



NATIONAL INITIATIVE FOR LEADERSHIP & INSTITUTIONAL EFFECTIVENESS

NILIE Technical College Raleigh, North Carolina

Personal Assessment of the College Environment (PACE) Part-Time Faculty Subscale Report

by

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Part-time Faculty Literature Review

Since the inception of community colleges in 1960s, the status of faculty has undergone a dramatic change. Research has found that the number of part-time faculty has increased by 86% since this time (Schuster and Finkelstein, 2006). In 2012, the American Association of Community Colleges (AACC) reported that 70% of community college employees were part-time while only 30% of faculty were classified as full-time. Hiring part-time faculty has become a preferred choice than hiring full-time faculty because of the low salary and flexibility of part-time positions (Jacoby, 2006).

Part-time faculty positions attract a range of individuals with different goals and motivations (Gappa and Leslie, 1993). Some part-time faculty, specifically those in the arts and sciences who are trained to teach, rely on non-tenure track positions as either a main or supplemental source of income because their skills are not as valued in private industry (Wagoner, 2007). Others, such as those in vocational-related fields who have private industry experience but have not had formal pedagogical experiences, choose non-tenure track positions as a way to share their knowledge and expertise and gain enjoyment from teaching while continuing to work in private industry (Gappa & Leslie, 1993; Wagoner, 2007). Finally, some part-time faculty view temporary employment as a way to ease into a permanent, tenured position (Gappa & Leslie, 1993).

Beyond goals and motivations, the demographics represented by part-time faculty are skewed. Although the numbers of men and women in part-time positions are about equal (AACC, 2012), the number of women in non-tenure track positions are fewer than the percentage represented in tenure-track positions in higher education (Gappa & Leslie, 1993). When it comes to race and ethnicity, minorities are not sufficiently represented in part-time faculty positions (AACC, 2012; Kezar, 2010).

Research has shown that the working experiences of part-time faculty are often negative, for a myriad of reasons (Kezar, 2010). These reasons range from receiving low levels of compensation, to lacking job security, to simply feeling that they are unheard and ignored by others members in the college environment. The following recommendations are based on Kezar's (2010) meta-analysis of non-tenure track faculty (including part-time faculty) in order to improve their levels of satisfaction with the higher education working environment:

- Communicate respect to non-tenure track faculty
- Ensure a consistent hiring process for non-tenure track faculty
- Encourage inclusion of non-tenure track faculty with tenure track faculty
- Reconsider contract length of non-tenure track faculty
- Consider providing compensation and benefits similar to tenure track faculty
- Clarify expectations of work role
- Implement and use tools related to promotion and evaluation
- Support professional development opportunities
- Encourage academic freedom
- Provide resources for non-tenure track faculty.

The National Initiative for Leadership and Institutional Effectiveness recognizes the need to understand more about this group of employees and are committed to conducting research based on the data collected from this group using the PACE report in addition to the specialized part-time faculty scale in this report. This data will be analyzed using a framework that covers the background information of part-time faculty and the following factors:

- Job Security, Motivation and Advancement
- Compensation and Benefits
- Training and Evaluation
- Inclusion and Access.

References

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Table 1. Compensation and Benefits Frequency Distributions

Compensation and Benefits	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
1 Compensation is a major consideration in my decision to teach part-time	Strongly disagree	9	3%
	Disagree somewhat	22	9%
	Neither	35	14%
	Agree somewhat	102	40%
	Strongly agree	90	35%
	Total	258	100%
2 My part-time position provides necessary income for me	Strongly disagree	9	3%
	Disagree somewhat	24	9%
	Neither	48	18%
	Agree somewhat	88	33%
	Strongly agree	95	36%
	Total	264	100%
3 My part-time position provides reasonable benefits (e.g., health insurance, retirement)	Strongly disagree	1	0%
	Disagree somewhat	15	6%
	Neither	39	15%
	Agree somewhat	124	48%
	Strongly agree	80	31%
	Total	259	100%
4 Teaching part-time aligns with my current lifestyle	Strongly disagree	6	2%
	Disagree somewhat	13	5%
	Neither	43	17%
	Agree somewhat	108	42%
	Strongly agree	87	34%
	Total	257	100%

Compensation and Benefits (continued)		Response Option	NILIE Tech	
			Count	%
<i>The extent to which...</i>				
5 Part-time teaching provides a personal outlet for my interests not related directly to financial compensation or employment	Strongly disagree	47	19%	
	Disagree somewhat	42	17%	
	Neither	53	21%	
	Agree somewhat	63	25%	
	Strongly agree	45	18%	
Total		250	100%	
6 I am compensated well for advising/counseling students	Strongly disagree	1	0%	
	Disagree somewhat	10	4%	
	Neither	32	12%	
	Agree somewhat	139	53%	
	Strongly agree	78	30%	
Total		260	100%	

Table 2. Job Security, Motivation, and Advancement Frequency

Job Security, Motivation and Advancement		Response Option	NILIE Tech	
			Count	%
<i>The extent to which...</i>				
7 Part-time faculty at this institution often get hired into full-time positions	Strongly disagree	0	0%	
	Disagree somewhat	8	3%	
	Neither	66	27%	
	Agree somewhat	107	44%	
	Strongly agree	64	26%	
Total		245	100%	
8 Part-time teaching is a path to a full-time position	Strongly disagree	20	8%	
	Disagree somewhat	38	14%	
	Neither	36	14%	
	Agree somewhat	114	43%	
	Strongly agree	57	22%	
Total		265	100%	
9 Full-time positions were not available at the time that I was searching for employment	Strongly disagree	1	0%	
	Disagree somewhat	8	3%	
	Neither	64	26%	
	Agree somewhat	112	46%	
	Strongly agree	61	25%	
Total		246	100%	
10 I feel that I have job security	Strongly disagree	7	3%	
	Disagree somewhat	24	9%	
	Neither	33	12%	
	Agree somewhat	85	32%	
	Strongly agree	116	44%	
Total		265	100%	

Table 3. Training and Evaluation Frequency Distributions

Training and Evaluation	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
11 I was given training at this institution before teaching	Strongly disagree	12	5%
	Disagree somewhat	31	12%
	Neither	64	25%
	Agree somewhat	91	35%
	Strongly agree	60	23%
	Total	258	100%
12 Student evaluations are provided to me within six months of the completion of the course	Strongly disagree	20	8%
	Disagree somewhat	32	13%
	Neither	59	23%
	Agree somewhat	90	35%
	Strongly agree	54	21%
	Total	255	100%
13 Performance evaluations are conducted at least once per academic year	Strongly disagree	1	0%
	Disagree somewhat	11	4%
	Neither	38	15%
	Agree somewhat	132	52%
	Strongly agree	73	29%
	Total	255	100%
14 My institution provides the opportunity for me to engage in professional development	Strongly disagree	25	10%
	Disagree somewhat	30	12%
	Neither	46	18%
	Agree somewhat	78	31%
	Strongly agree	76	30%
	Total	255	100%

Table 4. Inclusion and Access Frequency Distributions

Inclusion and Access	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
15 I have access to support services (instructional and/or technological support)	Strongly disagree	14	5%
	Disagree somewhat	36	14%
	Neither	51	19%
	Agree somewhat	89	34%
	Strongly agree	75	28%
	Total	265	100%
16 I am welcome to attend meetings (e.g., department, unit, college-wide)	Strongly disagree	24	9%
	Disagree somewhat	32	13%
	Neither	55	22%
	Agree somewhat	88	35%
	Strongly agree	54	21%
	Total	253	100%
17 My participation in meetings (e.g., department, unit, college-wide) is valued	Strongly disagree	5	2%
	Disagree somewhat	15	6%
	Neither	58	23%
	Agree somewhat	100	40%
	Strongly agree	70	28%
	Total	248	100%
18 Full-time faculty respect me	Strongly disagree	17	7%
	Disagree somewhat	30	12%
	Neither	33	13%
	Agree somewhat	110	42%
	Strongly agree	69	27%
	Total	259	100%

Inclusion and Access (continued)	Response Option	NILIE Tech	
		Count	%
<i>The extent to which...</i>			
19 I have satisfying working relationships with administrators	Strongly disagree	2	1%
	Disagree somewhat	8	3%
	Neither	60	25%
	Agree somewhat	107	45%
	Strongly agree	61	26%
Total		238	100%

Table 5. Part-time Faculty Subscale Demographic Frequency Distributions

Demographic Items	Response Option	NILIE Tech	
		Count	%
1 What is the total number of institutions at which you are teaching this semester	1	45	19%
	2	117	48%
	3	50	21%
	4	30	12%
	5+	0	0%
	Total	242	100%
2 I have a full time career in an industry outside academia	Yes	120	53%
	No	108	47%
	Total	228	100%
3 My preference would be to have full-time status at this institution	Yes	133	57%
	No	100	43%
	Total	233	100%
4 Have you ever pursued a full-time teaching position at this institution	Yes	129	50%
	No	130	50%
	Total	259	100%
5 Are you currently seeking full-time status at this institution	Yes	102	42%
	No	140	58%
	Total	242	100%

Demographic Items (continued)		Response Option	NILIE Tech	
			Count	%
6	I am responsible for teaching developmental/remedial/general education classes	Yes	147	63%
		No	85	37%
		Total	232	100%
7	I am responsible for teaching online courses	Yes	97	39%
		No	154	61%
		Total	251	100%
8	On average, how much are you paid per course at this institution	\$2,000 or less	63	25%
		\$2,001-\$3,000	67	27%
		\$3,001-\$4,000	54	22%
		\$4,001 or more	67	27%
		Total	251	100%
9	Mark all resources not available to you in your last term as part-time faculty at this institution	Use of private office	56	22%
		An email account	101	39%
		A personal computer	80	31%
		A phone/voicemail	44	17%
		Shared office space	100	38%
		Access to parking	46	18%
		Faculty lounge area	69	27%
		Classroom supplies	79	30%
		Mailbox	71	27%
		Photocopy & Printer	60	23%
		Library	61	23%
		IT Support	52	20%
		Professional Development	62	24%
		Administrative Support	67	26%
		Total	260	100%

Table 6. Compensation and Benefits Item Mean Comparisons

Compensation and Benefits	NILIE Tech	
	N	Mean
<i>The extent to which...</i>		
1 Compensation is a major consideration in my decision to teach part-time	258	3.938
2 My part-time position provides necessary income for me	264	3.894
3 My part-time position provides reasonable benefits (e.g., health insurance, retirement)	259	4.031
4 Teaching part-time aligns with my current lifestyle	257	4.000
5 Part-time teaching provides a personal outlet for my interests not related directly to financial compensation or employment	250	3.068
6 I am compensated well for advising/counseling students	260	4.088

* p <.05, ** p < .01, *** p < .001

Table 7. Job Security, Motivation, and Advancement Item Mean

Job Security, Motivation, and Advancement		NILIE Tech	
		N	Mean
<i>The extent to which...</i>			
7	Part-time faculty at this institution often get hired into full-time positions	245	3.927
8	Part-time teaching is a path to a full-time position	265	3.566
9	Full-time positions were not available at the time that I was searching for employment	246	3.911
10	I feel that I have job security	265	4.053

* p <.05, ** p < .01, *** p < .001

Table 8. Training and Evaluation Item Mean Comparisons

Training and Evaluation		NILIE Tech	
		N	Mean
<i>The extent to which...</i>			
11	I was given training at this institution before teaching	258	3.605
12	Student evaluations are provided to me within six months of the completion of the course	255	3.494
13	Performance evaluations are conducted at least once per academic year	255	4.039
14	My institution provides the opportunity for me to engage in professional development	255	3.588

* p <.05, ** p < .01, *** p < .001

Table 9. Inclusion and Access Item Mean Comparisons

		NILIE Tech	
		N	Mean
<i>The extent to which...</i>			
15	I have access to support services (instructional and/or technological support)	265	3.660
16	I am welcome to attend meetings (e.g., department, unit, college-wide)	253	3.458
17	My participation in meetings (e.g., department, unit, college-wide) is valued	248	3.867
18	Full-time faculty respect me	259	3.710
19	I have satisfying working relationships with administrators	238	3.912

* p <.05, ** p < .01, *** p < .001

Table 10. Mean Comparisons by Number of Institutions

What is the total number of institutions at which you are teaching this semester:	NILIE Tech	
	N	Mean
Overall	266	3.777
1	45	3.721
2	117	3.762
3	50	3.879
4	30	3.738
5+	0	--

* p < .05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 11. Mean Comparisons by Industry Career

I have a full time career in an industry outside academia:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	120	3.737
No	108	3.802

Table 12. Mean Comparisons by Full-time Status Preference

My preference would be to have full-time status at this institution:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	133	3.794
No	100	3.725

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 13. Mean Comparisons by Pursued Full-time Position

Have you ever pursued a full-time teaching position at this institution:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	129	3.735
No	130	3.807

Table 14. Mean Comparisons by Seeking Full-time Status

Are you currently seeking full-time status at this institution:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	102	3.734
No	140	3.816

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 15. Mean Comparisons by Teaches Developmental Education

I am responsible for teaching developmental/ remedial/general education classes:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	147	3.784
No	85	3.759

Table 16. Mean Comparisons by Teaches Online Courses

I am responsible for teaching online courses:	NILIE Tech	
	N	Mean
Overall	266	3.777
Yes	97	3.790
No	154	3.790

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 17. Mean Comparisons by Course Pay

On average, how much are you paid per course at this institution:	NILIE Tech	
	N	Mean
Overall	266	3.777
\$2,000 or less	63	3.719
\$2,001-\$3,000	67	3.823
\$3,001-\$4,000	54	3.791
\$4,001 or more	67	3.761

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality

Table 18. Mean Comparisons by Resources

Mark all resources not available to you in your last term as part-time faculty at this institution:	NILIE Tech	
	N	Mean
Overall	266	3.777
Use of private office	56	3.784
An email account	101	3.772
A personal computer	80	3.728
A phone/voicemail	44	3.833
Shared office space	100	3.764
Access to parking	46	3.763
Faculty lounge area	69	3.730
Classroom supplies	79	3.789
Mailbox	71	3.755
Photocopy & Printer	60	3.741
Library	61	3.797
IT Support	52	3.794
Professional Development	62	3.685
Administrative Support	67	3.788

* p <.05, ** p < .01, *** p < .001

-- indicates results redacted for confidentiality