

# University of Louisville Part Time Faculty Survey

## Summary of Responses

**Areas of Concern:** The Part Time Faculty Committee feels two issues need to be addressed so we begin with these and will summarize additional findings below.

The Red Book (section 4.2.1) indicated that: “All part-time, term, probationary, and tenured faculty must be reviewed in writing annually.” The following question was asked on both the 2010 and 2020 surveys with the results below:

*Does your department evaluate your performance annually (beyond giving you your student evaluations)?*

2010: Yes = 51.2%; No = 48.6%

2020: Yes = 52.1%; No = 47.88

While a variety of factors may account for this result, a high percentage of part time faculty are not receiving, or are not made aware of, their annual evaluation. The Part Time Faculty Committee plans to explore this finding in more detail and hopes to make recommendations on improving this situation.

A second issue which the committee feels should be explored is compensation for classes that are cancelled on short notice. 63% indicated they have had a class they were scheduled to teach cancelled. 24% reported their class was cancelled less than one week before it was to begin with another 42% reporting one to three weeks. Part time faculty receive no compensation for course prep for courses which are cancelled. The Part Time Faculty Committee believes this is an issue of fairness in that persons should be compensated for their work, especially if cancellation is so late as to create a certainty of work having begun.

## Purpose of Survey:

The primary task of the Part Time Faculty Committee is “To advise the Faculty Senate on matters concerning part-time faculty. To recommend action on policies affecting part-time faculty.” To assist in our work, the Committee decided to conduct a survey of part time faculty at the University of Louisville. To the best of the Part Time Committee’s collective memory, the last survey of part time faculty at UofL was completed in 2010. The committee is in possession of the results of the 2010 survey which affords us the opportunity to make some comparisons of the findings. During the Spring semester of 2020, the Part Time Faculty Committee developed the survey and was in the planning stages of deploying the survey. Due to the outbreak of the Covid 19 pandemic, deployment was delayed until the Fall 2020 academic semester.

## Responses:

The survey included 39 questions and was deployed via the Part Time Listserv and was available from 10/27/20 to 11/11/20. There was a total of 240 respondents which represents 19% of the 1217 persons on the Part Time Listserv. A note about the Part Time Listserv: there are persons

on the listserv who are not part time faculty as well as persons who were active part time faculty in the past but not at the present. In the email invitation for the survey, we stated “Persons who are not part time faculty or have not taught in past couple of years at UofL feel free to ignore.”

### **Demographics and Workload:**

Regarding length of service for part time faculty, the greatest number fell in the 1–3-year range (38.2%). UofL has a significant percentage of part time faculty who have served between 11 to over 20 years (28.33%). 46% of respondents report having attained the terminal degree in their field.

Concerning workload for part time faculty, almost 40% teach one course per semester, with 28% teaching two courses per semester and just under 12% teaching three courses per semester. As is often the case with part time faculty, 32% indicated teaching at other universities in addition to their work at UofL. Of those who do teach at multiple universities over 50% indicated they teach one course at other universities while approximately 17% teach two courses and slightly over 10% teach 3 courses.

When asked how many hours they spend per course per week in “preparation, grading, and meeting with students” – approximately 31% indicated four to six hours with almost 22% indicating 7 to 9 hours per course.

While the standard contract used for most part time faculty lists only the course(s) for which they are compensated, we did ask questions regarding what happens outside of teaching. Approximately 60% reported invitations to attend department meetings (or that a part time representative is invited to attend). 30% indicate they never attend and almost 52% indicate they sometimes attend these meetings. Just under 70% indicate their department chair provides them with information about the department and university. 45% indicated they had presented or published a professional paper since they began teaching at UofL. 60% of respondents indicated they had participated in faculty development programs such as those offered through the Delphi Center for Teaching and Learning. Regarding other work, 60% indicated they had another job other than teaching at UofL, with 54% indicating their other job was full-time.

### **Compensation and Satisfaction:**

Respondents were asked about their current pay for a 3-hour credit course. 36% reported between \$3001 and \$3500 with another 14% reporting pay between \$3501 and \$4000. Almost 17% reported they were not sure which may be due to a number of full-time staff who also teach and who may not be aware of the breakdown in their pay. When asked if they would be interested in a full-time teaching position, 39% indicated they would be very interested. When asked if their departments inform them when full-time positions are available, 44% said no with another 26% saying they were not sure.

Asked “how satisfied are you with your current part-time position?” 43% indicating they were “satisfied” with another 30% indicating they were “very satisfied.” Researchers on adjunct faculty have noted that “satisfaction” is a nuanced term with studies revealing that part time faculty have a high level of satisfaction with the work itself but that other factors impact

satisfaction. These additional factors include career stage; the number of institutions where they teach; whether they are “voluntary part time” (only interested in part time teaching) or whether they are “involuntary part time” (those seeking full-time teaching); and other work conditions outside of the classroom. This survey does not provide sufficient information to draw further conclusions on this point.

One factor which might help explain the satisfaction level is how part time faculty are treated by full-time faculty in their departments. 64% indicated they felt they were treated as colleagues with 18% saying no and another 18% indicating they were not sure. Note: many part time faculty have little to no contact with anyone in their departments which may explain the last response.

### **Impact of Covid 19:**

Finally, we wanted to know how the Covid-19 pandemic was impacting part time faculty so we asked the following:

*With regard to fall 2020, do you feel that you had a choice in the format in which your courses would be offered?*

I had complete choice in the format in which my courses would be offered = 35.19%

I had some choice in the format in which my courses would be offered = 33.91%

I had no choice in the format in which my courses would be offered = 30.90%

While the current model of part time faculty employment traditionally means that they have less choice than full-time faculty when it comes to range of issues, we wonder how full-time faculty would answer this question. We further wondered if part time faculty were at higher risk due to less choice in course format during the pandemic. The committee plans to pursue gathering more information on this matter.

The Committee wishes to thank the Office of Institutional Effectiveness for their assistance in offering feedback regarding question format as well as for generating the results.

The Part Time Faculty Committee consists of the following:

Elected Part Time Faculty Members (Voting)

Aaron Ellis, Arts & Sciences/Communication

Roy Fuller, Chair, Arts & Sciences/Humanities

Joe Gutman, Arts & Sciences/Political Science

Tina Marie Johnson, Kent School of Social Work

Rose Mills, Arts & Sciences/English

Timothy Roberts, Arts & Sciences/English

Full Time Faculty Members (Voting)

Diane Chlebowy, School of Nursing

Jocelyn Fetalver, Kent School of Social Work

Ben Schoenbachler, Medicine

Part-Time Faculty Advocate (Non-Voting)

Mary Makris