



A Union of Professionals

PART-TIME FACULTY NATIONAL DATA SHEET¹

We offer the following information as background on the employment and exploitation of part-time and other nontenure-track faculty in higher education. The information is national in scope and only serves as a backdrop for the more important perspectives of the state and local picture. We would encourage you to find out similar information at both the state and local level, particularly focusing on the following:

- What is the percentage of full-time tenure-track faculty compared to part-time faculty and other nontenure-track faculty?
- What is the salary differential between full-time and part-time faculty?
- What disciplines do part-time faculty teach in the greatest numbers?

Here is some of the national information in those areas and a few others.

GENERAL DEMOGRAPHICS

There are over 500,000 part-time faculty members teaching in institutions of higher education in the United States. In terms of the total number of faculty, part-timers represent approximately 44 percent.



These percentages differ based on institutional type. Public research institutions have the highest percentage of full-time faculty (77.8%), although graduate assistants are not included in this figure. Community colleges have the highest percentage of part-time faculty (66.7%).

These numbers have increased dramatically throughout the 1990s and into 2000s:

<u>Year</u>	<u>Full-time Faculty</u>	<u>Part-time Faculty</u>
1987	66.9	33.1
1992	58.4	41.6
1998	57.4	42.6
2004	56.3	43.7

Women represent approximately 38.3percent of the full-time faculty, but make up 48 percent of the part-time ranks. Differences between part-time and full-time faculty along lines of ethnicity or age are not so significant.

¹ Except where noted, all data is based on two National Center for Education Statistics reports: *2004 National Study of Postsecondary Faculty (NSOPF:04) Report on Faculty and Instructional Staff in Fall 2003* and *Staff in Postsecondary Institutions, Fall 2003, and Salaries of Full-Time Instructional Faculty, 2003-04*. Reports can be obtained at the NCES Webvsite: <http://nces.ed.gov>.

² Full-time faculty members represent approximately 56 percent of total faculty; this number includes temporary contract faculty.



PAY

Part-time faculty earn substantially less than their full-time faculty counterparts.

Basic Salary from Institution

Part-time Faculty	\$11,200
Full-time Faculty	\$67,400

The reasons for this difference in pay could be due to several factors. One factor may be the difference in the number of hours spent in the classroom. Part-time faculty average 7.3 hours per week of classroom hours, while full-time faculty average 11 hours per week.² However, given that the discrepancy in salaries is far greater than the discrepancy in classroom hours, a more likely factor is the amount of money paid to part-time faculty for their instructional responsibilities.

The Coalition on the Academic Workforce (CAW), a coalition of disciplinary associations, surveyed and reported on the employment and compensation practices of colleges and universities in nine social science and humanities fields. As of six years ago, in these fields (such as English and foreign languages) more than 50 percent of introductory courses are taught by part-time or other nontenure-track faculty. Furthermore, the vast majority of part-time faculty members (72 percent) in these fields are paid at a rate of less than \$3,000 per course. This means that, even teaching four courses a semester, a typical part-time instructor receives an annual salary of less than \$24,000.³

BENEFITS

While national studies do not provide statistical information on faculty benefits, they do survey the satisfaction level of faculty regarding benefits. Not surprisingly, a vast majority of part-time faculty are dissatisfied with the benefits offered at the institution of higher education at which they work.

More specifically, of those departments that responded to the CAW survey, only 27 percent reported that part-time faculty members are offered *any* benefits, including health, retirement, or life insurance. The remaining 63 percent reported that part-timers are offered no benefits whatsoever.

TENURE

In addition to more faculty working part-time, more full-time faculty are working also without tenure. The following table shows the steady increase of full-time faculty that are not eligible for tenure.

Tenure status	Fall 1995	Fall 1997	Fall 1999	Fall 2001	Fall 2003	Change in % from Fall 1995 to Fall 2003
Tenured	52.2	50.7	48.5	46.3	45.9	-6.3
On tenure track	20.2	19.1	19.6	20.8	20.8	0.6
Non-tenure track	27.6	30.2	31.8	32.9	33.3	5.7

² It should be noted that these numbers do not account for part-time faculty teaching at multiple institutions, but rather indicate on average how many hours a part-time faculty member teaches at a particular institution where he or she is being surveyed.

³ For more on this report, see: www.theaha.org/perspectives/issues/2000/0010/pt_survey.htm.

