
Commission for Women
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.
FINDINGS (53 responses)
SURVEY OF PART-TIME FACULTY
UNIVERSITY OF TENNESSEE-KNOXVILLE

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 7 No 46
3. Did you obtain degrees at UTK? Yes 21 No 32 If yes, specify: (over)
4. Is your appointment:
   - Annual? 29
   - Quarter-by-Quarter? 18
   - On-going? 6
5. Do you consider your part-time position at UTK to be a temporary situation? 18 a permanent situation? 34
6. Given a choice, would you prefer a part-time 25 or a full-time 25 appointment?
7. Have you ever held a full-time position at UTK? Yes 14 No 39 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? (over)
9. Do you expect to hold a part-time position at UTK next quarter? Yes 43 No 1 Don't know 3
   - Next year? Yes 28 No 6 Don't know 14 NR 5
10. What percentage time is your position?
    - 25% 7 75% 6
    - 33% 2 80% 1
    - 50% 18 95% 1
    - 66% 8 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 33
   - Research 4
   - Published in a referred journal in last two years? Yes 14 No 19
   - Administration 0
   - Other, specify: (over)
12. If you teach, at what course level do you usually teach?
   - Lower division 22
   - Upper division 24
   - Graduate 15 (some at severa
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  
   2/3-1/3  3
   1/4-3/4  1
   1/2-1/2  1

   Teaching-Administration  
   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

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<thead>
<tr>
<th>Value in () are # responding</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Salary (50)</td>
<td>3.0</td>
<td>34%</td>
<td>28%</td>
<td>38%</td>
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</table>
| 2. Participation in fringe benefits:
  in general (41)            | 3.6 | 18% | 24% | 58% |
  faculty discounts (48)     | 2.8 | 55% | 4% | 41% |
  insurance (39)             | 4.3 | 13% | 8% | 79% |
  retirement (41)            | 4.0 | 21% | 5% | 74% |
  longevity pay (41)         | 4.5 | 7% | 6% | 87% |
  social security (40)       | 2.7 | 50% | 8% | 42% |
  library privileges (47)    | 1.8 | 79% | 2% | 19% |
| 3. Adequate advance notice of teaching assignments (46) | 2.0 | 67% | 24% | 9% |
| 4. Gaining tenure (39)     | 4.3 | 15% | 3% | 82% |
| 5. Office space (51)       | 2.2 | 64% | 16% | 20% |
| 6. Access to telephone (52) | 1.9 | 72% | 8% | 20% |
| 7. Availability of secretarial & support staff (53) | 2.1 | 65% | 17% | 18% |
| 8. Listing in faculty directory & catalog (48) | 2.4 | 65% | 2% | 33% |
| 9. Participation in:
  department faculty meetings (49) | 2.5 | 61% | 2% | 36% |
  department committees (46) | 2.4 | 65% | 4% | 31% |
  college faculty meetings (43) | 2.6 | 54% | 16% | 30% |
  college committees (43) | 3.1 | 20% | 14% | 46% |
  University committees (43) | 3.0 | 42% | 12% | 46% |
| 10. Notification of:
  department faculty meetings (48) | 2.2 | 68% | 6% | 26% |
  college faculty meetings (44) | 2.3 | 62% | 14% | 24% |
  research opportunities (45) | 2.4 | 56% | 20% | 24% |
  University meetings/events (50) | 2.1 | 68% | 14% | 18% |
Values in () are # responding

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<th>Percent Responding as</th>
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<td>2.6</td>
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<td>13. Obtaining technical assistance for research (40)</td>
<td>3.0</td>
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<tr>
<td>14. Receiving travel funds (44)</td>
<td>2.9</td>
<td>41%</td>
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<td>15. Voting privileges in faculty meetings (45)</td>
<td>3.2</td>
<td>46%</td>
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<td>16. Participation in dept. searches (42)</td>
<td>3.1</td>
<td>35%</td>
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<td>17. Input into department policy decisions (45)</td>
<td>3.1</td>
<td>37%</td>
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<tr>
<td>18. Department observance of seniority in making course assignments (42)</td>
<td>2.6</td>
<td>60%</td>
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<tr>
<td>19. Job performance expectation in relation to salary and % time (50)</td>
<td>3.1</td>
<td>32%</td>
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Please list or discuss other concerns you have regarding part-time faculty.
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? a 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% 75%
33% 80%
50% 95%
66% 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)

Teaching
Research Published in a referred journal in last 2 years? Yes No
Administrative
Other, specify

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?

Scale = 1 satisfactory 2 3 4 5 totally unsatisfactory

1. Salary 1 2 3 4 5

2. Participation in fringe benefits:
   - in general 1 2 3 4 5
   - faculty discounts 1 2 3 4 5
   - insurance 1 2 3 4 5
   - retirement 1 2 3 4 5
   - longevity pay 1 2 3 4 5
   - social security 1 2 3 4 5
   - library privileges 1 2 3 4 5

3. Adequate advance notice of teaching assignments 1 2 3 4 5

4. Gaining tenure 1 2 3 4 5

5. Office space 1 2 3 4 5

6. Access to telephone 1 2 3 4 5

7. Availability of secretarial & support staff 1 2 3 4 5

8. Listing in faculty directory & catalog 1 2 3 4 5

9. Participation in:
   - department faculty meetings 1 2 3 4 5
   - department committees 1 2 3 4 5
   - college faculty meetings 1 2 3 4 5
   - college committees 1 2 3 4 5
   - University committees 1 2 3 4 5

10. Notification of:
    - department faculty meetings 1 2 3 4 5
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    - University meetings/events 1 2 3 4 5
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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.