



CT Faculty Needs Report

March 3, 2025



We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.



Background

- Convened by Leila Hudson in March 2023
- Committee Members:
 - Kristin Little, Principal Lecturer, College of Social and Behavioral Sciences, Co-Chair
 - Romi Carrell Wittman, Associate Professor of Practice, College of Applied Science and Technology, Co-Chair
 - Kathryn Alexander, Associate Professor of Practice, The Honors College
 - Kevin Cassell, Lecturer, Eller College of Management
 - Meg Cota, Assistant Professor of Practice, Education Policy Studies and Practice
 - Linan Jiang, Associate Research Professor, Aerospace and Mechanical Engineering
 - William Neumann, Professor of Practice, Eller College of Management
 - Timothy Ottusch, Associate Professor of Practice, Human Development and Family Science
 - Jamey Rogers, Senior Lecturer, Dept. of English
 - Suzanne Thompson, Assistant Professor of Practice, Russian/Slavic Studies
 - Anne Titelbaum, Associate Professor, Basic Medical Sciences, College of Medicine-Phoenix

National Adjunct Walk-Out Day

10th Anniversary – February 25, 2015

The Survey

GOAL: To gather insights about CT Faculty working conditions across the University

- **Distributed in Fall 2023 and sent again in Spring 2024**
 - Responses were anonymous
 - Respondents could only take the survey once
 - Respondents could skip questions
 - There were several open-ended questions allowing for personalized response
- **1,192 CT faculty submitted survey responses**
 - Some missing and blank responses
 - 690 complete responses received

The Survey

Sections

- Demographic Data
- Workload & Job Security
- CT Promotions, Performance Review, Pay Raises
- Recognition, Support, & Professional Development
- Faculty Governance

WHAT UofA IS DOING RIGHT

APR	RESOURCES
<ul style="list-style-type: none">• 55% agree that annual performance review criteria are clear and achievable	<ul style="list-style-type: none">• A majority report (60%) that they have access to the resources and support they need to do their jobs.
MY CONTRACTS	
<ul style="list-style-type: none">• Formalized steps toward Multi-Year contracts exist (but aren't always communicated at the department level)	

MAJOR AREAS OF CONCERN

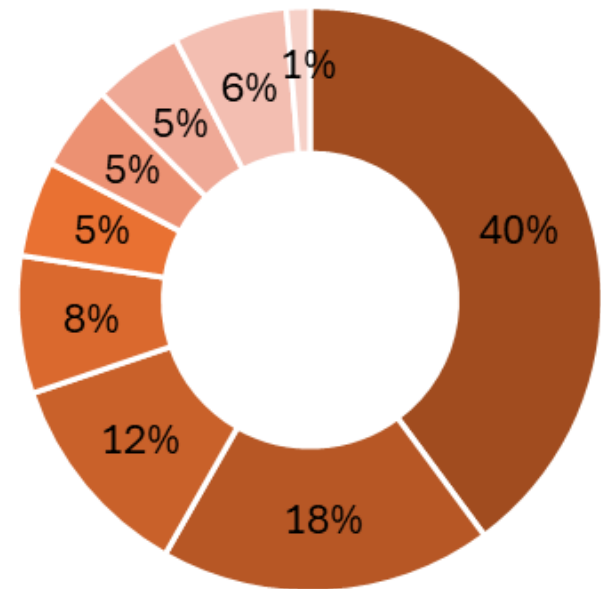
COMPENSATION	WORKLOAD
<ul style="list-style-type: none">• Compensation is at the top of CT Faculty concerns• Salaries have not kept pace with inflation leading to financial stress amongst CT Faculty	<ul style="list-style-type: none">• Many report doing the equivalent of multiple jobs• Service commitments far exceed contracted areas
MORALE	JOB SECURITY
<ul style="list-style-type: none">• Just 14.3% report high job satisfaction• Many feel caught in a system the depends on them while marginalizing them	<ul style="list-style-type: none">• 60% worry about job security• More than half take on additional work outside their primary role

MOST IMPORTANT TO CT FACULTY

MOST
Important

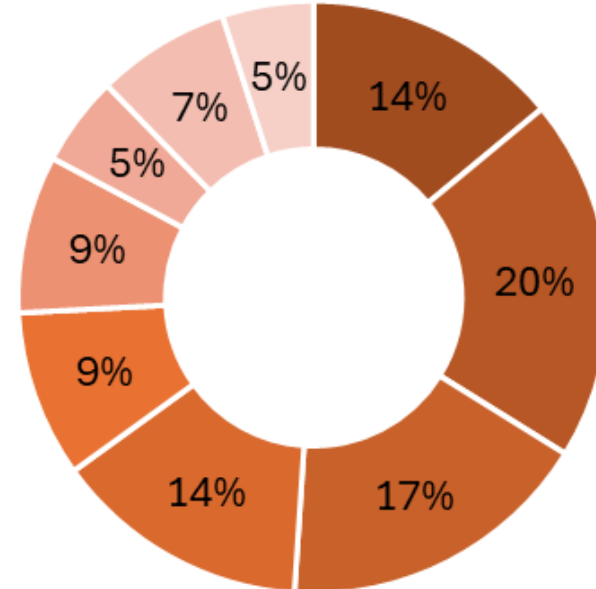
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

LEAST
Important



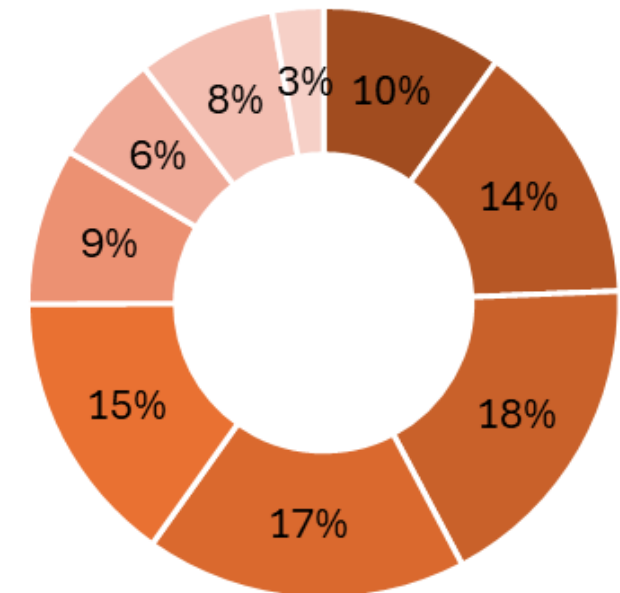
**Salary v. Cost
of Living**

**70% ranked
this issue as
1, 2, or 3**



Workload

**51% ranked
this issue
as 1, 2, or 3**



**Promotion-Career
Advancement
Opportunities**

**42% ranked
this issue as
1, 2, or 3**

MOST IMPORTANT TO CT FACULTY

Most Important

1

2

3

4

5

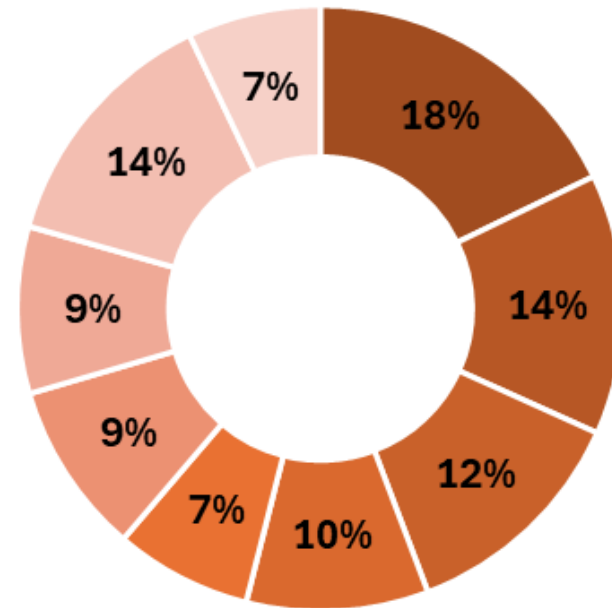
6

7

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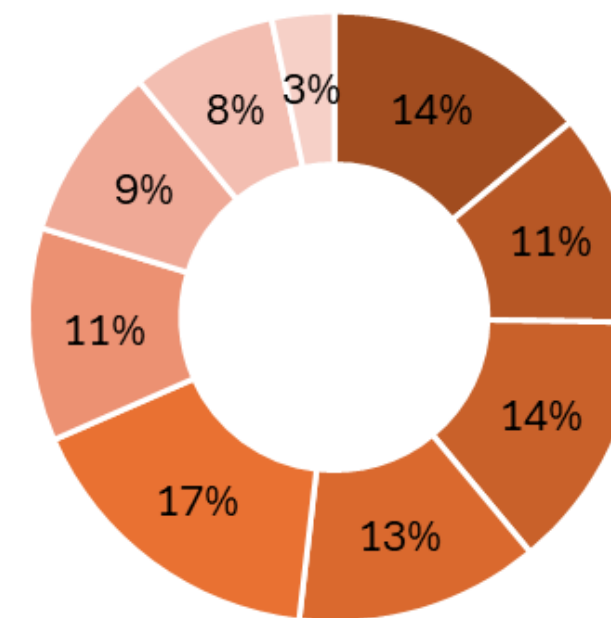
Least Important



Multi-Year Contracts



**44% ranked
this issue
as 1, 2, or 3**



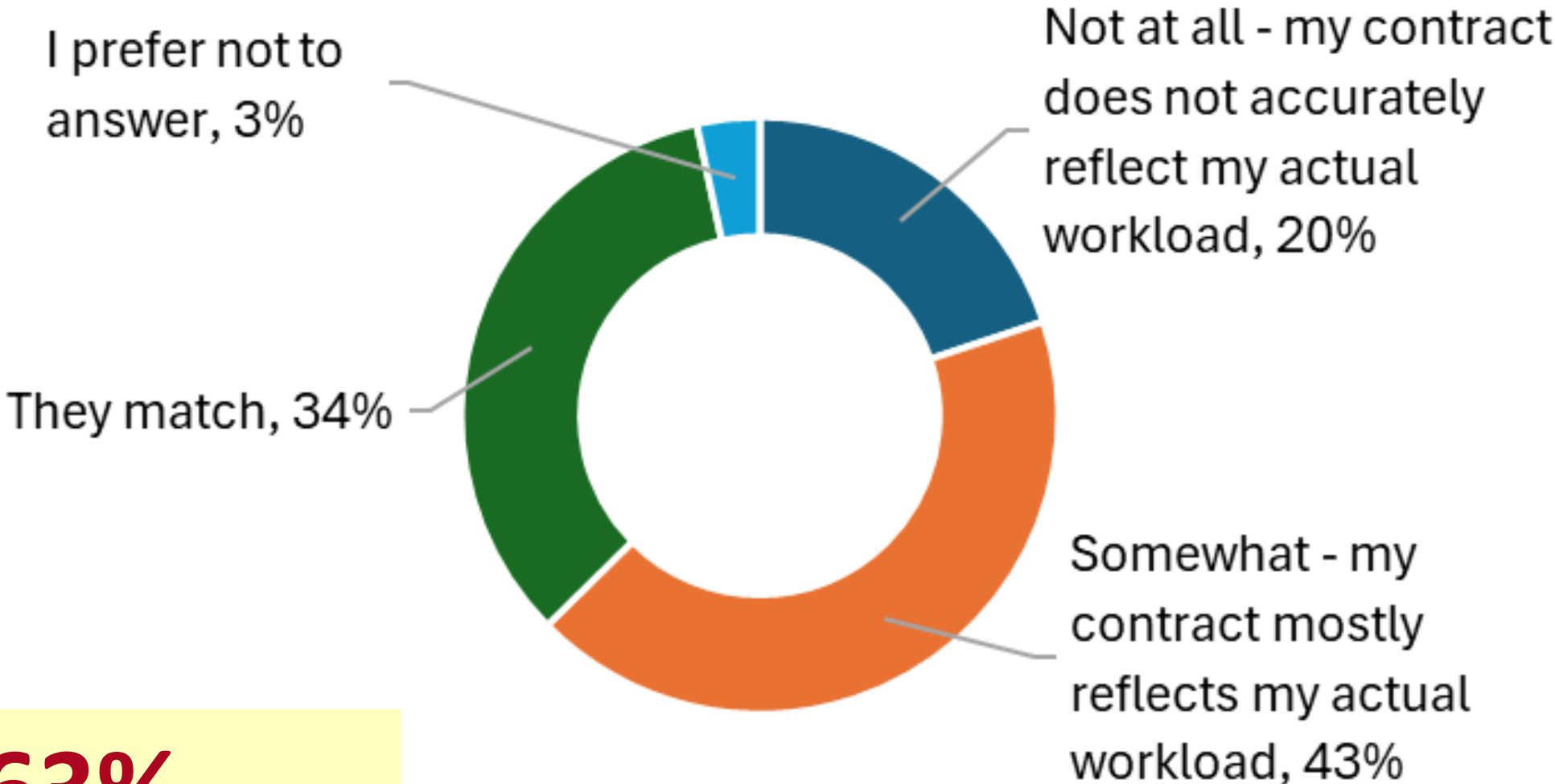
Value & Respect
Within Dept./Unit



**39% ranked
this issue
as 1, 2, or 3**

WORKLOAD & JOB SECUIRTY

Q2.2: How well does your contracted workload reflect your actual workload?



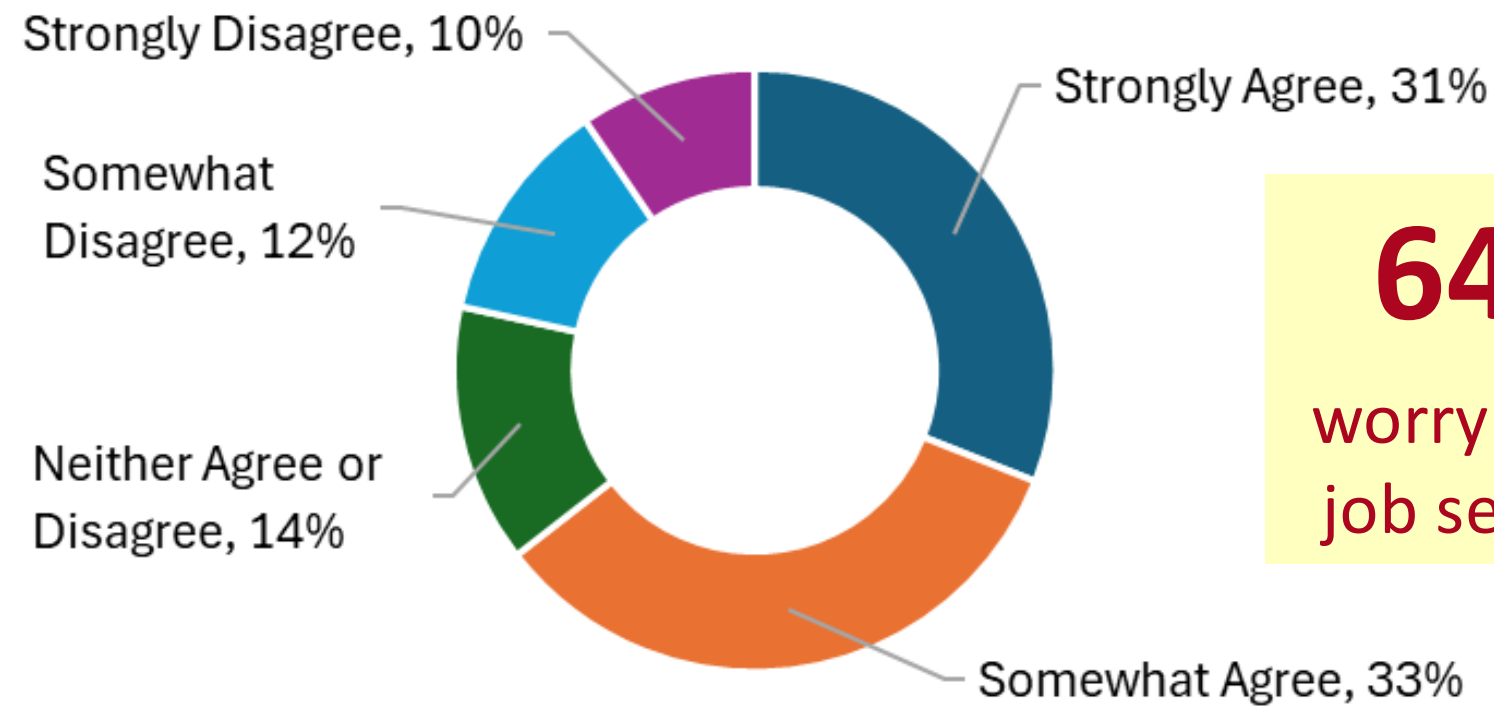
"My teaching load requires 100% of a full time (40 hour) workweek but is only allocated as 60%."

63%
feel contracted workload doesn't accurately reflect actual workload



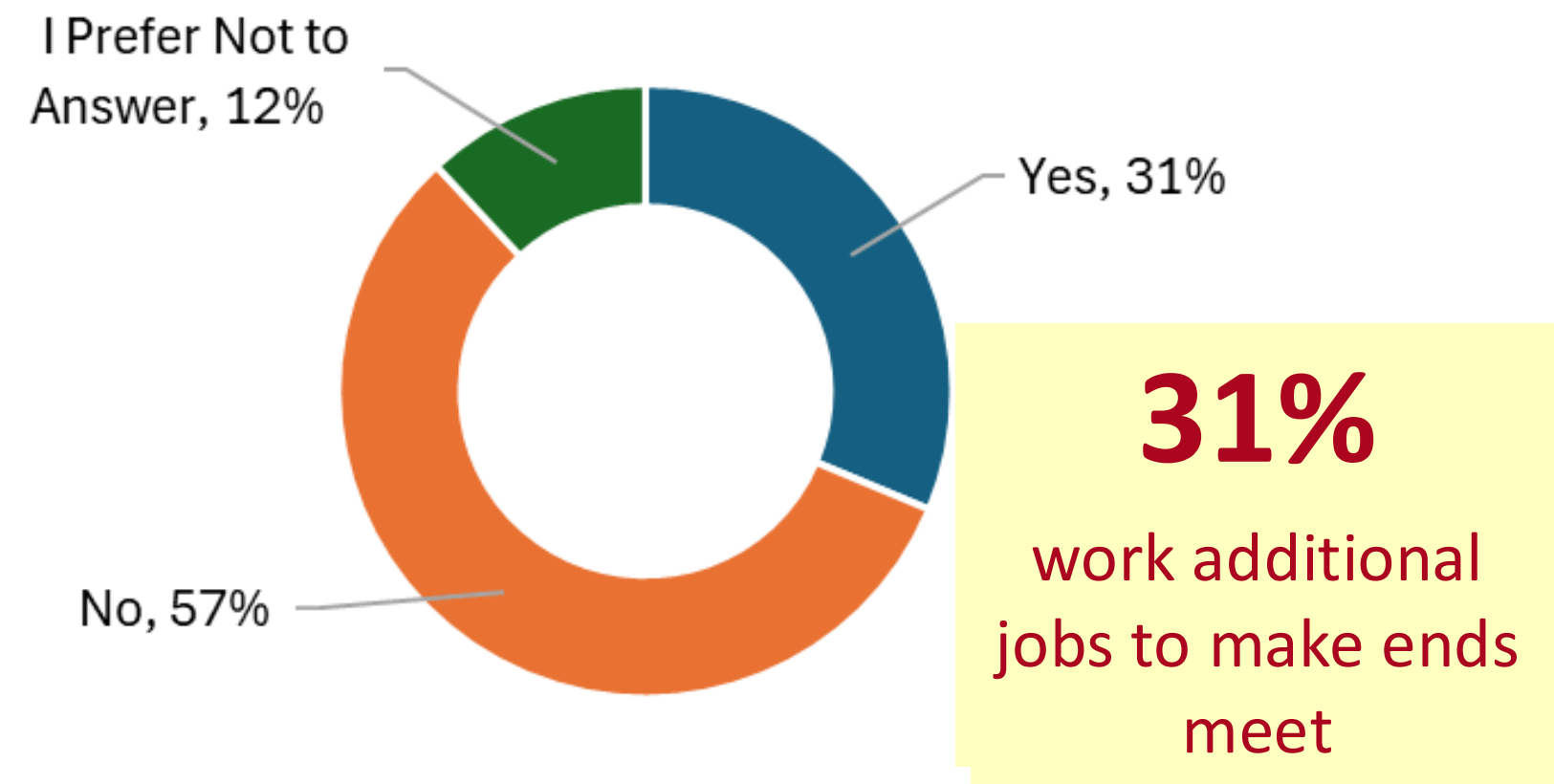
WORKLOAD & JOB SECURITY

Q2.3: I worry about my job security.



64%
worry about
job security

Q2.5: Do you work additional jobs to make ends meet?

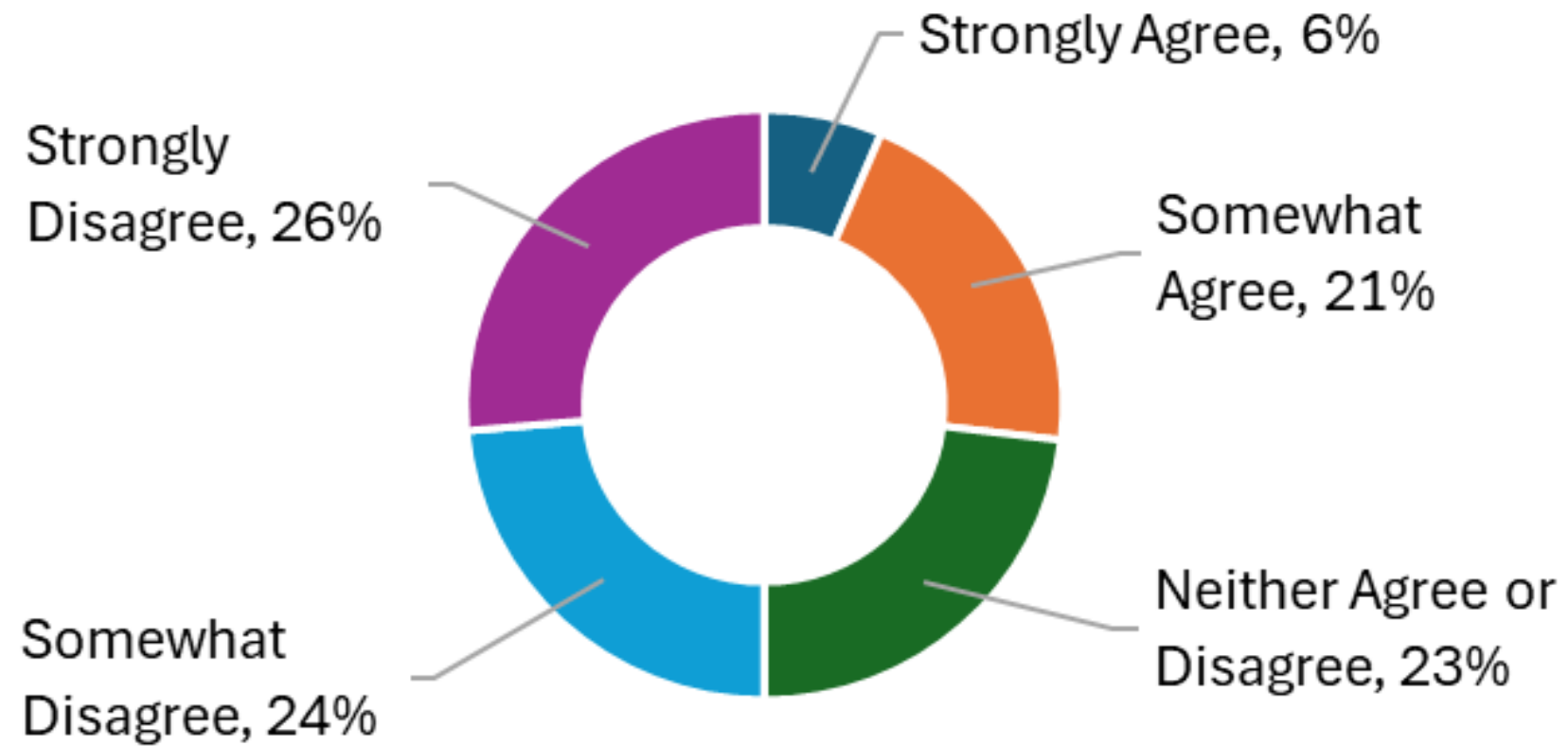


31%
work additional
jobs to make ends
meet

"To make ends meet (but still never getting ahead), I've had to work three jobs for years."

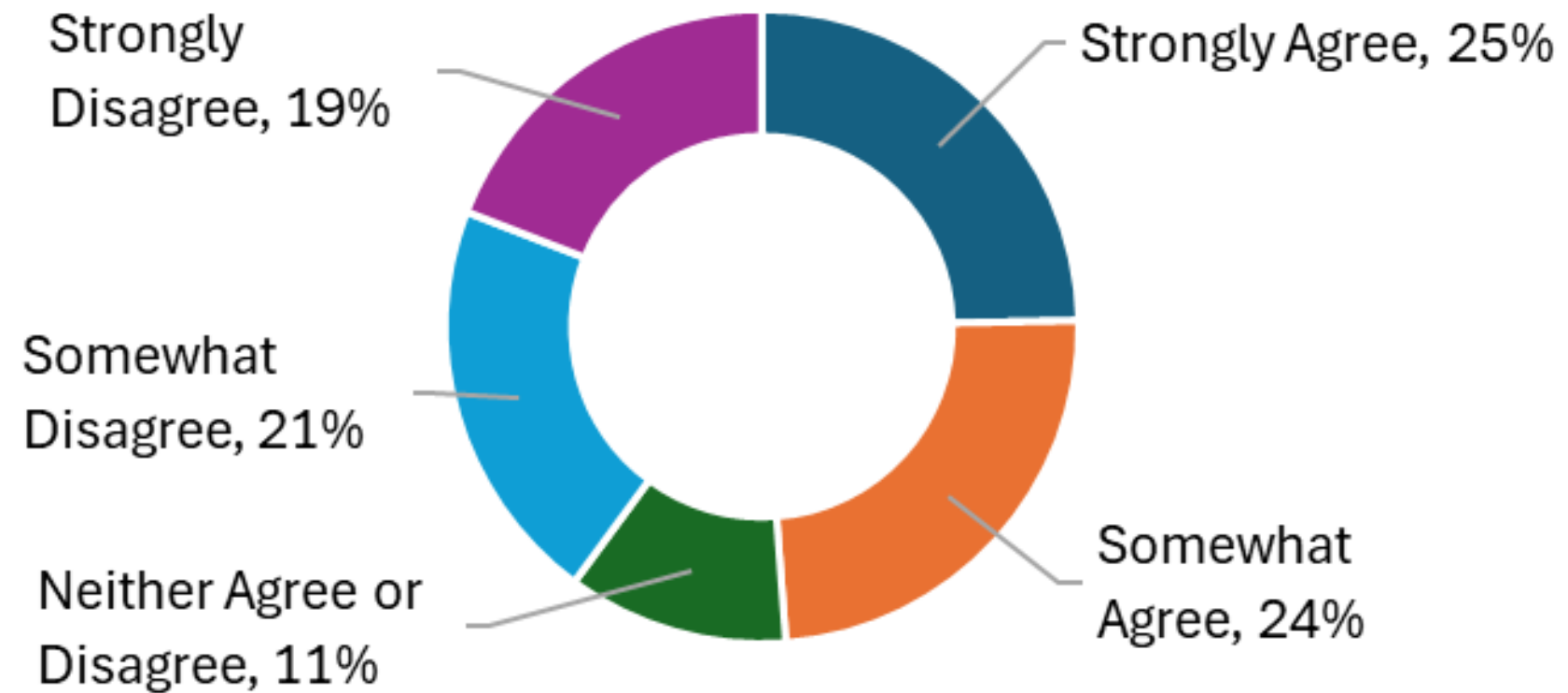
SHARED GOVERNANCE

Q1.9: University leadership respects and values career-track faculty by including them in decision-making efforts.



SHARED GOVERNANCE

Q4.3: As career-track faculty, I believe I have just as much instructional autonomy and academic freedom as my tenure-track colleagues.



RECOMMENDATIONS

Workload and Job Security

1. Grant **Cost of Living Adjustments** to bring CT faculty up to living wages.
2. Establish clear, university-wide guidelines for **CT faculty service expectations**, including standardized guidelines to measure service load.
3. Review and adjust **workload allocations** to reflect actual time spent to include reduced class sizes and workload.
4. Improve **job security** for CT faculty via tools such as **multi-year contracts**.
5. Ensure **academic freedom** for CT faculty.

RECOMMENDATIONS

Recognition, Support, and Professional Development

1. Enhance College and Department-level **recognition of CT faculty contributions** and provide more opportunities for **professional development, research venues, administrative positions,** and **professional development leave.**
2. Faculty Affairs should continue working with deans across Colleges to establish consistent **communication** with CT faculty **regarding annual performance reviews, promotion, and contracts.**

RECOMMENDATIONS

Faculty Governance

1. Ensure CT **faculty participation in decision-making** by enacting transparent structures of shared governance at all levels of the University.
2. Create **career-track-specific guidelines for governance rights** not only at the level of the university, but in each respective college, department, and unit.



Questions?

If you would like to discuss the survey or have additional questions, please contact:

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