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.¹

---

¹ This discussion is not intended as an endorsement of any specific health insurance carrier or provider. It is designed to highlight the need for equitable healthcare coverage for all faculty, including contingent faculty, and to encourage the development of policies and programs that support the well-being of all academic professionals.
• 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.

![Bar chart showing the percentage of faculty who have had to put off healthcare due to costs.]

• 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.

![Bar chart showing the percentage of faculty who have access to paid sick leave, family leave, and parental leave.]

---