

# House Concurrent Resolution No. 21

## 93RD GENERAL ASSEMBLY

4025L.011

1                   **Whereas**, part-time and nontenure-track instructors have mushroomed into a  
2 source of inexpensive labor in higher education; and

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4                   **Whereas**, a quality college or university must have a corps of full-time, permanent,  
5 tenured faculty coordinating the academics curriculum and teaching most of it; and

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7                   **Whereas**, the increased use of part-time faculty results in considerable economic  
8 hardship for part-time faculty members and has the potential for limiting college instruction as  
9 a career for prospective faculty; and

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11                   **Whereas**, Missouri public colleges and universities are resorting to replacing  
12 tenured and tenure-track faculty positions with increasing numbers of nontenure-track and part-  
13 time teaching positions; and

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15                   **Whereas**, courses should be taught only by highly qualified people, whether full-  
16 time or part-time, tenured or nontenured, who are paid a professional salary and included in  
17 academic processes; and

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19                   **Whereas**, national studies have shown that the majority of part-time faculty  
20 members teach under emphatically substandard conditions; and

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22                   **Whereas**, part-time and nontenure-track positions are disproportionately occupied  
23 by women; and

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25       **Whereas**, national professional organizations representing university and  
26 community college faculty, administrators, and trustees have agreed that fair compensation for  
27 part-time and nontenure-track faculty should be based on commensurate qualifications with  
28 tenure-track faculty, with a goal of pro rata rather than per course hour rates; and  
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30       **Whereas**, there is a need for a comprehensive examination of whether any adverse  
31 impact on the quality of education at institutions of higher education in this State originates from  
32 the institutions increased employment of part-time and nontenure-track faculty and the resulting  
33 tiered structure of faculty employees at those institutions:  
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35       **Now, therefore, be it resolved** that the members of the House of  
36 Representatives of the Ninety-third General Assembly, Second Regular Session, the Senate  
37 concurring therein, hereby urge the Department of Higher Education to review the growing  
38 dependence on part-time and nontenure-track faculty in Missouri colleges and universities; and  
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40       **Be it further resolved** that each public university, college, and community  
41 college governing board in the State provide a detailed report, with rationale, to the Department  
42 of Higher Education by November fifteenth of each year regarding use and compensation of part-  
43 time and nontenure-track faculty, with the Department of Higher Education compiling the reports  
44 and providing them to the General Assembly by December fifteenth of each year; and  
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46       **Be it further resolved** that the Department of Higher Education examine  
47 the impact of an increasing trend in the use of part-time faculty on the quality of education  
48 provided at institutions of higher education in this State; and  
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50       **Be it further resolved** that the Department of Higher Education, in  
51 consultation with institutions and faculty organizations, consider policies designed to discourage  
52 over-reliance on part-time and nontenure-track faculty for undergraduate instruction while  
53 protecting those instructors performing effectively in such positions; and  
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55       **Be it further resolved** that the Department of Higher Education shall  
56 examine whether the tiered faculty structure has an adverse impact on part-time faculty and their  
57 families and whether the tiered structure discourages prospective instructors and faculty from  
58 entering or remaining in the university or college instruction profession; and  
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60       **Be it further resolved** that the Department of Higher Education make  
61 recommendations to the General Assembly concerning the establishment of minimum salary and  
62 fringe benefits provisions indexed to tenure-track faculty compensation for part-time and  
63 nontenure-track faculty to ensure fair employment and consistent emphasis on quality instruction  
64 at all levels, from lower division through graduate instruction; and  
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66       **Be it further resolved** that the Chief Clerk of the Missouri House of  
67 Representatives be instructed to prepare a properly inscribed copy of this resolution for the  
68 Department of Higher Education for reproduction and distribution to the governing boards of  
69 each of the public universities, colleges, and community colleges of this State.