

2026

Legislative Agenda



A DIVERSE UNION
of EDUCATION
WORKERS

Public Higher Education

S.2880 | *An Act relative to adjunct faculty in public higher education*

Redrafted bill reported favorably by the Joint Committee on Higher Education, which consolidated S930, S934, S937, and S.940.

Massachusetts' public higher education increasingly relies on adjunct faculty who do not receive employer-provided health insurance or retirement benefits. At many community college and state university campuses, adjuncts teach the majority of courses — more than 75 percent at some institutions. Many adjunct faculty work half- to full-time hours educating students across the Commonwealth and yet do not receive adequate benefits for their service.

This legislation tackles longstanding obstacles and creates a pathway to provide adjunct faculty with benefits comparable to those provided to other state employees.

This bill establishes a special commission that would:

- Develop a plan to allow adjuncts working at least half-time hours to qualify for state health insurance, retirement benefits and other benefits available to state employees.
- Gather data needed to calculate the number of adjunct faculty working at least half time, as there is no current system in place that gathers this information.
- Use data to assess current adjunct utilization and compensation across the public higher education system.
- Calculate the cost of providing these benefits to eligible adjunct faculty and review national best practices.
- Identify and propose solutions to any outstanding barriers to implementing these changes.

Ultimately, the commission will propose specific, timely legislative and administrative pathways to extend benefits and expand the hiring of full-time faculty.

To help assess the impact of stabilizing the adjunct faculty workforce and reduce institutional reliance on adjunct faculty, the bill also would create a pilot program to support the creation of new, full-time faculty positions at public higher education campuses and assess the impact that these positions have on students and other faculty members.