



A Union of Professionals

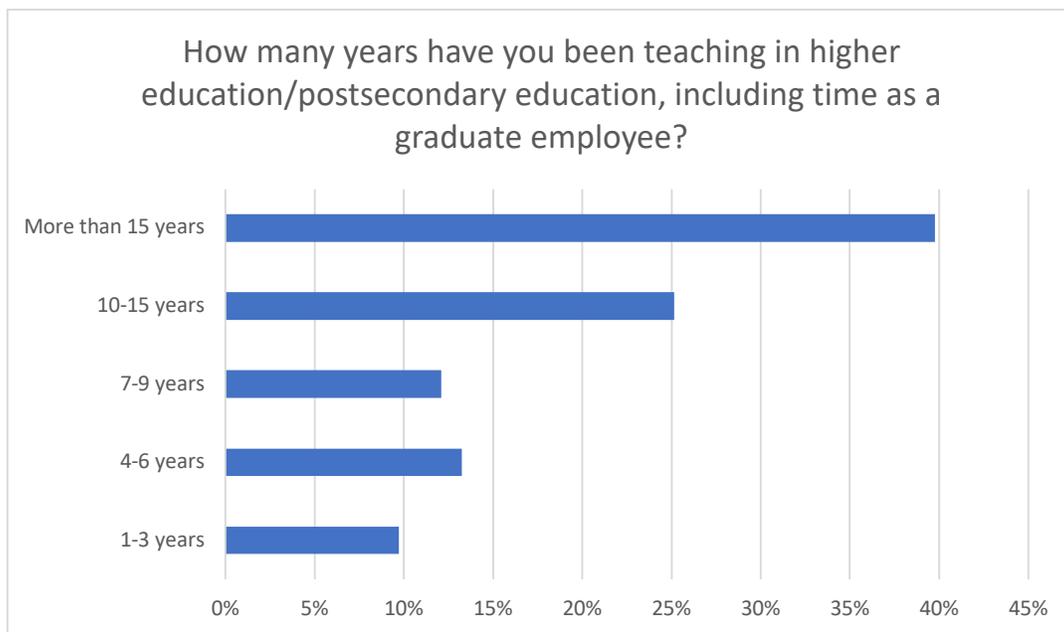
Contingent Faculty Quality of Work Life Survey

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.

LACK OF JOB SECURITY

- Job security remains elusive for contingent faculty, regardless of the number of years of experience they have in the classroom. Most respondents indicate they have been teaching for 10-plus years, but often don't know until days or weeks before an academic term whether their employment contract will be renewed.



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.

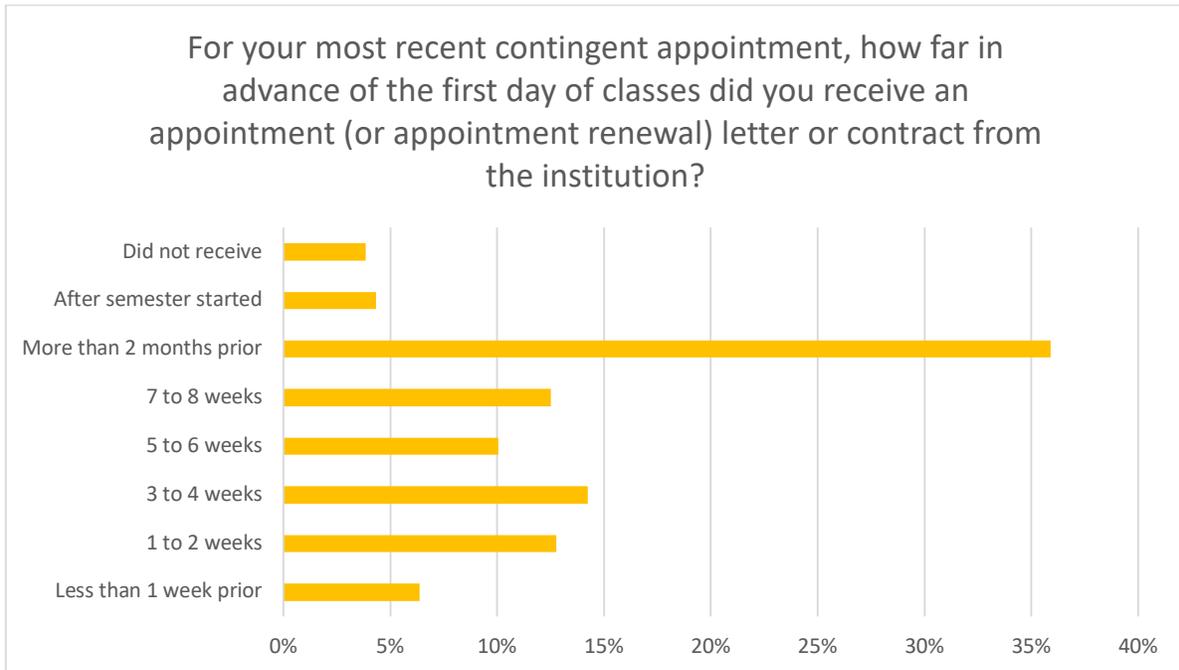
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- Forty-one percent reported not knowing whether they would be appointed to teach a class until a month before the academic term began, and 5 percent learned of reappointment after the term had already begun.



- For 3 in 4 contingent faculty members, employment is only guaranteed from term to term. This leaves instructional faculty in a perpetual state of anxiety and uncertainty about whether they'll still be employed in six months, and this anxiety affects every decision they make, in and out of the classroom. This can mean delays in starting families and buying homes, but it can also mean being unsure of their ability to support and mentor the students they're teaching. Only 10 percent of the survey-takers had contracts across multiple years.

