Annual Delegate Assembly

NEW BUSINESS ITEM FORM_2023

NBI# - 3

To be filled in by MSCA

Resolution to Endorse Bill of Rights for Adjunct, Contingent and Part-Time Faculty 5/3/2023, 4:11pm

NBI NAME

DATE/TIME

Michael Stassen

Fitchburg State University

—
DELEGATE MAKING MOTION

UNIVERSITY AFFILIATION

Jessica Stimpson

Westfield State University

DELEGATE SECONDING MOTION

UNIVERSITY AFFILIATION

According to MSCA Standing/Special Rules: With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED: (See Below)

SUBMITTER’S RATIONALE: (See Below)

EXPECTED DUES IMPACT: None

SUBMITTER’S COST & WORKLOAD ESTIMATE: None

Resolution to Endorse Bill of Rights for Adjunct, Contingent and Part-Time Faculty

Whereas, Adjunct Faculty (inclusive of Adjunct Faculty, Contingent Faculty and Part-Time Faculty) at the fifteen Massachusetts Community Colleges and nine State Colleges & Universities are highly educated and are long-term engaged educators who love teaching and working with students,

Whereas, Adjunct Faculty have spent years on our campuses, invested in their growth and maintain vast amounts of institutional knowledge,

Whereas, no public higher education institution in the state could operate without Adjunct Faculty yet they are consistently treated as inconsequential and disposable,

Whereas, Adjunct Faculty, regardless of the number of years they have worked or number of classes per semester, are not paid a living wage. For many MSCA members, Adjunct Faculty pay is their primary source of income,

Whereas, Adjunct Faculty have no job security from semester to semester, and their scheduled class assignments can be changed or canceled at the last minute,

Whereas, Adjunct Faculty do not receive any healthcare benefits, even if they have a full-time teaching schedule across the Commonwealth's public campuses,

Whereas, Adjunct Faculty, regardless of the number of years they have worked or number of classes per semester, do not receive employer contributions to their retirement funds, and Adjunct Faculty do not earn Social Security benefits as Commonwealth employees,

Whereas, The majority of Adjunct Faculty are not provided with office space, laptops, other teaching equipment, and opportunities for continued training and professional development,

Whereas, Despite the fact that the majority of Adjunct Faculty have been teaching on our campuses for ten or more years, there is no campus-wide acknowledgement of their service or contributions.

Whereas, the treatment of Adjunct Faculty is shameful and a stain on the reputation of our public colleges and universities, and Adjunct Faculty deserve better.

Therefore be it Resolved that

1. **The MSCA endorses the Bill of Rights for Adjunct, Contingent and Part-Time Faculty** which states,

Pay: We deserve to earn a living wage and to be compensated in a way that is equitable to our tenure track colleagues. We deserve the opportunity for regular pay increases.

Job Security: We deserve reasonable job protections. We need fair course assignments, longer-term contracts, timely notice or course assignments, and sufficient advance notice of non-reappointment.

Retirement: We deserve a secure retirement with appropriate employer contributions to the Commonwealth's State retirement system.

Healthcare: We deserve access to the same healthcare benefits as every other state worker in the commonwealth.

Resources: We deserve access to office space on the campuses where we teach, adequate teaching equipment (including laptops) and materials, and opportunities for continued training and professional development.

Recognition: We deserve acknowledgement for years of service to our academic institutions, including our dedication to students and contributions to departments and campus culture.

2. The MSCA will seek changes through contract bargaining and legislative advocacy that uplift the salaries, benefits, and working conditions of Adjunct, Contingent and Part-Time Faculty.

NEW BUSINESS ITEMS must be submitted to the Presiding Officer prior to the commencement of the meeting. Those submitted by 5:00 pm on Wednesday, May 3 will be distributed to the delegates prior to the meeting. New Business Items **with** budgetary implications will be acted upon prior to the adoption of the annual budget and the dues. A new business item with budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$500 by the MSCA. New Business Items will be considered in the order in which they are received.

Submit to: president@mscaunion.org

If you have any questions, please contact Joanna Gonsalves, Vice President of the MSCA at vicepresident@mscaunion.org