

# Part-time/Adjunct & Other Non-Tenure Track Faculty National Data Sheet

We offer the following information as background on the employment and exploitation of part-time/adjunct and other non-tenure track faculty in higher education. The information is national in its orientation 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 non-tenure track faculty?
- What is the salary differential between full-time and part-time faculty?
- What disciplines are part-time faculty used in the greatest numbers?

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

## **GENERAL DEMOGRAPHICS**

There are approximately 421,000 part-time faculty members teaching in institutions of higher education in the United States. Part-timers represent approximately 43% of the total number of faculty.

These percentages differ based on institutional type. Public research institutions have the highest percentage of full-time faculty (79.7%), although graduate assistants are not included in this figure. Community colleges have the highest percentage of part-time faculty (63.9%).



These numbers have increased dramatically throughout the 1990s:

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

Women represent approximately 36% of the full-time faculty, but make up 48% of the part-time ranks. Differences between part-time and full-time faculty along lines of ethnicity or age are not as significant.

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<sup>1</sup> Except where noted, all data is based on two National Center of Education Statistics reports: Background Characteristics, Work Activities, and Compensation of Faculty and Instructional Staff in Postsecondary Institutions and the Digest of Education Statistics 2000. Reports can be obtained at the NCES website: <http://nces.ed.gov>

## **PAY**

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

	<u>Basic Salary from Institution</u>
Part-time Faculty	\$11,614
Full-time Faculty	\$56,851

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.<sup>2</sup> 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, recently surveyed and reported on the employment and compensation practices of colleges and universities in nine social science and humanities fields. In these fields (such as English and foreign languages) over 50% of introductory courses are taught by part-time or other non-tenure 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.<sup>3</sup>

## **BENEFITS**

While National Studies do not survey statistical information on faculty benefits, they do survey the satisfaction level of faculty regarding faculty. Not surprisingly a vast majority of part-time faculty are dissatisfied with the benefits offered at the institution of higher education they work at while full-time faculty appear to be generally satisfied.

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 also working without tenure. The following table shows the steady percentage increase of full-time faculty working without or toward tenure.

Year	Tenure Status of Full-time Faculty			
	Tenured	On Tenure Track	Not On Tenure Track	No Tenure System Available
1987	58.5	23.9	8.9	8.6
1992	55.5	23.5	12.4	8.6
1998	53.1	18.8	18.1	10.0

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<sup>2</sup> 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 teaches at a particular institution where he or she is being surveyed.

<sup>3</sup> For more on this report see:[http://www.theaha.org/perspectives/issues/2000/0010/pt\\_survey.htm](http://www.theaha.org/perspectives/issues/2000/0010/pt_survey.htm)