Part-Time Survey to Chairs

18 Respondents

9/26/2014 through 10/02/2014

1. Considering the last 3-5 years, how would you characterize the candidate pool you have had for part-time faculty?

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| --- | --- |
| Number of Respondents |  |
| 1 | Candidate pool was inadequate with not enough applications and/or poorly qualified candidates |
| 10 | Candidate pool was low in number of applicants and/or had too few qualified candidates |
| 5 | Candidate pool was good with an adequate number of applicants who were qualified for the position |
| 2 | Candidate pool was outstanding with a good number of applicants who were well-qualified for the position |

1. If you have had difficulty hiring part-time faculty in the last 3-5 years, which factor or factors do you believe contributed to the difficulty?

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| --- | --- |
| Number of Respondents |  |
| 10 | Too few qualified applicants in the area |
| 10 | Inadequate pay |
| 1 | Unsatisfactory working conditions (lack of office space or equipment, too many required duties, schedules, etc.) |
| 2 | Lack of benefits |
| 1 | Lack of resources (access to travel funds, professional development, etc.) |

**COMMENTS:** “

“Did not have any difficulty” (2 responses)

“Very small pool compounded by low salary”

“Last minute decisions to be able to hire. Knowledge of visiting positions too late.”

1. Do you believe raising the pay per 3-hour credit course to $3300 would benefit your department by attracting a larger pool of qualified candidates?

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| --- | --- |
| Number of Respondents |  |
| 8 | Very likely |
| 8 | Somewhat likely |
| 2 | Not likely |

1. Please share any comments you have about part-time faculty pay or the questions above.

* It is easy to get inexperienced faculty who want to teach online classes for the ccurrent $2,600 per course. However, to get experienced faculty who are going into phased retirement or recently retired, additional pay is needed.
* In addition to attracting new part-time instructional help, I think we should consider increasing the part-time pay to compensate fairly the many continuing instructors who have been doing a good job for years. It's the right thing to do! We might consider a stepped version where new part-time people get $2,750 and the number goes to 3,100 after two semesters of good teaching or lab instruction; and then up from there. It's more complicated but it rewards good work and time in service.
* While looking at market comparisons are important, my concerns are less about the pool of candidates for part-time faculty and more about trying to be fair. There are many part-time faculty who have worked years at UCA, and I think it is appropriate to try to increase part-time pay to show we care about their service. If an increase to $3,300 (mentioned in the survey) is not possible, then perhaps a commitment could be made to increase part-time pay in smaller increments, over time.
* Increasing pay may not help grow our pool, specifically, but it needs to be done for moral reasons if for no other reason. The pay is too low and has not increased for a long, long time.
* Qualified faculty in foreign languages are hard to find and impossible to retain long at 2,600 per course even with benefits at 3 courses. I still believe it is important to cap part-time positions at 9 hours per term.
* We have great part time faculty. Having benefits is very important to part time faculty perhaps more than increasing the salary.
* Adjuncts are not inherently weaker teachers, many are very good. The problem is a system that waits to hire adjuncts at the last minute when need appears high in late summer. The positions were not carefully planned. The positions do not receive the proper vetting one would expect from dept faculty. And who can blame dept faculty for not being motivated to interview candidates in the summer. We have a system that I believe disparages the work of so called 9 month faculty, so why would they be motivated to "work" when UCA doesn't think they are working during the summer. Examples abound of what I mean by "disparage" but this is not the place.
* We have quality people who don't want to leave UCA or their specialty area, but they are relegated to applying elsewhere to protect the livelihood of their family. Raising salaries makes a significant difference to part time faculty teaching high loads.