
Commission for Women

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Approximately 120 questionnaires were sent to UTK part-time faculty and 53 responses were received. The majority of those responding held the rank of instructor (45%) or assistant professor (26%). Of those responding, 40% had obtained degrees at UTK. Quarter-by-quarter appointments were held by 34%. The majority considered their part-time status to be permanent (64%). About 50% were part-time by choice. Some (26%) had previously held full-time positions at UTK. The majority had been part-time from 1 to 5 years (65%), while 35% had been part-time for 6 to 15 years. The majority seemed to be confident of their status for the next quarter, but 29% were uncertain of their future status. Those responding held from 5% to 95% appointments with clustering at the 25%, 50%, 66%, and 75% appointments. The largest percentage responding had 50% appointments (34%). Most were in teaching positions with 17% holding teaching/research or research positions; however, those in teaching positions were doing research and were publishing in refereed journals (42%). Part-time faculty were teaching graduate level (28%) as well as lower and upper division courses. Part-time faculty (53%) were found to be serving on departmental, college and/or University committees.

When part-time faculty were asked to respond on a 1-5 scale regarding their satisfaction with several aspects of their job in comparison to their full-time colleagues, the most outstanding areas of dissatisfaction were benefits (insurance, retirement, longevity pay) and tenure which part-time faculty currently are denied. Their written comments indicated many other areas of concern. It seems that treatment of part-time faculty is quite variable from department to department and may depend heavily on the department chairperson's perception of part-time faculty positions.
Profile of Part-Time Faculty

1. What is your rank?
   - Instructor: 24
   - Asst. Prof.: 14
   - Assoc. Prof.: 6
   - Professor: 3
   - Lect.: 5
   - Res. Assoc.: 1

2. Are you currently pursuing a degree at UTK? Yes ___ No ___

3. Did you obtain degrees at UTK? Yes ___ No ___ If yes, specify: (over)

4. Is your appointment:
   - Annual: ___
   - Quarter-by-Quarter: ___
   - On-going: ___

5. Do you consider your part-time position at UTK to be a temporary situation? ___
   a permanent situation? ___

6. Given a choice, would you prefer a part-time ___ or a full-time ___ appointment?

7. Have you ever held a full-time position at UTK? Yes ___ No ___
   If so, what period of time? ___
   - periods of 2 to 14 yrs
   - throughout 60's and 70's
   - (over)

8. How long have you held a part-time position at UTK? ___

9. Do you expect to hold a part-time position at UTK next quarter? Yes ___ No ___
   Don't know ___
   Next year? Yes ___ No ___
   Don't know ___

10. What percentage time is your position?
    - 25%: ___
    - 33%: ___
    - 50%: ___
    - 66%: ___
    - 75%: ___
    - 80%: ___
    - 95%: ___
    - Other, specify: ___

11. According to your job description, how is your position divided among teaching, research, administration, etc.? (For example, if you have a 0.75 position, you might be 0.50 research and 0.25 teaching.)
    - Teaching: ___
    - Research: ___
    - Published in a referred journal in last two years? Yes ___ No ___
    - Administration: ___
    - Other, specify: ___

12. If you teach, at what course level do you usually teach?
    - Lower division: ___
    - Upper division: ___
    - Graduate: ___

13. How many departmental, college and University committees are you on?
    - departmental: ___
    - college: ___
    - University: ___

(over)
3. Degrees at UT: MS-9 MA-5 MM-1 BS-2 JD-2 PhD-8

8. Length of part time service: yrs. 1 2 3 4 5 6 7 8 11 12 14 15 # 15 6 7 1 4 3 2 4 3 2 2 2 NR-2

11. Combination percentages:

   Teaching-Research 5
   2/3-1/3 3
   1/4-3/4 1
   1/2-1/2 1

   Teaching-Administration 7
   2/3-1/3 5
   1/4-3/4 2

   Teaching-Clinical oversight supervision 2
   2/3-1/3 1
   4/5-1/5 1

13. Committee service:

   Departmental: 16 serve on 1
   5 " 2
   1 " 3
   1 " 4
   1 " 3 with 1 college also
   2 " 1 with 2 university also

   University: 1 serves on 1
   1 " 2

25 responded that they serve on zero committees.
## II. Problem Areas

In comparison to full-time faculty in your department, how do you rate your situation in the following areas? Scale = 1 2 3 4 5

<table>
<thead>
<tr>
<th>Value in () are # responding</th>
<th>satisfactory</th>
<th>mean response</th>
<th>Percent Responding as 1-2</th>
<th>3</th>
<th>4-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Salary (50)</td>
<td>3.0</td>
<td>34%</td>
<td>28%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>2. Participation in fringe benefits:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in general (41)</td>
<td>3.6</td>
<td>18%</td>
<td>24%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>faculty discounts (48)</td>
<td>2.8</td>
<td>55%</td>
<td>4%</td>
<td>41%</td>
<td></td>
</tr>
<tr>
<td>insurance (39)</td>
<td>4.3</td>
<td>13%</td>
<td>8%</td>
<td>79%</td>
<td></td>
</tr>
<tr>
<td>retirement (41)</td>
<td>4.0</td>
<td>21%</td>
<td>5%</td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>longevity pay (41)</td>
<td>4.5</td>
<td>7%</td>
<td>6%</td>
<td>87%</td>
<td></td>
</tr>
<tr>
<td>social security (40)</td>
<td>2.7</td>
<td>50%</td>
<td>8%</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>library privileges (47)</td>
<td>1.8</td>
<td>79%</td>
<td>2%</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>3. Adequate advance notice of teaching assignments (46)</td>
<td>2.0</td>
<td>67%</td>
<td>24%</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>4. Gaining tenure (39)</td>
<td>4.3</td>
<td>15%</td>
<td>3%</td>
<td>82%</td>
<td></td>
</tr>
<tr>
<td>5. Office space (51)</td>
<td>2.2</td>
<td>64%</td>
<td>16%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>6. Access to telephone (52)</td>
<td>1.9</td>
<td>72%</td>
<td>8%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>7. Availability of secretarial &amp; support staff (53)</td>
<td>2.1</td>
<td>65%</td>
<td>17%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>8. Listing in faculty directory &amp; catalog (48)</td>
<td>2.4</td>
<td>65%</td>
<td>2%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>9. Participation in:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>department faculty meetings (49)</td>
<td>2.5</td>
<td>61%</td>
<td>2%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>department committees (46)</td>
<td>2.4</td>
<td>65%</td>
<td>4%</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>college faculty meetings (43)</td>
<td>2.6</td>
<td>54%</td>
<td>16%</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>college committees (43)</td>
<td>3.1</td>
<td>20%</td>
<td>14%</td>
<td>46%</td>
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</tr>
<tr>
<td>University committees (43)</td>
<td>3.0</td>
<td>42%</td>
<td>12%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>10. Notification of:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>department faculty meetings (48)</td>
<td>2.2</td>
<td>68%</td>
<td>6%</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>college faculty meetings (44)</td>
<td>2.3</td>
<td>62%</td>
<td>14%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>research opportunities (45)</td>
<td>2.4</td>
<td>56%</td>
<td>20%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>University meetings/events (50)</td>
<td>2.1</td>
<td>68%</td>
<td>14%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Values in () are # responding</td>
<td>Mean Response</td>
<td>Percent Responding as</td>
<td></td>
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</tr>
<tr>
<td>11.</td>
<td>Obtaining research funds (48)</td>
<td>2.6</td>
<td>50%</td>
<td></td>
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</tr>
<tr>
<td>12.</td>
<td>Obtaining research facilities (40)</td>
<td>2.9</td>
<td>40%</td>
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<tr>
<td>13.</td>
<td>Obtaining technical assistance for research (40)</td>
<td>3.0</td>
<td>40%</td>
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</tr>
<tr>
<td>14.</td>
<td>Receiving travel funds (44)</td>
<td>2.9</td>
<td>41%</td>
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<td></td>
</tr>
<tr>
<td>15.</td>
<td>Voting privileges in faculty meetings (45)</td>
<td>3.2</td>
<td>46%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16.</td>
<td>Participation in dept. searches (42)</td>
<td>3.1</td>
<td>35%</td>
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</tr>
<tr>
<td>17.</td>
<td>Input into department policy decisions (45)</td>
<td>3.1</td>
<td>37%</td>
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<tr>
<td>18.</td>
<td>Department observance of seniority in making course assignments (42)</td>
<td>2.6</td>
<td>60%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19.</td>
<td>Job performance expectation in relation to salary and % time (50)</td>
<td>3.1</td>
<td>32%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please list or discuss other concerns you have regarding part-time faculty.

Please return to Ralph Norman, 513 Andy Holt Tower by December 19, 1980.
I. Profile of Part-Time Faculty

1. What is your rank?
   - Instructor
   - Asst. prof.
   - Assoc. prof.
   - Professor

2. Are you currently pursuing a degree at UTK? Yes No

3. Is your appointment
   - Annual?
   - Quarter-by-quarter?
   - On-going?

4. Do you consider your part-time position at UTK to be a
   - temporary situation?
   - permanent situation?

5. Have you ever held a full-time position at UTK?
   - Yes
   - No
   - If so, what period of time?

6. How long have you held a part-time position at UTK?

7. Do you expect to hold a part-time position at UTK next quarter?
   - Yes
   - No
   - Don't know
   - Next Year?
       - Yes
       - No
       - Don't know

8. What percentage time is your position?
   - 25%
   - 33%
   - 50%
   - 66%
   - 75%
   - 80%
   - 95%
   - Other, specify

9. According to your job description, how is your position divided among teaching, research, administration, etc? (For example, if you have a 0.75 position, you might be 0.50 research and 0.25 teaching)
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   - Research
   - Published in a referred journal in last 2 years? Yes No
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10. If you teach, at what course level do you usually teach?
    - Lower division
    - Upper division
    - Graduate

11. How many departmental, college and University committees are you on:
    - departmental
    - college
    - University
II. Problem Areas

In comparison to full-time faculty in your department, how do you rate your situation in the following areas?

<table>
<thead>
<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>totally unsatisfactory</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. Salary

2. Participation in fringe benefits:
   - in general
   - faculty discounts
   - insurance
   - retirement
   - longevity pay
   - social security
   - library privileges

3. Adequate advance notice of teaching assignments

4. Gaining tenure

5. Office space

6. Access to telephone

7. Availability of secretarial & support staff

8. Listing in faculty directory & catalog

9. Participation in:
   - department faculty meetings
   - department committees
   - college faculty meetings
   - college committees
   - University committees

10. Notification of:
    - department faculty meetings
    - college faculty meetings
    - research opportunities
    - University meetings/events
11. Obtaining research funds  
   1  2  3  4  5
12. Obtaining research facilities  
   1  2  3  4  5
13. Obtaining technical assistance for research  
   1  2  3  4  5
14. Receiving travel funds  
   1  2  3  4  5
15. Voting privileges in faculty meetings  
   1  2  3  4  5
16. Participation in dept. searches  
   1  2  3  4  5
17. Input into department policy decisions  
   1  2  3  4  5
18. Department observance of seniority in making course assignments  
   1  2  3  4  5
19. Job performance expectation in relation to salary and % time  
   1  2  3  4  5

III. Please list or discuss other concerns you have regarding part-time faculty.

Please return to Ralph Norman, 513 Andy Holt Tower by December 12, 1980.