**Engaging Adjunct Faculty in the Student Success Movement:**

**Faculty Survey Questions**

Achieving the Dream’s (ATD) planning and implementation project, *Engaging Adjunct Faculty in the Student Success Movement,* seeksto build institutional capacity to better integrate and engage adjunct faculty members in the student success agenda and to understand and address the opportunities and challenges faced by colleges engaging part-time faculty.

As part of the project, the Community College Research Center (CCRC) disseminated a faculty survey at the six participating project colleges in the fall of 2016 and in the spring of 2018 to collect information on part-time and full-time faculty experiences, access to resources and information, and overall job satisfaction. Several existing resources that informed the development of this survey are listed at the end of this document. This document provides excerpts of the survey that institutions may adapt to understand more about the experiences and needs of their own faculty.

**EMPLOYMENT INFORMATION**

*The first set of questions is designed to understand more about the employment status and teaching loads of faculty employed at community colleges.*

1. During this academic term, does your college consider you to be employed part-time or full-time?
   1. Part-time (or adjunct) faculty member
   2. Full-time faculty member
   3. Full-time college staff member teaching one or more courses as an adjunct
   4. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. How many credit hours are you teaching at this college this term (i.e., what is your teaching load)? *Enter “0” if you do not teach this term.* \_\_\_\_
3. At what times do your courses meet this term? *(Check all that apply.)*
   1. Morning (before noon)
   2. Afternoon (12 p.m.–5 p.m.)
   3. Evening (after 5 p.m.)
   4. Weekends
   5. Asynchronous online course
   6. I do not teach this term.
4. In the past academic year, have you taught developmental courses at this college?
   1. Yes, I have ONLY taught developmental courses.
   2. Yes, I have taught both developmental and college-level courses.
   3. No, I have ONLY taught college-level courses.
5. In the past academic year, have you taught fully online courses at this college?
   1. Yes, I have ONLY taught fully online courses.
   2. Yes, I have taught both fully online courses and courses with a face-to-face component.
   3. No, I have ONLY taught courses with a face-to-face component.

*Questions 6–15 for Part-Time Faculty Only:*

1. Do you consider teaching in higher education to be your primary career?
   1. Yes
   2. No
   3. Not sure
2. Which of the following statements best describes your employment status?
   1. In addition to my part-time position at this college, I currently have a full-time position elsewhere.
   2. In addition to my part-time position at this college, I currently have one or more part-time position(s) elsewhere.
   3. I am currently only employed at this college.
   4. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Are you retired from another job or career?
   1. Yes
   2. No
   3. Not sure
4. If **Yes,** are you retired from a teaching, administrative, or staff position at this college?
   1. Yes
   2. No
5. Do you currently hold teaching positions at more than one college or university?
   1. Yes
   2. No
   3. Not sure
6. If a full-time opening were available in your field or department at this college, would you apply for it?
   1. Yes
   2. No
   3. Not sure
7. Have you ever sought a full-time teaching position at any college or university?
   1. Yes
   2. No
   3. Not sure
8. If **Yes,** when was the most recent occasion you sought a full-time teaching position at a college or university?
   1. I currently hold a full-time teaching position at another college or university.
   2. I am currently seeking a position.
   3. Within the last year
   4. One to two years ago
   5. Three to five years ago
   6. More than five years ago
   7. Not sure
9. Overall, taking into account this part-time teaching position and any other positions you may hold at this time, are you satisfied with your current employment status?
   1. I am satisfied with being a part-time faculty member.
   2. I would prefer another employment arrangement (i.e., a full-time position, a different position or career, etc.).
   3. Not sure
10. My most recent hiring or contract renewal occurred:
    1. Less than one week before classes began
    2. One to two weeks before classes began
    3. Three to four weeks before classes began
    4. More than one month before classes began
    5. Not sure
    6. I have yet to receive my hiring or contract renewal for this term.

**RESOURCES AND OPPORTUNITIES FOR ENGAGEMENT**

*The following questions seek to understand the resources and opportunities for faculty engagement in your academic department and the broader institution.*

1. In what department or division do you teach? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. For the current term, how far in advance did you receive your teaching assignments?
   1. Less than one week before classes began
   2. One to two weeks before classes began
   3. Three to four weeks before classes began
   4. More than one month before classes began
3. Please indicate the extent to which you are encouraged by others to attend meetings inside and outside of your academic department:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | *Encouraged to attend* | *Invited to attend* | *Allowed to attend* | *Discouraged from attending* | *Not provided information on these meetings* |
| a. Departmental faculty meetings |  |  |  |  |  |
| b. Meetings of committees within my department |  |  |  |  |  |
| c. Meetings of committees and governance outside of my department |  |  |  |  |  |

1. Please rate your level of agreement with the following statements:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | *Strongly agree* | *Agree* | *Somewhat agree* | *Somewhat disagree* | *Disagree* | *Strongly disagree* |
| a. I have strong professional relationships with one or more colleagues in my department. |  |  |  |  |  |  |
| b. I have access to data about the performance, learning, and outcomes of students I teach. |  |  |  |  |  |  |
| c. I have had access to a mentor in my department whom I can consult with to address my questions or concerns. |  |  |  |  |  |  |
| d. In my department, I am encouraged and supported to collaborate with colleagues on improving teaching and learning. |  |  |  |  |  |  |
| e. In my department, I am encouraged to systematically collect information about the effectiveness of my teaching and make changes as a result. |  |  |  |  |  |  |
| f. In my department, I am encouraged to publicly present (e.g., at conferences or workshops) information about teaching or learning. |  |  |  |  |  |  |
| g. The physical and material resources provided to me by the college allow me to do my job effectively. |  |  |  |  |  |  |
| h. *Full-Time Faculty Only*:  I have strong professional relationships with one or more part-time faculty members in my department. |  |  |  |  |  |  |

1. To which of the following resources do you have *reliable* access on campus? *(Check all that apply.)*
   1. Desk or workstation
   2. Space to meet with students
   3. Photocopier
   4. Basic office and teaching supplies (e.g., stapler, whiteboard markers)
   5. Printer
   6. None of the above

**ORIENTATION, TRAINING, AND PROFESSIONAL DEVELOPMENT**

*This section is designed to understand what training opportunities have been made available to you by this college.*

1. Please indicate whether you agree that you have received training or professional development from this college in the following areas:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | *Strongly agree* | *Agree* | *Somewhat agree* | *Somewhat disagree* | *Disagree* | *Strongly disagree* |
| a. Title IX |  |  |  |  |  |  |
| b. Addressing racial, cultural, and gender differences in the classroom |  |  |  |  |  |  |
| c. Emergency protocols and procedures (including active shooter) |  |  |  |  |  |  |
| d. Use of instructional technology (e.g., course management software or supplemental teaching and learning resources) |  |  |  |  |  |  |
| e. Supporting students with learning disabilities |  |  |  |  |  |  |
| f. Effective instructional practices for teaching in my discipline |  |  |  |  |  |  |

1. The college has provided me with training or professional development about advising students for course registration and program planning. *(If student advising is not a formal part of your job responsibilities at this college, mark “Not applicable.”)*
   1. Strongly agree
   2. Agree
   3. Somewhat agree
   4. Somewhat disagree
   5. Disagree
   6. Strongly disagree
   7. Not applicable
2. When you were first hired as a faculty member at this college, was a formal orientation session made available to you?
   1. Yes
   2. No
   3. Not sure
3. If **Yes,** did you attend this formal orientation for new faculty?
   1. Yes
   2. No
   3. Not sure
4. How valuable to you personally would the following incentives be for participating in professional development at this college?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | *Extremely valuable* | *Somewhat valuable* | *Marginally valuable* | *Not valuable at all* |
| Stipend |  |  |  |  |
| Released time from teaching |  |  |  |  |
| Certificate or credential with value for hiring or promotion within this institution |  |  |  |  |
| Certificate or credential with value for hiring or promotion at any institution (e.g., postgraduate credits) |  |  |  |  |
| Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |  |  |  |

1. In what areas or on what topics would you like to receive professional development from your department or college? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**STUDENT SERVICES AND TEACHING EXPERIENCES**

*The following questions intend to capture your familiarity with services available to students at this college as well as information about the courses you teach.*

1. How would you rate your knowledge of the following student services at this college?

|  |  |  |  |
| --- | --- | --- | --- |
|  | *Very knowledgeable* | *Somewhat knowledgeable* | *Not knowledgeable at all* |
| a. Early alert or other procedures for identifying students in need of support (e.g., Starfish or a similar program) |  |  |  |
| b. Academic advising and planning |  |  |  |
| c. Career counseling and job placement services |  |  |  |
| d. Academic supports (i.e., tutoring and skills labs) |  |  |  |
| e. Counseling and other nonacademic supports |  |  |  |
| f. Accessibility and accommodations |  |  |  |
| g. Financial aid |  |  |  |
| h. Student life and campus student organizations |  |  |  |
| i. Library resources and services |  |  |  |
| j. Educational technology services and resources |  |  |  |

1. During your last term teaching at this college (not the current term), how often did you make an early alert (e.g., Starfish or a similar program) referral?
   1. This is my first term teaching at this college.
   2. Never
   3. Once or twice
   4. Three to five times
   5. More than five times
   6. Not sure
2. During your last term teaching at this college (not the current term), how often did you refer students to the following services?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | *More than five times* | *Three to five times* | *Once or twice* | *Never* | *Not sure* |
| a. Academic advising and planning |  |  |  |  |  |
| b. Career counseling or job placement services |  |  |  |  |  |
| c. Academic supports (i.e., tutoring and skills labs) |  |  |  |  |  |
| d. Counseling or other nonacademic supports |  |  |  |  |  |
| e. Accessibility and accommodations |  |  |  |  |  |
| f. Financial aid |  |  |  |  |  |
| g. Student life or campus student organizations |  |  |  |  |  |
| h. Library resources and services |  |  |  |  |  |

1. To what extent do you have autonomy over the curricular and instructional design (i.e., texts, assignments, assessments, and teaching practices) in the courses you are teaching this term? *(If you are teaching multiple courses with various degrees of autonomy, answer for the course you have taught most frequently.)*
   1. Complete autonomy over every aspect of course design
   2. Significant autonomy over many aspects of course design
   3. Limited autonomy over some aspects of course design
   4. Little to no autonomy in course design
   5. Not sure
2. How would you characterize your confidence as an instructor in doing the following?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Very high confidence* | *High confidence* | *Moderate confidence* | *Low confidence* | *Very low confidence* | *No confidence at all* | *Not sure* |
| a. Making content in my course relevant to students |  |  |  |  |  |  |  |
| b. Adapting my teaching to engage students' interests |  |  |  |  |  |  |  |
| c. Helping students appreciate the value of learning |  |  |  |  |  |  |  |
| d. Assessing student understanding or comprehension |  |  |  |  |  |  |  |
| e. Improving the understanding of struggling students |  |  |  |  |  |  |  |
| f. Developing students’ higher-order thinking skills |  |  |  |  |  |  |  |

**OVERALL JOB SATISFACTION**

*These questions ask for your overall satisfaction with your position at this college.*

1. Overall, how satisfied are you with the following aspects of your position.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | *Extremely satisfied* | *Moderately satisfied* | *Slightly satisfied* | *Slightly dissatisfied* | *Moderately dissatisfied* | *Extremely dissatisfied* |
| a. Salary and benefits |  |  |  |  |  |  |
| b. Teaching load |  |  |  |  |  |  |
| c. Autonomy and independence |  |  |  |  |  |  |
| d. Professional relationships with colleagues |  |  |  |  |  |  |
| e. Job security |  |  |  |  |  |  |
| f. Supervision and departmental leadership |  |  |  |  |  |  |
| g. Prospects for career advancement |  |  |  |  |  |  |
| h. Clerical/administrative support |  |  |  |  |  |  |
| i. *Part-Time Faculty Only:* Availability of full-time faculty positions at this college |  |  |  |  |  |  |

1. Overall, how satisfied are you with your position at this college?
   1. Extremely satisfied
   2. Moderately satisfied
   3. Slightly satisfied
   4. Slightly dissatisfied
   5. Moderately dissatisfied
   6. Extremely dissatisfied
2. Please share anything else related to your employment or professional life at this college. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**BACKGROUND INFORMATION**

*These final questions ask for some additional information about you.*

1. Please enter your year of birth in the following format (YYYY): \_\_\_\_\_\_
2. What best describes your gender identity?
   1. Male
   2. Female
   3. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   4. I prefer not to respond.
3. What is your racial or ethnic identification? *(Check all that apply.)*
   1. American Indian or Alaska Native
   2. Asian American
   3. Black or African American
   4. Hispanic or Latino/a
   5. Native Hawaiian or Pacific Islander
   6. White
   7. African
   8. Asian
   9. Middle Eastern
   10. Latin American
   11. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   12. I prefer not to respond.
4. What is the highest degree you have earned?
   1. Professional degree (e.g., MD, DDS, JD, DVM)
   2. Doctoral degree (e.g., PhD, EdD)
   3. Master’s degree
   4. Bachelor’s degree
   5. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. At this college, do you teach in the subject area in which you earned your highest degree?
   1. Yes
   2. No
   3. Not sure
6. Do you have a degree in the field of education or a teaching credential?
   1. Yes, I have one or both.
   2. No, I have neither.
   3. Not sure
7. How many years have you taught at any level? Please include all years teaching at the preschool, elementary, middle school, high school, adult education, college, or graduate level. *If this is your first year teaching, please enter “1.”* \_\_\_\_
8. How many years have you taught at any college/university, not including graduate teaching *assistant* positions? *If this is your first year teaching at any college/university, please enter “1.”* \_\_\_\_
9. How many years have you taught at this college? *If this is your first year teaching at this college, please enter “1.”* \_\_\_\_
10. In what year were you first hired at this college? (YYYY) \_\_\_\_

**Faculty Survey Resources**

American Federation of Teachers, Higher Education (2010). *A national survey of part-time/adjunct faculty.* <https://www.aft.org/sites/default/files/aa_partimefaculty0310.pdf>

Center for Community College Student Engagement (2014). *Contingent commitments: Bringing part-time faculty into focus (A special report from the Center for Community College Student Engagement)*. Austin, TX: The University of Texas at Austin, Program in Higher Education Leadership.

Coalition on the Academic Workforce (CAW) (2012). *A portrait of part-time faculty members: A summary of findings on part-time faculty respondents to the coalition on the academic workforce survey of contingent faculty members and instructors*. <http://www.academicworkforce.org/CAW_portrait_2012.pdf>

The Delphi Project on the Changing Faculty and Student Success (2015). Departmental cultures and non-tenure-track faculty: A self-assessment tool for departments. <https://pullias.usc.edu/delphi/resources/>

The Delphi Project on the Changing Faculty and Student Success (2012). Non-tenure-track faculty on our campus: A guide for campus task forces to better understand faculty working conditions and the necessity of change. <https://pullias.usc.edu/delphi/resources/>

The HERI Faculty Survey. <https://heri.ucla.edu/heri-faculty-survey/>

Cabrillo College’s Adjunct Faculty Survey (2016). [http://www.ccftcabrillo.org/site/wp-content  
/uploads/2016/05/2016-Report-on-Adjunct-Faculty-Survey-1.pdf](http://www.ccftcabrillo.org/site/wp-content/uploads/2016/05/2016-Report-on-Adjunct-Faculty-Survey-1.pdf)