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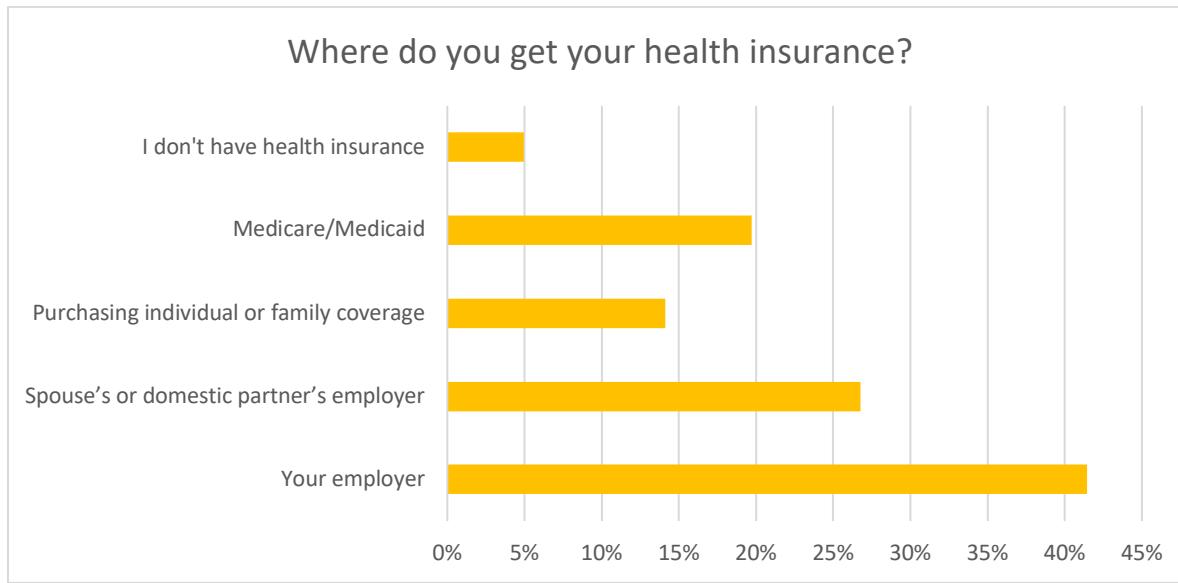
# Contingent Faculty Quality of Work Life Survey

OCTOBER 2019

This report is based on the first nationwide survey of adjunct and other contingent faculty to be circulated since 2013. The 52-question survey was completed by 3,076 contingent faculty—adjuncts/part-time faculty, full-time nontenure track faculty, and graduate employees—between May 22 and June 30, 2019. AFT and our affiliates advertised the survey via email and social media. While the resulting sample is not random, taken together with other sources of feedback from and information about contingent faculty and their work/life conditions, we believe that the size of the sample allows us to draw some robust conclusions about the conditions faced by this new majority of college faculty in the United States.

## HEALTHCARE

- Fewer than half of the survey respondents currently access health insurance through their employer. The low coverage is likely the result of the Internal Revenue Service guidance to colleges and universities on employer obligations to provide full-time employees with health coverage under the Affordable Care Act. For contingent faculty, the guidance suggests using a multiplier for classroom hours being taught that rarely results in them being considered full-time, even if they're actually working more than 30 hours a week.
- This dependence on partners' earnings/benefits also creates tremendous pressure on relationships, leaving people vulnerable to economic imperatives to get in or stay in relationships that don't serve them well in other ways.<sup>1</sup>



The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

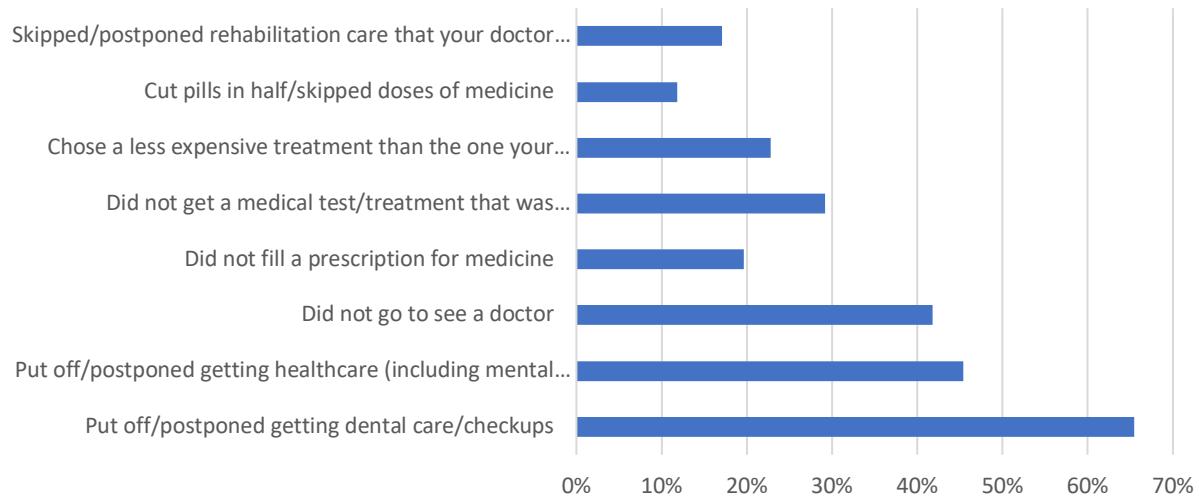
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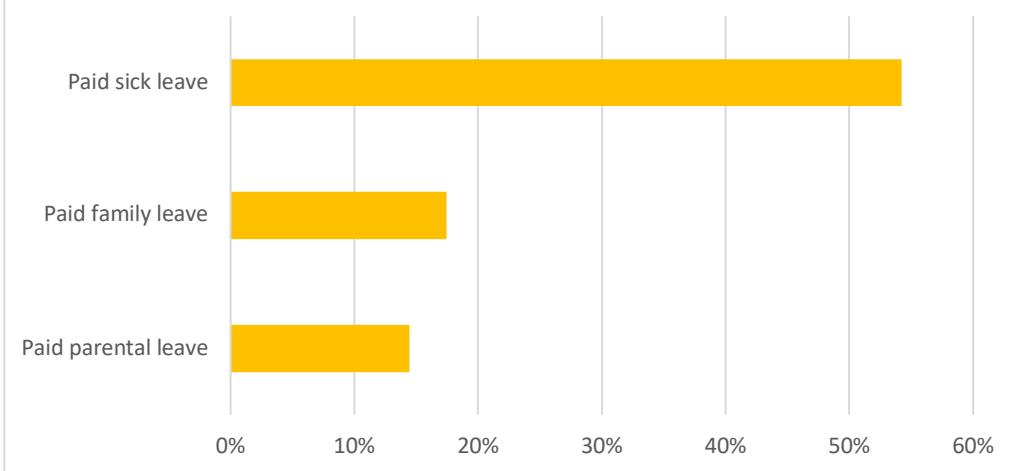
- It's shockingly common for contingent faculty to put off seeing a doctor because of costs not covered by their insurance. Twenty percent have not filled a prescription due to costs, and 10 percent have resorted to cutting pills in half or skipping doses of medication.

**Have you had to do any of the following in the past 12 months because of the cost of healthcare?**



- When family crises arise, contingent faculty are often out of luck. Only 17 percent report being offered paid family leave by their employer; 14 percent report having paid parental leave. This is a stressor for any employee who has a sick family member or relative, often forcing them to choose between their job and their family.

**Does your employer provide or offer any of the following benefits as part of employment?**



<sup>1</sup> Francis, Stacy. (2019, August 13). Money stress traps many women into staying in unhappy marriages. Available at: <https://www.cnbc.com/2019/08/13/money-stress-traps-many-women-into-staying-in-unhappy-marriages.html>.