

# UAA Adjunct Faculty Trends

**Dr. Richard L. Ender**  
**Interim Director, Office of Institutional Planning, Research, and Assessment**

Understanding and measuring the use of adjunct faculty within UAA has important efficiency, effectiveness, and resource allocation implications. Recently, adjunct data, along with other employment data, has been reported using a “snapshot” method of headcount (see table 1). This approach creates fluctuations in the data and provides little help for academic and financial decisions. Problems with this table include arbitrary date pulls, the mixing of credit adjuncts and non-credit adjuncts, the failure to understand non-faculty staff teaching which is mix into the data in some areas and not others, and the fact that definitions have changed over the years and one moved from non-Banner to Banner systems.

**Table 1. UAA Adjunct Faculty Trend – Snapshot Method**

	Fall 94	Fall 95	Fall 96	Fall 97	Fall 98	Fall 99
<b>Adjunct Faculty</b>	907	874	885	688	667	843
<b>% Change</b>		-3.6%	1.3%	-22.3%	-3.1%	26.4%

**Table 2. UAA Adjunct Faculty Trend, Fall Semesters 1996 – 2000**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Adjunct Headcount</b>	893	840	892	896	864
<b>Change in Headcount</b>		-5.9%	6.2%	0.4%	-3.6%
<b>Adjunct PTE</b>	215.9	198.1	235.2	246.4	206.6
<b>Change in PTE</b>		-8.2%	18.7%	4.8%	-16.2%

**Notes:**

1. *Adjunct Headcount* includes anyone who has an active “Temporary Faculty” job assignment between September 1 and December 1 of the year. It consists of:
  - a) Instructors whose primary job is classified as temporary faculty, both credit and non credit;
  - b) Instructors whose primary job is classified as regular or temporary staff and has a secondary/overload job of temporary faculty.
2. *Adjunct PTE* refers to Adjunct Part-time Equivalent, which is calculated by dividing Non Regular/Term Faculty’s course credit hours by 15.
3. Staff members who teach in Fall but don’t have a temporary faculty job assignment in Banner HR system are excluded from *Adjunct Headcount*, but their course credit hours are included in *Adjunct PTE*.
4. Headcount data are extracted from Banner HR system.
5. Adjunct Headcount for Fall 00 are preliminary--as of November 1, 2000 – and drawn from the Banner HR system.
6. Adjunct PTE data are drawn from the fall opening data in the Banner Student system. Data problems especially in CTC make this number low and will have to be corrected with closing numbers.

To address these issues, OPRA has created a database of adjunct faculty teaching between September 1 and December 1 of each fall semester. Table 2 summarizes this information and shows that the data is significantly different from past reported snapshot information. Fall 1994-1995 data were not used because of data problems with those years but in the past five years, adjunct use has been including in real terms from 1997 to 2000 with the big jump occurring in 1998. This is most likely due to the early retirement program, which has shifted UAA towards a greater reliance on adjuncts both in the short-term and long-term.

Table 3 begins to drill down into the data to provide a greater understanding of the type of adjunct pool UAA is working with. The majority of adjuncts (Primary) are true temporary hires from the non-UAA community who contribute to the academic content of the campus. However, about ten percent of adjuncts come from current non-faculty staff on campus (Secondary). These current non-faculty employees form an important base of instructional support.

A second important thing to note is the non-credit versus credit adjuncts. About 13.5 percent of all adjuncts have non-credit teaching assignments. The Adult Learning Center and Community Development in CTC employ most of these but they also are scattered elsewhere.

**Table 3. Adjunct Headcount Detail by Job Assignment**

		Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Primary</b>	Substitute Faculty		3	10	5	3
	Temporary Faculty - Non-Credit	127	128	112	118	106
	Temporary Faculty Credit	701	631	676	696	678
<b>Primary Total</b>		<b>828</b>	<b>762</b>	<b>798</b>	<b>819</b>	<b>787</b>
<b>Secondary</b>	Instructional Technician		1			
	Staff Overload Credit			4	3	5
	Substitute Faculty		3	3	3	1
	Temporary Faculty - Non-Credit	11	11	20	14	11
	Temporary Faculty Credit	54	63	67	57	60
<b>Secondary Total</b>		<b>65</b>	<b>78</b>	<b>94</b>	<b>77</b>	<b>77</b>
<b>UAA Total</b>		<b>893</b>	<b>840</b>	<b>892</b>	<b>896</b>	<b>864</b>

**Notes:**

1. *Adjunct Headcount* includes anyone who has an active "Temporary Faculty" job assignment between September 1 and December 1 of the year. It consists of:
  - a) Primary Instructor whose primary job is classified as temporary faculty, both credit and non credit;
  - b) Secondary Instructor whose primary job is classified as regular or temporary staff and have a secondary/overload job of temporary faculty.
2. Staff members who teach in Fall but don't have a temporary faculty job assignment in Banner HR system are excluded from *Adjunct Headcount*.
3. Figures for Fall 00 Adjunct Headcount are preliminary--as of November 1, 2000.

Another and in some ways more useful way to view adjunct data is to look at the concept of PTE (Part-Time Equivalent). PTE takes into consideration the actual load of the adjunct to measure productive contribution of this group rather than simple headcount. The method provides a way to compare units within the University. Of course, there are some limitations. First, this data is extracted from Banner Student while Headcount is extracted from Banner HR. The two systems do not provide the same data, which suggests some error in both. The Fall 2000 data in Banner

Student is especially a problem with a large number of courses lacking instructor codes by the time of the Opening Data snapshot. Also the way the two systems are set up, we measure slightly different things. For example, Banner HR cannot measure non-paid adjuncts while Banner Student recognizes them since they are teaching a class.

The PTE is also different in that it measures production of credit classes only. The ability to add up credits taught by adjuncts and divide by 15 to create a PTE number creates a number for comparing academic units. This does not lend itself to non-credit courses, which must be analyzed separately. Table 4 looks at adjunct PTE by School or College and adds the critical off-campus units of CTC. This data provides a method for identifying areas of high adjunct use.

From this data, UAA's adjunct use effectively reduces the needs for full-time faculty by over 200 positions. Because regular faculty teaches 9 to 12 credits, this number is very conservative. This is a huge contribution by the Southcentral community in terms of part-time professional teaching.

**Table 4. Adjunct PTE by School or College**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Academic Affairs</b>	--	--	--	0.1	0.1
<b>CAS</b>	47.3	37.7	46.7	52.2	48.0
<b>CBPP</b>	5.1	3.7	5	8	7.5
<b>CTC</b>	50	49.3	66.7	64.9	38.6
Chugiak-Eagle River	16.2	14.8	17.9	17.1	17.6
Community Development	10.7	12.5	20.9	20.1	9.5
Fort Richardson	6.1	6.7	6.9	6.6	.5
Elmendorf	7	7.1	7.8	6.9	.2
Developmental Studies	2.6	0.3	3.5	3.9	3.5
CTC Other	7.4	8.1	9.7	10.2	7.3
<b>SOEN</b>	1.4	3.1	2.2	1.8	2.0
<b>CHESW</b>	13.7	10.8	12.6	12.6	16.2
<b>Library Science</b>				0.1	
<b>CDL-Telecourse</b>	4.6	5.3	5.1	5.9	5.1
<b>Anchorage Total</b>	122.2	109.8	138.3	145.5	117.4
<b>Kenai</b>	23.9	24.5	24.9	25.6	23.8
<b>Kodiak</b>	7.4	7.1	5.2	7.9	10.0
<b>Mat-Su</b>	27.5	25.7	35.7	38.7	30.7
<b>Military Programs</b>	12.2	8.9	7.1	7.1	8.1
<b>PWSCC</b>	22.8	22	28.2	25.9	16.8
<b>Extended Total</b>	93.8	88.2	101.1	105.2	89.4
<b>UAA Total</b>	215.9	198.1	239.4	250.7	206.7

**Notes:**

1. *Adjunct PTE* is anyone who has an active "Temporary Faculty" job assignment between September 1 and December 1 of the year divided by 15 to calculate Part-Time Equivalent. This excludes unpaid assignments since they are not listed in Banner HR.
2. Staff members who teach in Fall but don't have a temporary faculty job assignment in Banner HR system are excluded from *Adjunct Headcount*.

3. Figures for Fall 00 PTE data are preliminary as of the opening freeze date. Because many courses did not have instructor's ID in the system at Opening freeze, any of those courses taught by adjuncts are not included. (In CTC, a total of 136 sections were missing Faculty ID, including 23 for Community Development; 22, Ft. Richardson; 33, Elmendorf AFB.) This table will be updated at the time of Fall closing.

While Table 4 provides insight into the actual use of adjuncts by the Schools and Colleges in real terms, it does not measure a unit's adjunct utilization rate. Tables 5 and 6 accomplish this. Table 5 highlights the fall semester course credit hours taught by all faculty, both regular and adjunct. Table 6 calculates the percent of course credit hours assigned that were taught by adjunct assignment. There are a few unusual patterns, in particular the large drop in Developmental credit hours in 1997 and consequence drop in adjunct percentage. This data is what is present in Banner but 1997 data has had problems in the past due to coding problems and we are not assured that the data is completely correct that year.

**Table 5. Fall Semester Course Credit Hours Taught  
By All Faculty (both Regular & Adjunct)**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Academic Affairs</b>			14.0	18.0	20.0
<b>CAS</b>	2,602.5	2,173.0	2,222.0	2,251.0	2,220.0
<b>CBPP</b>	482.0	437.0	421.0	430.0	435.0
<b>CTC</b>	1,553.5	1,404.5	1,653.0	1,638.5	1,415.0
Chugiak-Eagle River	289.7	280.0	314.0	294.0	295.0
Community Development	300.3	267.0	381.0	421.0	229.0
Fort Richardson	106.0	104.0	116.0	105.0	78.0
Elmendorf	128.0	113.0	130.0	119.0	104.0
Developmental Studies	82.0	45.0	120.0	115.0	123.0
CTC Other	647.5	595.5	592.0	584.5	586.0
<b>SOEN</b>	160.0	180.0	148.0	149.0	163.0
<b>CHESW</b>	862.5	820.5	817.0	810.0	938.5
<b>Library Science</b>					
<b>CDL - Telecourse</b>	106.0	121.0	122.0	133.0	136.0
<b>Anchorage Total</b>	<b>5,766.5</b>	<b>5,136.0</b>	<b>5,397.0</b>	<b>5,429.5</b>	<b>5,327.5</b>
<b>Kenai</b>	767.0	700.0	672.0	637.0	701.0
<b>Kodiak</b>	267.0	241.0	224.0	241.5	263.0
<b>Mat-Su</b>	660.0	625.0	698.0	759.0	770.0
<b>Military Programs</b>	183.0	146.0	113.0	106.0	131.0
<b>PWSCC</b>	590.4	584.1	566.7	581.4	550.9
<b>Extended Sites Total</b>	<b>2,467.4</b>	<b>2,296.1</b>	<b>2,273.7</b>	<b>2,324.9</b>	<b>2,415.9</b>
<b>UAA Total</b>	<b>8,233.9</b>	<b>7,432.1</b>	<b>7,670.7</b>	<b>7,754.4</b>	<b>7,743.4</b>

**Notes:**

1. *Fall Semester Course Credit Hours* include any credit course taught at UAA and assigned to a unit during each Fall semester. Fall 1996 data is retrieved from old SI system, and data for Fall 1997- Fall 1999 is extracted from Banner SI official Closing.

2. This table does not include non-credit courses.
3. Figures for Fall 00 are preliminary--as of the Opening freeze date.

However, overall, UAA has increased its utilization of adjuncts every year through fall 2000. The fall 2000 numbers are affected somewhat by missing data. The data for Fall 2000 must be considered preliminary with significant number of instructors yet to be updated in the system properly. This will largely solve itself by the time of Fall closing in January when further analysis will be completed. However, it is expected that the percent of adjuncts will rise because in most schools, the missing data is disproportionately that of adjuncts. Final data for Fall 2000 is expected to be similar to Fall 1999 or even reflecting a small increase.

The trend upward of adjunct utilization may be due to the large number of retirements beginning three years ago, and the fact that many positions were not filled or were difficult to fill. Combine this with shrinking budget for several years; dependence on adjuncts is clearly up. Looking at individual units, highest adjunct use occurs in CTC's off-campus locations and military programs (the low numbers in Fall 2000 are due to data issues not a decrease in use). Among extended colleges, Mat-Su College has the highest adjunct use, followed by Kodiak College. On the Anchorage campus, the highest use in Fall 2000 is in the College of Arts and Sciences followed by CBPP and CHESW. Traditional high adjunct use is found in the Center for Distance Learning and Developmental Studies. Both CAS and CBPP have shown a steady rise in adjunct use up to Fall 1999.

**Table 6. Percent Course Credit Hours Taught by Adjunct Faculty**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Academic Affairs</b>			0.0%	5.6%	5.0%
<b>CAS</b>	27.2%	26.0%	31.5%	34.8%	32.4%
<b>CBPP</b>	16.0%	12.6%	17.8%	27.9%	25.7%
<b>CTC</b>	48.3%	52.7%	60.5%	59.4%	40.9%
Chugiak-Eagle River	83.9%	79.3%	85.4%	87.4%	89.5%
Community Development	53.6%	70.0%	82.3%	71.6%	62.4%
Fort Richardson	85.8%	96.2%	88.8%	94.3%	9.0%
Elmendorf	82.0%	93.8%	90.0%	87.4%	2.9%
Developmental Studies	47.6%	8.9%	44.2%	51.3%	43.1%
CTC Other	17.2%	20.3%	24.6%	26.2%	18.6%
<b>SOEN</b>	13.1%	25.6%	22.3%	18.1%	18.4%
<b>CHESW</b>	23.9%	19.7%	23.1%	23.3%	25.9%
<b>Library Science</b>					
<b>CDL - Telecourse</b>	65.1%	65.3%	62.3%	66.2%	55.9%
<b>Anchorage Total</b>	31.8%	32.1%	38.4%	40.2%	33.1%
<b>Kenai</b>	46.7%	52.6%	55.5%	60.3%	51.0%
<b>Kodiak</b>	41.6%	44.4%	34.6%	49.1%	57.2%
<b>Mat-Su</b>	62.4%	61.6%	76.8%	76.5%	59.7%
<b>Military Programs</b>	100.0%	91.8%	94.7%	100.0%	92.4%
<b>PWSCC</b>	57.9%	56.5%	74.7%	66.7%	45.6%
<b>Extended Sites Total</b>	57.0%	57.7%	66.7%	67.9%	55.5%
<b>UAA Total</b>	39.3%	40.0%	46.8%	47.6%	40.0%

**Notes:**

1. *Percent Course Credit Hours Taught by Adjuncts* is the number of credit hours taught by adjuncts divided by the total number of credit hours taught by a unit. An adjunct is anyone who has an active "Temporary Faculty" job assignment between September 1 and December 1 and includes unpaid assignment because this data is derived from Banner Student.
2. This table does not include non-credit courses.
3. Figures for Fall 00 Course Credit Hours are preliminary--as of the Opening freeze date. Because many courses did not have instructor's ID in the system at Opening freeze, any of those courses taught by adjuncts are not included. (In CTC, a total of 136 sections were missing Faculty ID, including 23 for Community Development; 22, Ft. Richardson; 33, Elmendorf AFB.) This table will be updated at the time of Fall closing.

**Table 7. Fall Semester Student Credit Hours Taught by All Faculty**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Academic Affairs</b>		150.0	273.0		226.0
<b>CAS</b>	52,997.5	48,234.0	49,165.0	50,310.0	51,199.0
<b>CBPP</b>	11,611.0	11,328.0	11,160.0	11,626.0	10,937.0
<b>CTC</b>	22,928.5	23,668.5	26,111.5	22,568.0	20,437.0
Chugiak-Eagle River	5,553.0	5,297.0	5,155.0	4,981.0	4,722.0
Community Development	3,109.0	4,832.0	6,255.0	3,342.0	2,736.0
Fort Richardson	2,185.0	2,045.0	2,086.0	1,699.0	1,223.0
Elmendorf	2,309.0	2,379.0	2,562.0	2,253.0	1,771.0
Developmental Studies	1,580.0	1,254.0	2,645.0	2,702.0	2,738.0
CTC Other	8,192.5	7,861.5	7,408.5	7,591.0	7,247.0
<b>SOEN</b>	2,644.0	2,200.0	2,275.0	2,145.0	2,184.0
<b>CHESW</b>	13,367.0	13,456.5	13,292.0	14,181.0	12,422.0
<b>CDL-Telecourse</b>	2,637.0	3,161.0	2,366.0	3,051.0	3,337.0
<b>Anchorage Total</b>	106,158.0	102,048.0	104,519.5	104,154.0	100,742.0
<b>Kenai</b>	9,537.0	8,796.0	9,027.0	7,943.0	8,505.0
<b>Kodiak</b>	2,560.0	2,271.0	2,385.0	2,168.0	2,614.0
<b>Mat-Su</b>	8,997.0	8,690.0	8,289.0	8,853.0	8,120.0
<b>Military Programs</b>	2,409.0	2,106.0	1,609.0	1,423.0	1,679.0
<b>PWSCC</b>	3,987.2	4,364.1	4,483.6	4,102.5	2,998.0
<b>Extended Total</b>	27,490.2	26,227.1	25,793.6	24,489.5	23,916.0
<b>UAA Total</b>	133,648.2	128,275.1	130,313.1	128,643.5	124,658.0

**Note:**

1. Since Fall 99, a number of Self-Support type Education courses previously under CTC's Community Development Department have been moved to CHESW.
2. Figures for Fall 00 Student Credit Hours are preliminary--as of the Opening freeze date.

Another perspective is to look at Student Credit Hours and the proportion taught by adjunct faculty. Table 7 highlights the total student credit hours taught and Table 8 looks at the percent that are adjunct hours. The data weaknesses in the Fall 2000 preliminary data continues to be concern and

conclusions on sharp deviations in the Fall 2000 semester should wait for final data analysis. Course Credit Hours (CCH) and Student Credit Hours (SCH) taught by adjuncts track closely. Of course, student credit hours are driven by class size and class size of adjunct classes tend to be marginally smaller on the average compared to full-time faculty.

**Table 8. Percent of Student Credit Hours Taught by Adjunct Faculty**

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00
<b>Academic Affairs</b>			9.3%	5.9%	5.8%
<b>CAS</b>	27.6%	26.7%	32.9%	32.6%	30.0%
<b>CBPP</b>	18.8%	13.0%	20.6%	28.9%	25.4%
<b>CTC</b>	57.6%	55.8%	65.0%	63.3%	48.5%
Chugiak-Eagle River			83.8%	82.7%	91.0%
Community Development			89.2%	87.3%	82.5%
Fort Richardson			91.0%	94.7%	12.1%
Elmendorf			91.9%	84.4%	2.9%
Developmental Studies			39.7%	46.1%	38.9%
CTC Other			23.9%	32.7%	28.9%
<b>SOEN</b>	17.7%	21.5%	25.5%	16.6%	18.8%
<b>CHESW</b>	27.0%	21.2%	25.4%	38.4%	31.3%
<b>CDL-Telecourse</b>	58.9%	58.2%	49.7%	58.1%	34.1%
<b>Anchorage Total</b>	33.6%	32.0%	38.9%	39.9%	33.3%
<b>Kenai</b>	46.8%	47.8%	50.4%	58.6%	51.9%
<b>Kodiak</b>	47.3%	55.7%	36.0%	58.9%	66.6%
<b>Mat-Su</b>	72.5%	70.4%	82.2%	79.2%	72.4%
<b>Military Programs</b>	100.0%	94.0%	94.2%	100.0%	95.1%
<b>PWSCC</b>	47.9%	52.9%	78.0%	73.1%	53.4%
<b>Extended Total</b>	60.1%	60.5%	66.8%	70.9%	63.7%
<b>UAA Total</b>	39.0%	37.9%	44.4%	45.8%	39.1%

**Notes:**

1. *Percent Student Credit Hours Taught by Adjuncts* is the number of student credit hours taught by adjuncts divided by the total number of student credit hours taught by a unit. An adjunct is anyone who has an active "Temporary Faculty" job assignment between September 1 and December 1 and includes unpaid assignment because this data is derived from Banner Student.
2. This table does not include non-credit courses.
3. Figures for Fall 00 Student Credit Hours are preliminary--as of the Opening freeze date. Because many courses did not have instructor's ID in the system at Opening freeze, any of those courses taught by adjuncts are not included. (In CTC, a total of 136 sections were missing Faculty ID, including 23 for Community Development; 22, Ft. Richardson; 33, Elmendorf AFB.) This table will be updated at the time of Fall closing.

As a final note, Table 9 analyzes the data problems of adjunct data for Fall 2000. The failure of Academic Units to promptly add in their personnel data make is difficult at best to provide a clear and correct assessment of an ongoing semester. The Table provides a review of the problem and highlights in the units, which have the most missing data. Fort Richardson and Elmendorf are basically unavailable for analysis at this time while CTC overall has the most data problems.

**Table 9. Estimate of Data Integrity Problems in Fall 2000 Adjunct Analysis**

	<b>Missing ID SCH</b>	<b>Total SCH</b>	<b>% of Total</b>
<b>CAS</b>	2,573.0	51,199	5.0%
<b>CBPP</b>	0.0	10,937	0.0%
<b>CTC</b>	5,318.0	20,437	26.0%
Eagle River/Chugiak	324.0	4,722	6.9%
Community Development	709.0	2,736	25.9%
Fort Richardson	905.0	1,223	74.0%
Elmendorf AFB	1,593.0	1,771	89.9%
Other	1,787.0	7,247	24.7%
<b>SOEN</b>	323.0	2,184	14.8%
<b>CHESW</b>	435.0	12,422	3.5%
<b>CDL-Telecourse</b>	132.0	3,337	4.0%
Anchorage Total	8,781.0	100,742	8.7%
<b>Kenai</b>	372.0	8,505	4.4%
<b>Kodiak</b>	113.0	2,614	4.3%
<b>Military</b>	83.0	1,679	4.9%
<b>PWSCC</b>	567.3	2,998	18.9%
Extended Total	1,135.3	23,916	4.7%
<b>UAA Total</b>	9,916.3	124,658	8.0%