



NATIONAL INITIATIVE FOR LEADERSHIP  
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# UA - Pulaski Technical College North Little Rock, Arkansas

## **PACE Part-Time Faculty Subscale Report** PACE Climate Survey for Community Colleges

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**Conducted**  
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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

- American Association of Community Colleges. (2012). *Community college trends and statistics* . Retrieved from <http://www.aacc.nche.edu/>
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- Jacoby, D. (2006). Effects of part-time faculty employment on community college graduation rates. *Journal of Higher Education*, 77 (6), 1081-1103.
- Kezar, A. (2010). Understanding the new majority: Contingent faculty in higher education. *ASHE Higher Education Report*, 36 (5), 1-91.
- Schuster, J. H., and Finkelstein, M. J. (2006). *The American faculty: The restructuring of academic work and careers* . Baltimore, MD: Johns Hopkins University Press.
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**Table 1. Compensation and Benefits Frequency Distributions**

*UA-PTC compared with:*

Compensation and Benefits	Response Option	UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>1</b> compensation is a major consideration in my decision to teach part-time	Strongly disagree	1	5%	4	33%	53	13%	28	12%
	Disagree somewhat	0	0%	0	0%	56	14%	29	13%
	Neither	8	40%	4	33%	70	17%	44	19%
	Agree somewhat	6	30%	4	33%	130	32%	70	31%
	Strongly agree	5	25%	0	0%	102	25%	58	25%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>411</b>	<b>100%</b>	<b>229</b>	<b>100%</b>
<b>2</b> my part-time position provides necessary income for me	Strongly disagree	0	0%	3	25%	47	11%	29	12%
	Disagree somewhat	1	5%	2	17%	56	13%	32	14%
	Neither	2	10%	2	17%	58	14%	34	14%
	Agree somewhat	10	50%	5	42%	122	29%	76	32%
	Strongly agree	7	35%	0	0%	134	32%	64	27%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>417</b>	<b>100%</b>	<b>235</b>	<b>100%</b>
<b>3</b> my part-time position provides reasonable benefits (e.g., health insurance, retirement)	Strongly disagree	9	69%	8	80%	147	38%	82	37%
	Disagree somewhat	0	0%	0	0%	63	16%	28	13%
	Neither	2	15%	2	20%	67	17%	40	18%
	Agree somewhat	1	8%	0	0%	63	16%	43	20%
	Strongly agree	1	8%	0	0%	52	13%	27	12%
	<b>Total</b>	<b>13</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>392</b>	<b>100%</b>	<b>220</b>	<b>100%</b>
<b>4</b> teaching part-time aligns with my current lifestyle	Strongly disagree	0	0%	0	0%	19	5%	7	3%
	Disagree somewhat	1	5%	1	8%	33	8%	19	8%
	Neither	0	0%	1	8%	42	10%	25	11%
	Agree somewhat	1	5%	4	33%	134	33%	72	31%
	Strongly agree	18	90%	6	50%	184	45%	108	47%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>412</b>	<b>100%</b>	<b>231</b>	<b>100%</b>

*UA-PTC compared with:*

Compensation and Benefits (continued)		UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>5</b> part-time teaching provides a personal outlet for my interests not related directly to financial compensation or employment	Strongly disagree	0	0%	1	9%	26	7%	12	5%
	Disagree somewhat	0	0%	0	0%	25	6%	14	6%
	Neither	4	21%	1	9%	51	13%	34	15%
	Agree somewhat	3	16%	3	27%	129	32%	74	33%
	Strongly agree	12	63%	6	55%	169	42%	89	40%
	<b>Total</b>	<b>19</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>400</b>	<b>100%</b>	<b>223</b>	<b>100%</b>
<b>6</b> I am compensated well for advising/counseling students	Strongly disagree	0	0%	3	43%	81	26%	45	25%
	Disagree somewhat	0	0%	1	14%	49	16%	27	15%
	Neither	4	33%	1	14%	84	27%	54	31%
	Agree somewhat	3	25%	1	14%	61	20%	35	20%
	Strongly agree	5	42%	1	14%	34	11%	16	9%
	<b>Total</b>	<b>12</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>309</b>	<b>100%</b>	<b>177</b>	<b>100%</b>

**Table 2. Job Security, Motivation, and Advancement Frequency Distributions**

*UA-PTC compared with:*

Job Security, Motivation and Advancement		UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>7</b> part-time faculty at this institution often get hired into full-time positions	Strongly disagree	1	8%	5	45%	106	29%	52	25%
	Disagree somewhat	2	17%	2	18%	69	19%	42	20%
	Neither	4	33%	1	9%	119	33%	67	33%
	Agree somewhat	4	33%	1	9%	56	15%	34	17%
	Strongly agree	1	8%	2	18%	13	4%	10	5%
	<b>Total</b>	<b>12</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>363</b>	<b>100%</b>	<b>205</b>	<b>100%</b>
<b>8</b> part-time teaching is a path to a full-time position	Strongly disagree	2	13%	6	55%	99	26%	47	22%
	Disagree somewhat	0	0%	1	9%	67	18%	33	16%
	Neither	2	13%	1	9%	102	27%	60	28%
	Agree somewhat	8	53%	1	9%	81	22%	52	25%
	Strongly agree	3	20%	2	18%	27	7%	19	9%
	<b>Total</b>	<b>15</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>376</b>	<b>100%</b>	<b>211</b>	<b>100%</b>
<b>9</b> full-time positions were not available at the time that I was searching for employment	Strongly disagree	2	13%	2	20%	62	18%	35	18%
	Disagree somewhat	0	0%	3	30%	38	11%	22	11%
	Neither	5	33%	2	20%	101	29%	57	29%
	Agree somewhat	4	27%	1	10%	51	15%	28	14%
	Strongly agree	4	27%	2	20%	97	28%	58	29%
	<b>Total</b>	<b>15</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>349</b>	<b>100%</b>	<b>200</b>	<b>100%</b>
<b>10</b> I feel that I have job security	Strongly disagree	0	0%	5	45%	113	29%	66	30%
	Disagree somewhat	5	26%	4	36%	60	15%	32	14%
	Neither	6	32%	1	9%	86	22%	50	23%
	Agree somewhat	6	32%	0	0%	85	22%	41	18%
	Strongly agree	2	11%	1	9%	47	12%	33	15%
	<b>Total</b>	<b>19</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>391</b>	<b>100%</b>	<b>222</b>	<b>100%</b>

**Table 3. Training and Evaluation Frequency Distributions**

*UA-PTC compared with:*

Training and Evaluation	Response Option	UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>11</b> I was given training at this institution before teaching	Strongly disagree	2	13%	3	25%	118	29%	76	32%
	Disagree somewhat	2	13%	2	17%	83	20%	45	19%
	Neither	7	44%	3	25%	59	14%	34	15%
	Agree somewhat	5	31%	4	33%	91	22%	47	20%
	Strongly agree	0	0%	0	0%	58	14%	32	14%
	<b>Total</b>	<b>16</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>409</b>	<b>100%</b>	<b>234</b>	<b>100%</b>
<b>12</b> student evaluations are provided to me within six months of the completion of the course	Strongly disagree	0	0%	2	18%	31	8%	20	9%
	Disagree somewhat	0	0%	3	27%	20	5%	16	7%
	Neither	2	11%	2	18%	50	13%	39	17%
	Agree somewhat	15	79%	3	27%	110	28%	67	29%
	Strongly agree	2	11%	1	9%	182	46%	88	38%
	<b>Total</b>	<b>19</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>230</b>	<b>100%</b>
<b>13</b> performance evaluations are conducted at least once per academic year	Strongly disagree	0	0%	3	27%	79	20%	55	24%
	Disagree somewhat	2	11%	0	0%	53	14%	29	13%
	Neither	2	11%	1	9%	67	17%	46	20%
	Agree somewhat	9	50%	7	64%	87	23%	48	21%
	Strongly agree	5	28%	0	0%	100	26%	53	23%
	<b>Total</b>	<b>18</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>386</b>	<b>100%</b>	<b>231</b>	<b>100%</b>
<b>14</b> my institution provides the opportunity for me to engage in professional development	Strongly disagree	0	0%	0	0%	23	5%	18	7%
	Disagree somewhat	0	0%	2	18%	35	8%	24	10%
	Neither	3	15%	5	45%	104	25%	71	29%
	Agree somewhat	17	85%	4	36%	151	36%	94	38%
	Strongly agree	0	0%	0	0%	107	25%	38	16%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>420</b>	<b>100%</b>	<b>245</b>	<b>100%</b>

**Table 4. Inclusion and Access Frequency Distributions**

*UA-PTC compared with:*

Inclusion and Access	Response Option	UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>15</b> I have access to support services (instructional and/or technological support)	Strongly disagree	0	0%	0	0%	6	1%	5	2%
	Disagree somewhat	0	0%	1	10%	22	5%	13	5%
	Neither	6	32%	6	60%	92	21%	68	27%
	Agree somewhat	13	68%	3	30%	177	41%	109	43%
	Strongly agree	0	0%	0	0%	132	31%	56	22%
	<b>Total</b>	<b>19</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>429</b>	<b>100%</b>	<b>251</b>	<b>100%</b>
<b>16</b> I am welcome to attend meetings (e.g., department, unit, college-wide)	Strongly disagree	0	0%	2	29%	17	4%	10	4%
	Disagree somewhat	0	0%	1	14%	24	6%	8	3%
	Neither	5	26%	1	14%	72	17%	53	22%
	Agree somewhat	13	68%	3	43%	153	37%	100	42%
	Strongly agree	1	5%	0	0%	150	36%	68	28%
	<b>Total</b>	<b>19</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>416</b>	<b>100%</b>	<b>239</b>	<b>100%</b>
<b>17</b> my participation in meetings (e.g., department, unit, college-wide) is valued	Strongly disagree	0	0%	2	22%	41	11%	23	11%
	Disagree somewhat	0	0%	2	22%	36	10%	23	11%
	Neither	6	33%	2	22%	104	28%	62	29%
	Agree somewhat	8	44%	0	0%	102	27%	54	25%
	Strongly agree	4	22%	3	33%	92	25%	51	24%
	<b>Total</b>	<b>18</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	<b>375</b>	<b>100%</b>	<b>213</b>	<b>100%</b>
<b>18</b> full-time faculty respect me	Strongly disagree	0	0%	2	17%	32	8%	23	10%
	Disagree somewhat	0	0%	2	17%	29	7%	14	6%
	Neither	4	20%	4	33%	86	22%	55	25%
	Agree somewhat	16	80%	4	33%	117	30%	61	27%
	Strongly agree	0	0%	0	0%	130	33%	70	31%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>394</b>	<b>100%</b>	<b>223</b>	<b>100%</b>

*UA-PTC compared with:*

<b>Inclusion and Access (continued)</b>	Response Option	<b>UA-PTC</b>		<b>2018</b>		<b>NILIE Normbase</b>		<b>Medium 2-year</b>	
		Count	%	Count	%	Count	%	Count	%
<i>The extent to which...</i>									
<b>19</b> I have satisfying working relationships with administrators	Strongly disagree	0	0%	1	10%	23	6%	14	6%
	Disagree somewhat	0	0%	3	30%	34	8%	18	8%
	Neither	4	20%	3	30%	91	23%	59	26%
	Agree somewhat	15	75%	3	30%	140	35%	82	36%
	Strongly agree	1	5%	0	0%	113	28%	53	23%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>401</b>	<b>100%</b>	<b>226</b>	<b>100%</b>

**Table 5. Part-time Faculty Subscale Demographic Frequency Distributions**

*UA-PTC compared with:*

Demographic Items	Response Option	UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
1 What is the total number of institutions at which you are teaching this semester?	1	17	85%	10	83%	317	74%	191	78%
	2	3	15%	2	17%	92	22%	49	20%
	3	0	0%	0	0%	13	3%	5	2%
	4	0	0%	0	0%	4	1%	0	0%
	5+	0	0%	0	0%	0	0%	0	0%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>426</b>	<b>100%</b>	<b>245</b>	<b>100%</b>
2 I have a full time career in an industry outside academia	Yes	7	35%	5	42%	136	29%	76	27%
	No	13	65%	7	58%	328	71%	203	73%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>464</b>	<b>100%</b>	<b>279</b>	<b>100%</b>
3 My preference would be to have full-time status at this institution.	Yes	10	50%	6	50%	211	50%	127	51%
	No	10	50%	6	50%	213	50%	121	49%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>424</b>	<b>100%</b>	<b>248</b>	<b>100%</b>
4 Have you ever pursued a full-time teaching position at this institution?	Yes	8	40%	2	17%	152	34%	86	32%
	No	12	60%	10	83%	296	66%	181	68%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>448</b>	<b>100%</b>	<b>267</b>	<b>100%</b>
5 Are you currently seeking full-time status at this institution?	Yes	3	15%	3	25%	47	21%	33	20%
	No	17	85%	9	75%	178	79%	129	80%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>225</b>	<b>100%</b>	<b>162</b>	<b>100%</b>

*UA-PTC compared with:*

Demographic Items (continued)	Response Option	UA-PTC		2018		NILIE Normbase		Medium 2-year	
		Count	%	Count	%	Count	%	Count	%
6 I am responsible for teaching developmental/remedial/general education classes.	Yes	8	40%	2	17%	184	42%	114	44%
	No	12	60%	10	83%	252	58%	143	56%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>436</b>	<b>100%</b>	<b>257</b>	<b>100%</b>
7 I am responsible for teaching online courses.	Yes	17	85%	6	50%	103	46%	75	45%
	No	3	15%	6	50%	120	54%	91	55%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
8 On average, how much are you paid per course at this institution?	\$2,000 or less	5	25%	0	0%	150	36%	110	47%
	\$2,001-\$3,000	0	0%	0	0%	33	8%	14	6%
	\$3,001-\$4,000	14	70%	12	100%	125	30%	69	29%
	\$4,001 or more	1	5%	0	0%	104	25%	43	18%
	<b>Total</b>	<b>20</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>412</b>	<b>100%</b>	<b>236</b>	<b>100%</b>
9 Mark all resources not available to you in your last term as part-time faculty at this institution.	Use of private office	N/A	N/A	8	67%	115	70%	88	77%
	An email account	N/A	N/A	2	17%	26	16%	16	14%
	A personal computer	N/A	N/A	7	58%	99	60%	77	68%
	A phone/voicemail	N/A	N/A	7	58%	100	61%	77	68%
	Shared office space	N/A	N/A	5	42%	83	51%	63	55%
	Access to parking	N/A	N/A	2	17%	36	22%	27	24%
	Faculty lounge area	N/A	N/A	4	33%	57	35%	38	33%
	Classroom supplies	N/A	N/A	3	25%	47	29%	36	32%
	Mailbox	N/A	N/A	4	33%	61	37%	47	41%
	Photocopy & Printer	N/A	N/A	3	25%	39	24%	30	26%
	Library	N/A	N/A	2	17%	30	18%	24	21%
	IT Support	N/A	N/A	3	25%	22	13%	17	15%
	Professional Development	N/A	N/A	3	25%	39	24%	28	25%
	Administrative Support	N/A	N/A	4	33%	29	18%	22	19%
	<b>Total</b>		<b>N/A</b>	<b>N/A</b>	<b>12</b>	<b>100%</b>	<b>164</b>	<b>100%</b>	<b>114</b>

N/A indicates questions were not asked in the current administration.

**Table 6. Compensation and Benefits Item Mean Comparisons**

*UA-PTC compared with:*

Compensation and Benefits	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>1</b> compensation is a major consideration in my decision to teach part-time	20	3.700	2.667	*	.908	3.418			3.441		
<b>2</b> my part-time position provides necessary income for me	20	4.150	2.750	***	1.382	3.576			3.485	*	.506
<b>3</b> my part-time position provides reasonable benefits (e.g., health insurance, retirement)	13	1.846	1.400			2.515			2.568		
<b>4</b> teaching part-time aligns with my current lifestyle	20	4.800	4.250			4.046	**	.674	4.104	**	.658
<b>5</b> part-time teaching provides a personal outlet for my interests not related directly to financial compensation or employment	19	4.421	4.182			3.975			3.960		
<b>6</b> I am compensated well for advising/counseling students	12	4.083	2.429	*	1.375	2.735	***	1.021	2.718	***	1.077

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

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

*UA-PTC compared with:*

Job Security, Motivation, and Advancement	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>											
<b>7</b> part-time faculty at this institution often get hired into full-time positions	12	3.167	2.364			2.452	*	.614	2.551		
<b>8</b> part-time teaching is a path to a full-time position	15	3.667	2.273	*	.970	2.654	**	.797	2.825	*	.661
<b>9</b> full-time positions were not available at the time that I was searching for employment	15	3.533	2.800			3.238			3.260		
<b>10</b> I feel that I have job security	19	3.263	1.909	**	1.255	2.726			2.743		

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

**Table 8. Training and Evaluation Item Mean Comparisons**

*UA-PTC compared with:*

Training and Evaluation		UA-PTC		2018			NILIE Normbase			Medium 2-year		
		N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>												
11	I was given training at this institution before teaching	16	2.938	2.667			2.726			2.632		
12	student evaluations are provided to me within six months of the completion of the course	19	4.000	2.818	**	1.344	3.997			3.813		
13	performance evaluations are conducted at least once per academic year	18	3.944	3.091			3.197	*	.512	3.065	*	.604
14	my institution provides the opportunity for me to engage in professional development	20	3.850	3.182	**	1.258	3.667			3.449		

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

**Table 9. Inclusion and Access Item Mean Comparisons**

*UA-PTC compared with:*

Inclusion and Access		UA-PTC		2018			NILIE Normbase			Medium 2-year		
		N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<i>The extent to which...</i>												
15	I have access to support services (instructional and/or technological support)	19	3.684	3.200	*	.906	3.949			3.789		
16	I am welcome to attend meetings (e.g., department, unit, college-wide)	19	3.789	2.714	**	1.293	3.950			3.870		
17	my participation in meetings (e.g., department, unit, college-wide) is valued	18	3.889	3.000			3.448			3.408		
18	full-time faculty respect me	20	3.800	2.833	**	1.289	3.721			3.632		
19	I have satisfying working relationships with administrators	20	3.850	2.800	***	1.477	3.713			3.628		

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

**Table 10. Mean Comparisons by Number of Institutions**

*UA-PTC compared with:*

What is the total number of institutions at which you are teaching this semester?	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
1	17	3.760	2.905	***	1.596	3.378	*	.624	3.324	**	.684
2	3	--	--			3.346			3.320		
3	0	--	--			3.273			--		
4	0	--	--			--			--		
5+	0	--	--			--			--		

N/A indicates questions were not asked in the current administration.

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

-- indicates results redacted for confidentiality

**Table 11. Mean Comparisons by Industry Career**

*UA-PTC compared with:*

	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>I have a full time career in an industry outside academia.</b>											
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	7	3.979	--			3.432	*	.880	3.382	*	.885
No	13	3.653	2.749	**	1.735	3.376			3.350		

**Table 12. Mean Comparisons by Full-time Status Preference**

*UA-PTC compared with:*

	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>My preference would be to have full-time status at this institution?</b>											
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	10	3.642	--			3.351			3.305		
No	10	3.892	--			3.415	*	.786	3.388	*	.757

N/A indicates questions were not asked in the current administration.

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

-- indicates results redacted for confidentiality

**Table 13. Mean Comparisons by Pursued Full-time Position**

*UA-PTC compared with:*

Have you ever pursued a full-time teaching position at this institution?	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	8	3.678	--			3.320			3.232		
No	12	3.826	2.786	***	1.867	3.431	*	.597	3.418		

**Table 14. Mean Comparisons by Seeking Full-time Status**

*UA-PTC compared with:*

Are you currently seeking full-time status at this institution?	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	3	--	--			3.130			3.068		
No	17	3.756	2.889	***	1.878	3.346	*	.643	3.311	*	.642

N/A indicates questions were not asked in the current administration.

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

-- indicates results redacted for confidentiality

**Table 15. Mean Comparisons by Teaches Developmental Education**

*UA-PTC compared with:*

	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>I am responsible for teaching developmental/ remedial/general education classes?</b>											
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	8	3.594	--			3.327			3.298		
No	12	3.882	2.902	***	1.756	3.433	*	.680	3.393	*	.653

**Table 16. Mean Comparisons by Teaches Online Courses**

*UA-PTC compared with:*

	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
<b>I am responsible for teaching online courses?</b>											
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Yes	17	3.785	--			3.282	**	.870	3.243	**	.910
No	3	--	--			3.270			3.242		

N/A indicates questions were not asked in the current administration.

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

-- indicates results redacted for confidentiality

**Table 17. Mean Comparisons by Course Pay**

*UA-PTC compared with:*

On average, how much are you paid per course at this institution?	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
\$2,000 or less	5	--	--			3.320			3.269		
\$2,001-\$3,000	0	--	--			3.506			3.579		
\$3,001-\$4,000	14	3.749	2.851	***	1.672	3.221	**	.911	3.202	**	.937
\$4,001 or more	1	--	--			3.586			3.599		

N/A indicates questions were not asked in the current administration.

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

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**Table 18. Mean Comparisons by Resources**

*UA-PTC compared with:*

Mark all resources not available to you in your last term as part-time faculty at this institution.	UA-PTC		2018			NILIE Normbase			Medium 2-year		
	N	Mean	Mean	Sig.	Effect size	Mean	Sig.	Effect size	Mean	Sig.	Effect size
Overall	20	3.767	2.851	***	1.788	3.389	*	.590	3.351	*	.599
Use of private office	N/A	N/A	2.806			3.191			3.174		
An email account	N/A	N/A	--			3.252			3.118		
A personal computer	N/A	N/A	2.584			3.162			3.113		
A phone/voicemail	N/A	N/A	2.584			3.185			3.130		
Shared office space	N/A	N/A	--			3.278			3.221		
Access to parking	N/A	N/A	--			3.297			3.177		
Faculty lounge area	N/A	N/A	--			3.210			3.086		
Classroom supplies	N/A	N/A	--			3.240			3.106		
Mailbox	N/A	N/A	--			3.259			3.182		
Photocopy & Printer	N/A	N/A	--			3.126			3.025		
Library	N/A	N/A	--			3.174			3.109		
IT Support	N/A	N/A	--			3.152			3.096		
Professional Development	N/A	N/A	--			2.985			2.980		
Administrative Support	N/A	N/A	--			2.982			2.902		

N/A indicates questions were not asked in the current administration.

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

-- indicates results redacted for confidentiality