The Adjunct Faculty Experience

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A Fresh Look: Responding to Challenges in Higher Ed
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Who are the adjunct faculty?

- Relatively young.
- Recently attained their doctorate degree.
- Teaching multiple classes at multiple institutions.
- Pursuing a tenure-track position.
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- Teaching multiple classes at multiple institutions.
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Most part-time nontenure-track faculty are adjuncts.

- Adjunct faculty: 66%
- Professors of practice (career employment outside higher ed): 23%
- Retired tenured faculty: 11%

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
70% are over age 40; a Master’s is the highest degree for most.

Under age 40: 28%
Age 40 to 54: 32%
Age 55 & older: 40%

Highest degree:
- Doctorate: 32%
- Master’s: 56%
- Professional/other terminal: 6%
- Bachelor’s: 5%

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
Over 1/2 teach one or two courses at a single institution.

<table>
<thead>
<tr>
<th># of institutions where teach</th>
<th>One</th>
<th>Two</th>
<th>3 to 6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>74%</td>
<td>19%</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th># of courses (those at one institution)</th>
<th>One</th>
<th>Two</th>
<th>3 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>35%</td>
<td>35%</td>
<td>26%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th># of courses (those at 2+ institutions)</th>
<th>Two</th>
<th>3 to 4</th>
<th>5 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16%</td>
<td>44%</td>
<td>39%</td>
</tr>
</tbody>
</table>

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
What else about adjunct faculty?

Average pay is $3,000 per course, yet 60% of adjuncts have household incomes of $50,000 or more.

<table>
<thead>
<tr>
<th>Pay per course</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $2,000</td>
<td>28%</td>
</tr>
<tr>
<td>$2,000 to $2,999</td>
<td>30%</td>
</tr>
<tr>
<td>$3,000 to $3,999</td>
<td>19%</td>
</tr>
<tr>
<td>$4,000 or more</td>
<td>22%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Household income</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $50,000</td>
<td>29%</td>
</tr>
<tr>
<td>$50,000 to $99,999</td>
<td>30%</td>
</tr>
<tr>
<td>$100,000 or more</td>
<td>30%</td>
</tr>
<tr>
<td>Not reported</td>
<td>10%</td>
</tr>
</tbody>
</table>

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
Married adjuncts and those living with partners have higher household incomes.

- Married: 87%
- Single, widowed, divorced: 31%

Household income: $50,000
2/3 of adjunct faculty are satisfied with their academic career.

Overall, are you satisfied or dissatisfied with your academic career?

- **Satisfied**: 66%
- **Neither satisfied nor dissatisfied**: 18%
- **Dissatisfied**: 16%

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
1/2 of adjuncts would prefer a tenure-track position; 1/4 prefer an adjunct position.

*Prefer to have:*

- **15%** Not sure
- **24%** Adjunct position
  - Full-time nontenure-track position
- **11%**
- **50%** Tenure-track position

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
1/2 of adjuncts would prefer a tenure-track position; 1/4 prefer an adjunct position.

Prefer to have:

- **Adjunct position**: 24%
  - Full-time nontenure-track position: 11%
  - Tenure-track position: 50%

- **Prefer tenure track, but…**: 7%

- **Would likely accept full-time nontenure-track position**: 43%

Source: 2018 Adjunct Faculty Survey, TIAA Institute.
Who are the adjunct faculty?

- Most are over age 40.
- Most do not have a doctorate.
- Over 70% teach at one college or university.
- One-half would prefer a tenure-track position; 80% of these would likely accept a full-time nontenure-track position.
- Most are in households where adjunct earnings are not the primary income source.