

WORK CLIMATE COMMITTEE

Monitoring, Assessing, and Reporting on
the work climate for CSN employees

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Adjunct Faculty Survey

- Purpose: Inform CSN on the Working Condition of Part-time Faculty
- Field Dates – November 17 – December 5, 2016
- Sample Size – 906
- Total Respondents – 325
- Email Response Percentage – 36.81% *
 - Highest response rate ever obtained from part-time faculty

Defining CSN Adjunct Faculty Responders

I Identify Myself As:

Community	Number	%
Male	145	48.82
Female	147	49.49
Asian/Asian American	15	5.05
Black/African American	28	9.43
Hawaiian/Pacific Islander	7	2.36
Hispanic/Latino(a)	35	11.78
Native American/Alaskan Native	6	2.02
White	215	72.39
LGBTQ	18	6.06
Military service/Veterans	44	14.81
People with disabilities	19	6.40
Female	297 Respondents 679 Responses	

Employment Status


Status	Number	Percent
Have FT Job	130	43.05
Have PT Job	70	23.18
Retired	80	26.49
Other*	45	13.85
302 Respondents		
325 Responses		

** "Other" could be volunteer, student, etc. each respondent who selected other also picked one of the three main categories above.*

Defining CSN Adjunct Faculty Responders

School	Number	Percent
Math & Science (Math, Physical Sciences, Biological Sciences)	49	16.3%
Business, Hospitality & Public Services (Accounting, Finance & Computer Office Technology, Business Administration, Hospitality Management, Public Safety & Human Services)	43	14%
Education, Behavioral & Social Sciences (Education, Human Behavior & Social Sciences)	67	22.33%
Health Sciences (Dental Sciences, Diagnostic Evaluation & Rehabilitation Services, Health Related Professions, Nursing)	20	6.67%
Advanced & Applied Technologies (Applied Technologies, Computing & Information Technology, Media Technologies)	31	10.33%
Arts & Letters (English, Communication, Fine Arts, International Languages)	96	32%
TOTAL RESPONDENTS = 300		

Survey Results



Overwhelmingly
Positive!

Key Findings

90% agree they have adequate lead time to teach

84% agree that they are satisfied with number of classes they have.

92% are satisfied with the way they are evaluated.

54% of never hold office hours.

92% are satisfied with communication they get from departments.

93% say they often check their CSN email.

91% of faculty teach 1-3 classes.

80% have 3 or more weeks lead time before they teach classes.

84% satisfied with the way courses are assigned.

58% have attended a CAPE session for professional development.

Of those that did not attend about $\frac{1}{3}$ stated reason of having scheduling conflicts and $\frac{1}{3}$ stated reason was time.

60% respondents attended adjunct impact conference.

Of those that did not attend major reasons listed were due to conflicts with schedule or not aware.

CSN Adjunct Faculty Agree That:

They are Supported in the following areas:

- Gaining access to classrooms 92%
- Classroom management 88%
- Instructional resources 88%
- Access to technologies 86%
- Orientation to CSN 80%
- Adjunct policy/procedure info 80%
- Classroom supplies 71%

They Feel Part of CSN because:

- Their teaching is valued 93%
- Feel respect by classified staff 93%
- Feel respect by FT Faculty 85%
- Willing to participate in curriculum development 84%
- Receive input from dept. on courses they teach 70%

HOWEVER

- ✓ They have never served on a committee 83%
- ✓ Are not willing to serve on a committee without compensation 45%
- ✓ Have a faculty mentor 53%

CSN PT Faculty – Climate – Role - Implications

- C.A.P.E. Presentation - Friday, August 25
 - 10:15am – 12:00pm
 - West Charleston Building I, Rm. 212
- Deeper look . . .
 - Reasons for teaching at CSN
 - Benefits PT faculty would want if offered
 - In-depth look at the lowest and highest ranked survey items by school

What is next for WCC:

- 2017 Snapshot Survey – September 2017
- 2017 Survey Themes
 - Campus Safety
 - Diversity & Inclusion
 - Communication
 - Special Topic: Service Excellence