



Part-Time Faculty SURVEY 2022

May 1, 2022

CFT SURVEY OF PART-TIME FACULTY

Topline summary of part-timer responses

Survey administered: Feb. 22 to April 22, 2022 | Total respondents: 2,530

OVERVIEW OF SAMPLE / RESPONDENTS

The survey data are from a purposive sample of faculty employed on a contingent appointment by colleges and universities in California. The majority of respondents are employed part-time at one institution, and most identified a community college as their primary employer. Contingent faculty often work at more multiple institutions, however, and may teach in systems simultaneously. Over half of the respondents identify as white (55 percent) and women (61 percent). Roughly half are between the age of 45 and 64. The sample is highly educated, with at least 87 percent having graduate school education or higher; 26 percent have a doctorate or other terminal degree and another 59 percent have a Master’s degree.

Employment Status (Spring 2022)

- 57% Part-time at one institution
- 29% Part-time at more than one institution
- 10% Full-time after combining appointments at multiple institutions
- <1% Full-time (non-tenure track) at a single institution
- 4% Other

Primary Higher Education Employer

- 93% A California Community College
- 1% A University of California campus
- 5% A California State University campus
- 2% A private college or university

Number institutions named by respondents as their primary higher education employer:

- 58 CA Community College districts (of 72)
- 7 Univ. of California campuses (of 10)
- 18 Cal State University campuses (of 23)
- 21 Private colleges or universities

Age

- <1% 18 to 24
- 8% 25 to 34
- 20% 35 to 44
- 25% 45 to 54
- 27% 55 to 64
- 16% 65 to 74
- 4% 75 or older

Race/Ethnicity

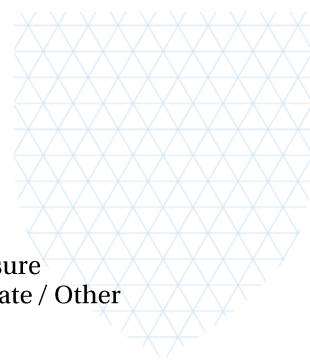
- 55% White
- 19% Hispanic/Latinx
- 7% Asian-American
- 2% Southeast Asian
- 2% East Asian
- 1% South Asian
- 6% African-American/Black
- <1% African
- 4% Middle Eastern or North African
- 2% Indigenous American/First Nations, including Pacific Islander and Native Hawaiian
- 4% Another identity
- 8% Decline to respond

Gender identity

- 61% Woman
- 37% Man
- 1% Non-Binary
- 1% Self-Identify another way

Educational Attainment

- 16% Doctorate
- 2% ABD
- 59% Master’s
- 6% MFA or MLS
- 4% JD, MD, or MBA
- 8% Baccalaureate
- 1% Certification or licensure
- 3% Less than Baccalaureate / Other



Note: percentages may not total to 100 due to rounding or when respondents could select multiple options.



HEALTHCARE

Only one in three survey respondents gets their health insurance through their college or university employer, and contrary to popular belief, only 14 percent are insured through another employer. Only 41 percent of respondents qualified for health insurance benefits, and not all who qualify enroll in the benefit. For more than a third of these respondents, it is because it is too expensive. One-third of respondents who have insurance through their higher education employer spend more than \$250 per month on their health insurance, even after accounting for employer benefits/contributions.

The Community College Part-Time Health Insurance program only allows districts to claim reimbursement for health insurance, and explicitly excludes vision and dental premiums. Many of the plans offered to part-time faculty do not cover dependents or are limited to health insurance or partial reimbursements for premiums purchased by an individual (separate from any employer).

Where do you currently get your health insurance?

- 33% Higher education employer
- 22% Spouse's or domestic partner's employer
- 14% Employer, not higher education employer
- 12% Covered California / ACA
- 12% Purchase individual or family coverage separate from any employer
- 6% No health insurance
- 5% Medi-Cal
- <1% Parent's insurance

How much do you pay out of pocket, *per month*, for your health insurance (after accounting for any reimbursements from your employer(s))?

- 33% More than \$250
- 13% \$151 to \$250
- 14% \$51 to \$150
- 10% \$1 to \$50
- 24% \$0
- 6% Don't know

This semester, do you qualify for health insurance benefits from one or more of your higher education employers?

- 41% Yes
- 40% No
- 19% Don't know

Note: percentages may not total to 100 due to rounding or when respondents could select multiple options.

If you qualify for health insurance benefits: do you participate (are you enrolled) in the health insurance benefit offered?

- 72% Yes
- 28% No

If qualified but not enrolled: why did you decline to participate in the healthcare benefits offered by your college or university?

- 35% It was too expensive
- 35% I have coverage through a spouse or domestic partner
- 22% I have coverage through another employer
- 5% The plan does not offer what I/my family needs
- 4% I didn't realize I was eligible until too late to enroll

Does your higher education employer health insurance benefit cover dependents?

- 56% Yes
- 22% No
- 21% Don't know

In addition to medical benefits, which of these benefits are included?

- 74% Dental
- 69% Vision
- 12% Hearing
- 22% None of these

Responses show not all healthcare plans are sufficient; even when faculty have benefits, they struggle.

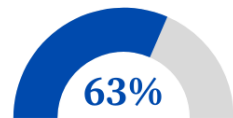
Could not get suggested medication.....Hesitated to go to ER due to costs.....Go to urgent care for any medical needs.....Have had to take non-researched pain medication because I have a crushed disc in my back and cannot get proper healthcare due to a lack of coverage.....I could not take my child to emergency room when I lost my health insurance.....Had one or two appointments with specialists but then did not complete authorized visits.

HEALTHCARE

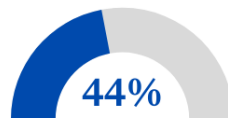
All respondents, regardless of where or how they got their health insurance, were asked if they neglected their personal healthcare because of high costs or poor coverage. Results show that large numbers of faculty choose to ration the care they or their family members need—even when they know it is recommended by their doctor. This includes delaying or skipping appointments and even rationing pills and doses of medication to make it last longer. A review of qualitative responses (summarized below) to this question are striking, revealing the severity of faculty struggles.

In the past three years, have you had to do any of the following due to a lack of or insufficient health care coverage?

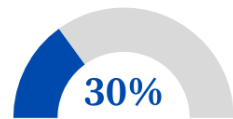
- 63% Put off/postponed getting dental care/checkups
- 44% Put off/postponed getting healthcare (including mental health services) that you needed
- 43% Did not go to see a doctor
- 30% Did not get a medical test/treatment that was recommended by a doctor
- 21% Chose a less expensive treatment than the one your doctor recommended
- 19% Did not fill prescription for medicine (for self or dependent)
- 12% Skipped/postponed rehabilitation care that your doctor recommended
- 11% Cut pills in half/skipped doses of medicine



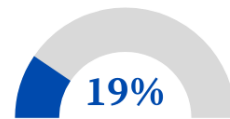
Put off or postponed getting dental care / checkups



Put off or postponed getting needed healthcare



Did not get a medical test or treatment that was recommended by a doctor



Did not fill a prescription for medicine, for self or dependent

Responses show how faculty delay or defer treatment when they lack access to healthcare.

Put off surgery until I was old enough to qualify for Medicare....Cleaned and sewed an injury to avoid emergency room costs.....Did not see gynecologist, dermatologist, pulmonary specialist, etc.....I almost died of a stomach infection. It caused a bleeding ulcer and systemic infection.....Postponed eye surgery (until I re-qualified for insurance, after my classes were cut).....Had to wait for Medicare Part B to start in July 2021 when I had a-fib from 2020. Surgery finally happened in August 2021.....Deferred personal necessities due to high cost of insurance (approx. \$700.00/month).I had a uterine fibroid and waited to have the surgery until I was old enough to qualify for Medicare....Did not go to doctor on multiple occasions because I did not have health insurance.Walked around on a broken ankle for over a month waiting for health care.....Still waiting after 2 years for cataract surgery.

EMPLOYMENT INSECURITY AND PRECARIY

Part-time faculty have no job security, regardless of their experience, education, and other qualifications. Nonetheless, for most respondents, this insecure work is their primary employment; it is their profession. The respondents have an average of 13 years of experience and 55 percent have a decade or more experience. More than 4 in 10 respondents work at multiple institutions; those who are employed by one district may still teach at multiple colleges. Only a third of the respondents have a schedule that is less than 40 percent of a full-time appointment; the majority have much more work when they combine all of their appointments. Nearly a quarter are employed at 80 percent or more. State law current prohibits part-time faculty from working more than 67 percent in one district and they are unable to combine their appointments from multiple community colleges in order to qualify for health benefits.

These structural barriers prevent faculty from working as much as they would like to, and contribute to the precarious nature of this work. Part-time faculty rely on the state’s social safety net—1 in 8 reported applying for public assistance during the past three years, and half have received unemployment benefits. For all of their faculty appointments combined, 59 percent will earn \$40,000 or less this year; 79 percent will earn \$60,000 or less.

Years of Experience

13 Average years of experience

- 3% 1 year or less
- 13% 2 to 4 years
- 28% 5 to 9 years
- 31% 10 to 19 years
- 18% 20 to 29 years
- 7% 30 or more years

Do you consider your position in higher education as a Part-time/Contingent/Adjunct faculty member your primary employment?

- 78% Yes
- 22% No

At how many different institutions of higher education are you employed, in the 2021-22 academic year? (do not count multiple campuses of the same community college district)

- 57% One
- 28% Two
- 12% Three
- 4% Four or more

Considering all of your contingent or part-time faculty appointments, what percentage of a full-time workload do you have this term, Spring 2022?

- 13% Less than 20%
- 10% 20-29%
- 9% 30-39%
- 9% 40-49%
- 11% 50-59%
- 14% 60-69%
- 4% 70-79%
- 4% 80-89%
- 10% 90-100%
- 9% More than 100%
- 7% Not sure

Includes combining of multiple appointments

How many credit classes/sections are you teaching in the 2021-22 academic year?

- 16% One
- 19% Two
- 15% Three
- 9% Four
- 6% Five
- 8% Six
- 3% Seven
- 3% Eight
- 13% Nine or more
- 7% Not applicable, non-instructional position

Faculty describe drastic measures they take to ensure they and their families have healthcare.

Could not get a divorce, I get my health insurance through my spouse.....Postponed having another child because I would be losing healthcare.....Had teeth permanently pulled because it is cheaper than dental implants or bridges.....I had to get surgery in Tijuana and pay everything out of pocket.....I had to rebudget my food allotment due to the high cost of my employer’s insurance.....Traveled to Mexico to get less expensive medical treatment.....Put off getting a divorce. I have a chronic condition and cannot be without health insurance.....took meds on alternate days.

If you were offered more additional assignments this year, would you have accepted the additional work?

- 73% Yes
- 13% No
- 14% Not sure

Are you actively seeking a full-time, tenure-track position?

- 44% Yes
- 51% No
- 6% Not Applicable

At any point in the last three years, have you applied for or received any kind of public assistance, excluding unemployment insurance (for instance, CalFresh/SNAP, WIC, housing assistance, etc.)

- 12% Yes
- 88% No

Have you ever filed for unemployment benefits during semesters or terms when you were not working?

- 50% Yes
- 40% No

This academic year, what will be your total gross pay (before taxes and deductions) for all of your faculty positions combined?

- 25% \$20,000 or less
- 34% \$20,001 to \$40,000
- 20% \$40,001 to \$60,000
- 10% \$60,001 to \$80,000
- 5% \$80,001 to \$100,000
- 2% More than \$100,000
- 5% Don't know

Note: percentages may not total to 100 due to rounding or when respondents could select multiple options.

Poor access to healthcare affects entire families. Even when part-time faculty have access to their employer's healthcare plans, they do not always cover dependents. This means some faculty are covered only because of a spouse or partner—if they have one.

Could not cover my children.....I am covered by my spouse's insurance.....Delayed child bearing plans.....My spouse will retire next year and then I will not have any insurance.....I have health insurance through my spouse. I would have none otherwise although I teach 7 classes per semester.....My spouse will retire in one year, which means I will not have health coverage.

The state funds that are meant to incentivize colleges to offer health insurance to part-time faculty cannot currently be used to reimburse dental or vision coverage. Lack of access to dental and vision care were repeatedly described by survey respondents.

Can't afford hearing aids.....Delayed vision care.....Dropped additional coverage like vision and dental to maintain affordability.....I pay out of pocket for dental and put off getting vision checkups.....Postponed getting hearing aids until it was a very serious issue. Had to pay \$7K out of pocket for them.....Postponed cataract surgery because of an unexpected facility use fee for the surgery.....Postponed dental procedures for infected painful teeth.....Postponed getting eye glasses.....Postponed vision care.

FOR ADDITIONAL INFORMATION, CONTACT:

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