# USC—Faculty Welfare Committee

# Report of Non-Tenure Track Faculty Survey—Spring 2015

# Presented: June 2015 Faculty Senate Meeting

**SURVEY PURPOSE, METHOD, AND PROCEDURAL INTRODUCTION:**

The 2014-2015 Faculty Welfare Committee (co-chairs Dr. Janet Hudson and Dr. Camelia Knapp) developed the Non-tenure Track Faculty Survey to seek and document specific concerns of non-tenure track (NTT) faculty that the 2013 Faculty Climate Survey and the University Ombudsman Dr. Jim Augustine had identified more broadly. Yicheng Zhu, graduate student of Dr. Augie Grant in the College of Information and Communication, processed and administered the survey via Qualtrics. All 694 full-time (NTT) faculty (current as of December 2014 as identified by Derlene Lowder of the Office of the Provost) received the opportunity to participate in February 2015 and 351 completed it—a 51% overall participation rate and a 59% average per college participation rate. Neither adjuncts nor part-time faculty were included.

The FWC insisted on anonymous participation but knowing the issues and concerns of NTT faculty vary widely by colleges, the survey was sent to members of each college separately to insure accurate college information in the results. Participants were only asked to identify their job title and years of service at USC. Currently NTT faculty holds 22 separate titles. The survey made these available via a dropdown menu. The survey included five questions to gauge the following: overall job satisfaction, satisfaction related to unit, college, and university governance, and satisfaction related to promotion opportunities. Two open-ended questions were available for general comments, resulting in 45 single-spaced pages of comments.

**EXECUTIVE SUMMARY:**

The high participation rate among the full-time, non-tenure track faculty identified and surveyed strongly suggests a desire to share their concerns when given the opportunity. Moreover the voluminous comments to the two open ended questions reveal a pattern of concerns among an understandably broad range of comments. Overwhelmingly the full-time NTT faculty's most frequent comments, summarized here, expressed frustrations with the:

- lack of respect and recognition for their contribution to the University ("second-class citizens," "illegal citizens," "open disrespect," and "disregard" were characterizations used)
- lack of promotional opportunities or unclear policy for promotion

- lack of voting rights and input into university governance
- lack of internal grant funding opportunities

and the desire for:

- longer-term contracts and paths for promotion
- more recognition for the contributions they make

The five scale questions reveal that the greatest dissatisfaction is with opportunities for promotion and university governance. While the survey reveals a wide range of perspectives across the university and within colleges, the general trend is greater satisfaction with unit level governance, less satisfaction with college level governance; and the least satisfaction with university level governance. The colleges **most satisfied** with their participation in unit and college governance are:

- College of Nursing
- Arnold School of Public Health
- College of Pharmacy
- College of Information and Communication
- Palmetto College Campuses & Extended University

Colleges **most dissatisfied** with governance opportunities at all levels—unit, college, and university—are:

- College of Arts and Sciences
- College of Social Work
- College of Education

**Findings related to NTT faculty across all colleges by years of service and job titles**:

- The NTT faculty with years of service at USC between 5 and 15 years expressed significantly lower levels of satisfaction with their overall status as NTT faculty.
- While satisfaction with opportunities for promotion was low among the entire population of survey participants, NTT faculty with job titles that include the word "instructor" or "lecturer" were significantly lower than NTT faculty with the words "clinical" or "research" in their titles. [See Job Titles table for all titles included.]

The NTT faculty represents nearly one-third of all full-time faculty at the University of South Carolina. These individuals' contribution is significant and growing. The FWC presents this report in the hopes that the faculty senate and university administration will work to address the concerns revealed and expressed in this survey.

The FWC would like to express its special thanks to Yicheng Zhu for his diligent work in constructing and conducting the survey as well as his expert assistance

in the analysis of the survey. Thanks also to Augie Grant for making Yicheng Zhu available; Terrie Smith, Derlene Lowder, and Beth-Anne Rogers, of the Office of the Provost; and Brienne McDaniel, graduate assistance in the College of Education, for their invaluable assistance as well.

**FWC—NTT Faculty Survey Report CONTENTS:**


- **USC Full-time Non Tenure Track Faculty Data by College 12/2014**
- **Original Survey Questionnaire**
- **Summary of participation by colleges—data and visual**
- **Summary of participation by years of service—data and visual**
- **Summary of participation by job titles—data and visual**
- **Summary responses to each of the five quantitative questions reported by colleges in relationship to the overall mean**
- **Visuals illustrating overall responses to the five quantitative questions**
- **Charts tallying the qualitative responses to Questions #8 and #9**
- **Drafted summary analysis of the qualitative data with select quotations to illustrate major areas of concern**
- **Analysis testing statistical differences based on years of service**
- **Analysis testing statistical differences based on job titles, which might suggest differing responsibilities.**

## USC Full-time Non-Tenure Track Faculty Data: December 2014

| College/School | Number of Full-time NTT Faculty | Job Titles | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| School of Medicine | 208 | CLINICAL ASSOC PROF | RESEARCH ASSOC PROF | CLINICAL ASSIST PROF | CLINICAL PROFESSOR | RESEARCH ASST PROF | CLINICAL INSTRUCTOR | RESEARCH PROFESSOR | | | | |
| *Arts and Sciences: Arts & Humanities | 77 | RESEARCH ASST PROF | LECTURER | INSTRUCTOR | SENIOR INSTRUCTOR | PROFESSOR | ASSOC. PROFESSOR | ASST PROFESSOR | RESEARCH ASSOC PROF | CLINICAL ASSIST PROF | CLINICAL ASSOC PROF | RESEARCH ASSOCIATE |
| Palmetto College Campuses** & Extended Univ | 52 | SENIOR INSTRUCTOR | INSTRUCTOR | DEAN | PROFESSOR | | | | | | | |
| Darla Moore School of Business | 50 | VISITING ASST. PROF | VISITING ASST. PROF | RESEARCH ASST PROF | LECTURER | CLINICAL PROFESSOR | CLINICAL ASSIST PROF | CLINICAL ASSOC PROF | ASSOC. PROFESSOR | | | |
| Arnold School of Public Health | 46 | INSTRUCTOR | CLINICAL ASSIST PROF | RESEARCH ASSOC PROF | CLINICAL PROFESSOR | RESEARCH ASST PROF | CLINICAL ASSOC PROF | RESEARCH PROFESSOR | CLINICAL INSTRUCTOR | | | |
| *Arts and Sciences: Sciences | 37 | RESEARCH ASSOC PROF | ASSOC. PROFESSOR | LECTURER | INSTRUCTOR | SENIOR INSTRUCTOR | RESEARCH PROFESSOR | VISITING ASST. PROF | RESEARCH ASSOC PROF | PROFESSOR | RESEARCH ASST PROF | |
| Pharmacy | 32 | CLINICAL PROFESSOR | CLINICAL ASSIST PROF | RESEARCH ASST PROF | CLINICAL ASSOC PROF | INSTRUCTOR | | | | | | |
| Education | 31 | ASST. DEAN | RESEARCH ASSOC PROF | CLINICAL INSTRUCTOR | INSTRUCTOR | CLINICAL ASSIST PROF | CLINICAL ASSOC PROF | CLINICAL PROFESSOR | | | | |
| Nursing | 28 | RESEARCH PROFESSOR | RESEARCH ASSOC PROF | RESEARCH ASST PROF | CLINICAL INSTRUCTOR | CLINICAL ASSIST PROF | CLINICAL ASSOC PROF | | | | | |
| HRSM | 20 | INSTRUCTOR | SENIOR INSTRUCTOR | CLINICAL INSTRUCTOR | LECTURER | RESEARCH PROFESSOR | | | | | | |
| Information & Communication | 18 | ASST PROFESSOR | VISITING PROFESSOR | INSTRUCTOR | SENIOR INSTRUCTOR | | | | | | | |
| USCSOM - Greenville | 17 | CLINICAL PROFESSOR | RESEARCH ASSOC PROF | CLINICAL ASSIST PROF | ASST PROFESSOR | CLINICAL ASSOC PROF | | | | | | |
| English Program for Internationals | 15 | INSTRUCTOR | SENIOR INSTRUCTOR | SENIOR TEACHING ASSOC | TEACHING ASSOC | | | | | | | |
| Social Work | 15 | RESEARCH ASST PROF | LECTURER | INSTRUCTOR | CLINICAL INSTRUCTOR | CLINICAL ASSIST PROF | RESEARCH ASSOC PROF | | | | | |
| School of Law | 13 | ASSOC. DEAN | VISITING ASST. PROF | INSTRUCTOR | RESEARCH ASSOC PROF | LIBRARIAN | INSTRUCTOR LIBRARIAN | | | | | |
| Engineering and Computing | 12 | RESEARCH ASST PROF | INSTRUCTOR | RESEARCH ASSOC PROF | | | | | | | | |
| Office of Research (Includes Inst for Families in Society & Center for Health Disparities) | 9 | RESEARCH PROFESSOR | RESEARCH ASSOC PROF | CLINICAL PROFESSOR | CLINICAL ASSIST PROF | RESEARCH ASST PROF | | | | | | |
| School of the Environment | 4 | RESEARCH PROFESSOR | RESEARCH ASST PROF | RESEARCH ASSOC PROF | | | | | | | | |
| University Libraries | 4 | LIBRARIAN | INSTRUCTOR LIBRARIAN | | | | | | | | | |
| SC Honors College | 3 | SENIOR INSTRUCTOR | INSTRUCTOR | CLINICAL ASSIST PROF | | | | | | | | |
| School of Music | 3 | LECTURER | INSTRUCTOR | | | | | | | | | |
| **Total Full-time Non-Tenure Track Faculty** | **694** | | | | | | | | | | | |

*College of Arts and Sciences (same college but separated for the purpose of analysis)
**Palmetto College Campuses are USC Lancaster, USC Salkehatchie, USC Sumter, USC Union

## The Actual 9 Non-Tenure Track Faculty SHORT SURVEY Questions

**1.** Position or Job-title (*dropdown choices* PLUS Other). The inclusive list of job titles for each College is provided in the spreadsheet—"FWC NTT Survey Data"—worksheet "Position titles."

2. Years of Service at USC as a full-time NTT faculty member (*dropdown* choices "less than one year" to "more than 20 years".
    - Less than one year
    - 1-2
    - 3-5
    - 6-10
    - 11-15
    - 16-20
    - More than 20 years

3-7. On a scale of 1-10 how satisfied are you regarding. . .

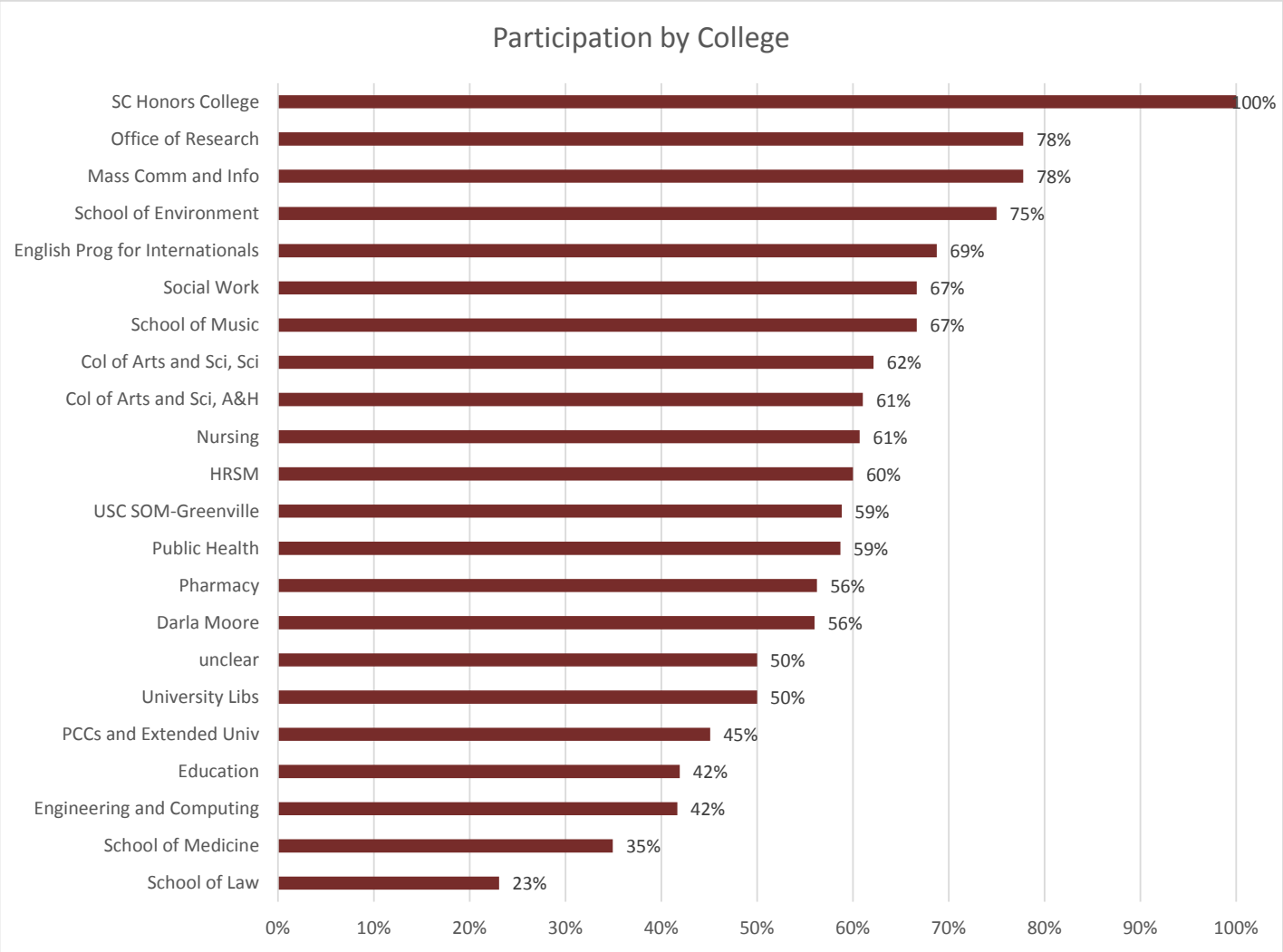
- issues that relate specifically to your status as a "non-tenure track faculty" member?
- policies that relate to NTT faculty opportunities to participate in the governance of your **unit**?
- policies that relate to NTT faculty opportunities to participate in the governance of your **college**?
- policies that relate to NTT faculty opportunities to participate in the governance of the **university**?
- opportunities for promotion within your unit and/or college?

8. **Comment box** will be available to allow comments related to the 3-7 scale questions. "Please offer any specific comments you would like to make regarding the questions above."

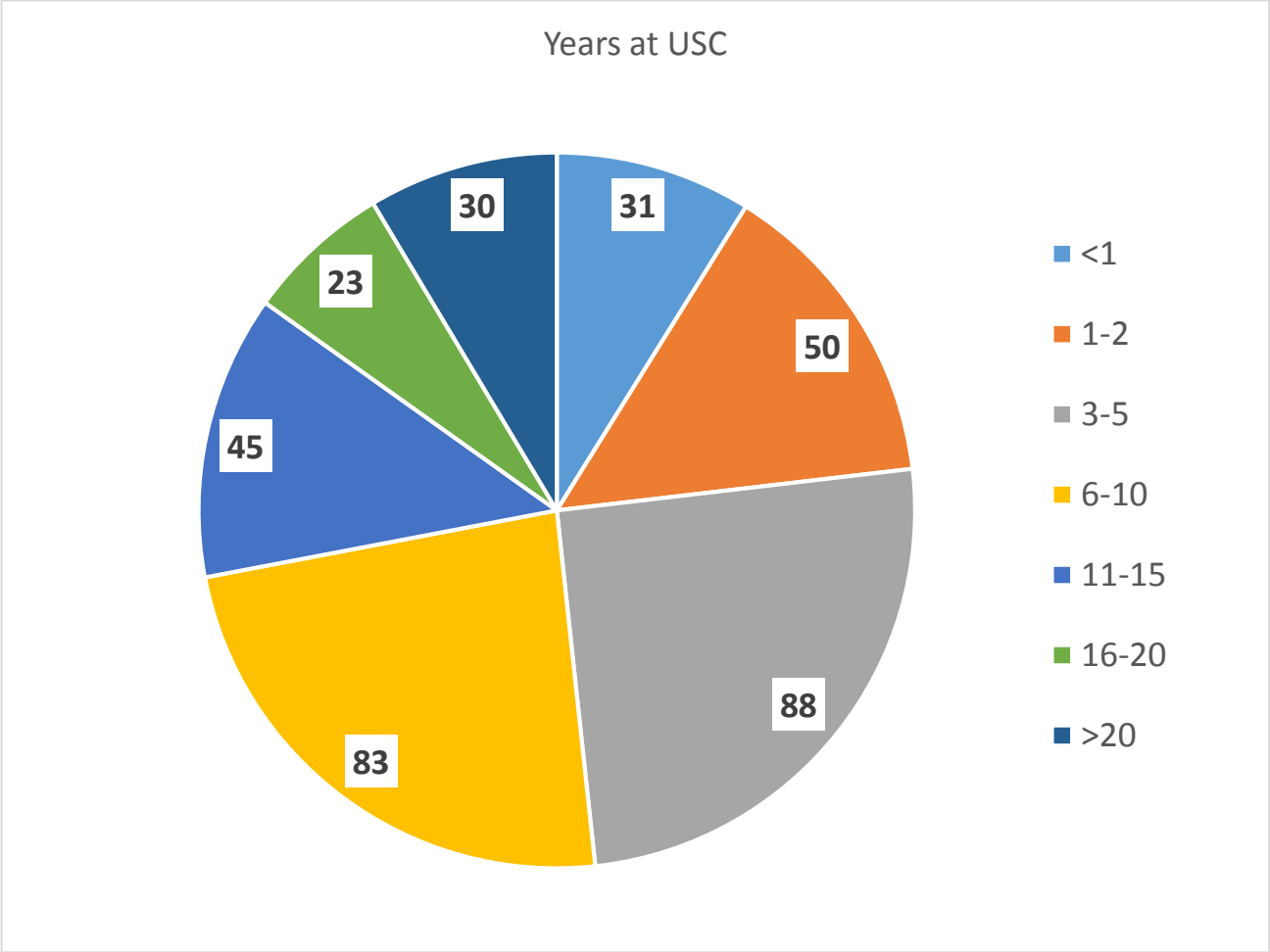
9. **Comment box:** "Other than perhaps higher pay or a tenure-track position, is there something that could be changed at USC to increase your job satisfaction as a non-tenure track faculty member?"

## Faculty Walfare NTT Survey Result: Participation by College

| Deparment Names | Completed Rate | Completed Rate |
|---|---|---|
| School of Law | 23% | 0.23 |
| School of Medicine | 35% | 0.35 |
| Engineering and Computing | 42% | 0.42 |
| Education | 42% | 0.42 |
| PCCs and Extended Univ | 45% | 0.45 |
| University Libs | 50% | 0.50 |
| unclear | 50% | 0.50 |
| Darla Moore | 56% | 0.56 |
| Pharmacy | 56% | 0.56 |
| Public Health | 59% | 0.59 |
| USC SOM-Greenville | 59% | 0.59 |
| HRSM | 60% | 0.60 |
| Nursing | 61% | 0.61 |
| Col of Arts and Sci, A&H | 61% | 0.61 |
| Col of Arts and Sci, Sci | 62% | 0.62 |
| School of Music | 67% | 0.67 |
| Social Work | 67% | 0.67 |
| English Prog for Internationals | 69% | 0.69 |
| School of Environment | 75% | 0.75 |
| Mass Comm and Info | 78% | 0.78 |
| Office of Research | 78% | 0.78 |
| SC Honors College | 100% | 1.00 |
| **TOTAL** | **51%** | **0.51** |
| **AVERAGE** | **59%** | **0.59** |


Participation by College
SC Honors College 100%
Office of Research 78%
Mass Comm and Info 78%
School of Environment 75%
English Prog for Internationals 69%
Social Work 67%
School of Music 67%
Col of Arts and Sci, Sci 62%
Col of Arts and Sci, A&H 61%
Nursing 61%
HRSM 60%
USC SOM-Greenville 59%
Public Health 59%
Pharmacy 56%
Darla Moore 56%
unclear 50%
University Libs 50%
PCCs and Extended Univ 45%
Education 42%
Engineering and Computing 42%
School of Medicine 35%
School of Law 23%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%

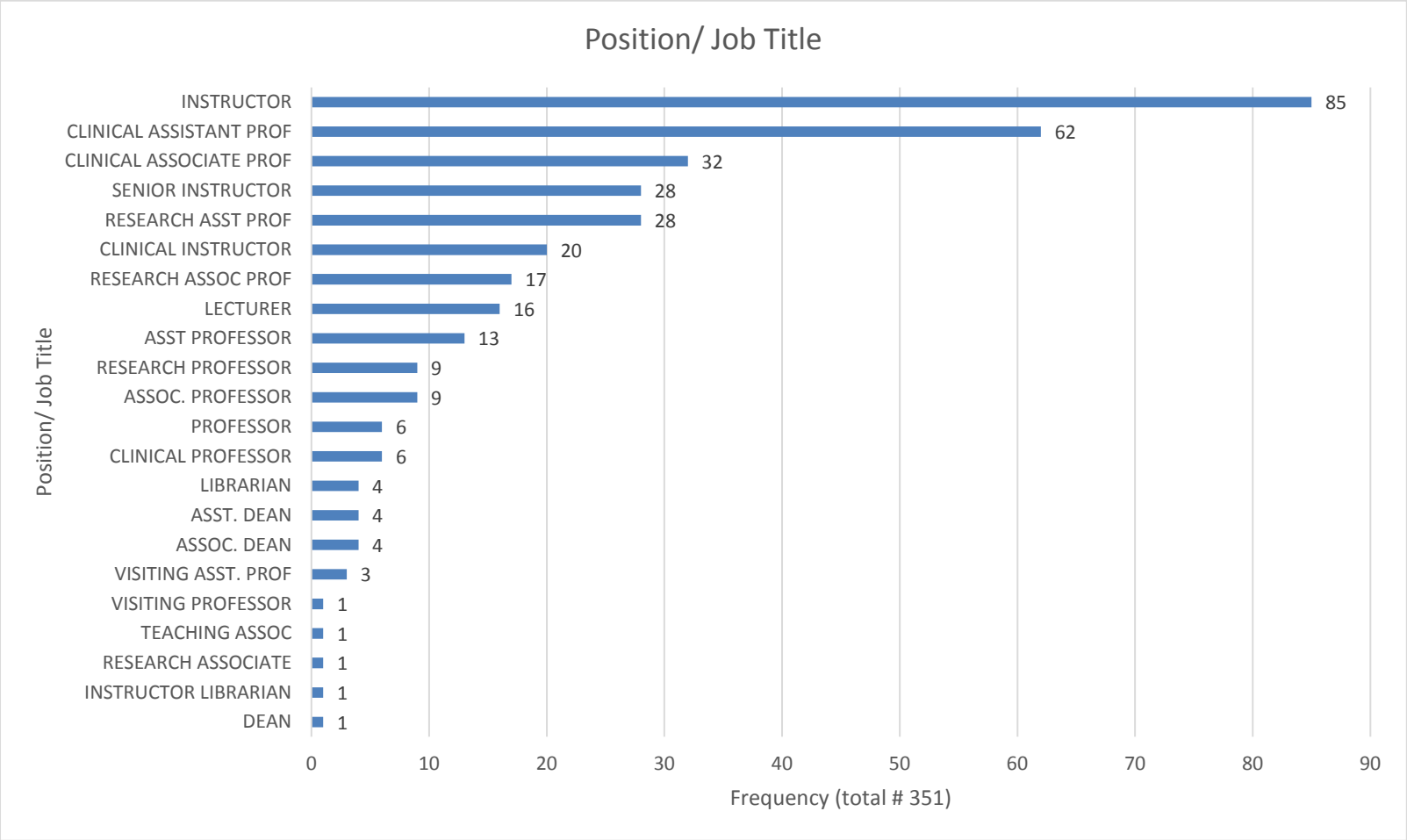
| Faculty Welfare Committee-NTT Faculty Survey: Service by Years | | | | |
|---|---|---|---|---|
| Years | Frequency | Percent | Valid Percent | Cumulative Percent |
| <1 | 31 | 8.8 | 8.9 | 8.9 |
| 1-2 | 50 | 14.2 | 14.3 | 23.1 |
| 3-5 | 88 | 25.1 | 25.1 | 48.3 |
| 6-10 | 83 | 23.6 | 23.7 | 72 |
| 11-15 | 45 | 12.8 | 12.9 | 84.9 |
| 16-20 | 23 | 6.6 | 6.6 | 91.4 |
| >20 | 30 | 8.5 | 8.6 | 100 |
| Total | 350 | 99.7 | 100 | |



## Faculty Welfare Committee-NTT Faculty Survey: Job Titles

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| DEAN | 1 | 0.3 | 0.3 | 43 |
| INSTRUCTOR LIBRARIAN | 1 | 0.3 | 0.3 | 67.5 |
| RESEARCH ASSOCIATE | 1 | 0.3 | 0.3 | 80.1 |
| TEACHING ASSOC | 1 | 0.3 | 0.3 | 98.9 |
| VISITING PROFESSOR | 1 | 0.3 | 0.3 | 100 |
| VISITING ASST. PROF | 3 | 0.9 | 0.9 | 99.7 |
| ASSOC. DEAN | 4 | 1.1 | 1.1 | 1.1 |
| ASST. DEAN | 4 | 1.1 | 1.1 | 8.5 |
| LIBRARIAN | 4 | 1.1 | 1.1 | 73.2 |
| CLINICAL PROFESSOR | 6 | 1.7 | 1.7 | 42.7 |
| PROFESSOR | 6 | 1.7 | 1.7 | 74.9 |
| ASSOC. PROFESSOR | 9 | 2.6 | 2.6 | 3.7 |
| RESEARCH PROFESSOR | 9 | 2.6 | 2.6 | 90.6 |
| ASST PROFESSOR | 13 | 3.7 | 3.7 | 7.4 |
| LECTURER | 16 | 4.6 | 4.6 | 72.1 |
| RESEARCH ASSOC PROF | 17 | 4.8 | 4.8 | 79.8 |
| CLINICAL INSTRUCTOR | 20 | 5.7 | 5.7 | 41 |
| RESEARCH ASST PROF | 28 | 8 | 8 | 88 |
| SENIOR INSTRUCTOR | 28 | 8 | 8 | 98.6 |
| CLINICAL ASSOCIATE PROF | 32 | 9.1 | 9.1 | 35.3 |
| CLINICAL ASSISTANT PROF | 62 | 17.7 | 17.7 | 26.2 |
| INSTRUCTOR | 85 | 24.2 | 24.2 | 67.2 |
| Total | 351 | 100 | 100 | |

The color codes indicate the job titles included in the analysis labels: Research-Clinical-Instructor


Position/ Job Title
INSTRUCTOR 85
CLINICAL ASSISTANT PROF 62
CLINICAL ASSOCIATE PROF 32
SENIOR INSTRUCTOR 28
RESEARCH ASST PROF 28
CLINICAL INSTRUCTOR 20
RESEARCH ASSOC PROF 17
LECTURER 16
ASST PROFESSOR 13
RESEARCH PROFESSOR 9
ASSOC. PROFESSOR 9
PROFESSOR 6
CLINICAL PROFESSOR 6
LIBRARIAN 4
ASST. DEAN 4
ASSOC. DEAN 4
VISITING ASST. PROF 3
VISITING PROFESSOR 1
TEACHING ASSOC 1
RESEARCH ASSOCIATE 1
INSTRUCTOR LIBRARIAN 1
DEAN 1
Position/ Job Title
0 10 20 30 40 50 60 70 80 90
Frequency (total # 351)

# Satisfaction Overall as NTT Faculty

1. "On a scale of 1-10, how satisfied are you regarding issues that relate specifically to your status as a "non-tenure track faculty" member?"

**Table 1**

On a scale of 1-10, how satisfied are you regarding issues that relate specifically to your stat...

| College | Mean | N | Std. Deviation |
|---|---|---|---|
| Engineering And Computing | **7.40** | 5 | 1.517 |
| School Of Music | **7.00** | 2 | 1.414 |
| School Of Law | **7.00** | 3 | 1.732 |
| PCC & Extended Univ | **6.87** | 23 | 1.961 |
| English Program Internat'l | **6.55** | 11 | 1.753 |
| USC SOM-Greenville | **6.20** | 10 | 2.394 |
| Nursing | **6.12** | 17 | 1.495 |
| Darla Moore | **5.82** | 28 | 2.639 |
| Pharmacy | **5.72** | 18 | 2.218 |
| School Of Medicine | **5.65** | 71 | 2.105 |
| **Total** | **5.48** | **349** | **2.377** |
| School Of Environment | **5.33** | 3 | 3.786 |
| Public Health | **5.22** | 27 | 2.819 |
| Education | **5.15** | 13 | 3.078 |
| Col Of Arts And Sci, A&H | **5.07** | 46 | 2.361 |
| HRSM | **4.83** | 12 | 1.586 |
| Mass Comm And Info | **4.71** | 14 | 2.494 |
| Col Of Arts And Sci, Sci | **4.70** | 23 | 2.458 |
| Social Work | **4.40** | 10 | 2.503 |
| University Libs | **4.00** | 2 | 1.414 |
| SC Honours College | **3.33** | 3 | 2.082 |
| Office Of Research | **3.29** | 7 | 2.498 |
| Unclear | **2.00** | 1 | . |

# Satisfaction of Participation in Governance

2. Mean Difference of "On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **unit**?"

**Table 2**

On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportun...

| College | Mean | N | Std. Deviation |
|---|---|---|---|
| English Program Internat'l | **8.09** | 11 | 1.921 |
| PCC & Extended Univ | **7.61** | 23 | 2.210 |
| HRSM | **7.09** | 11 | 2.300 |
| Engineering And Computing | **7.00** | 5 | 2.550 |
| Mass Comm And Info | **6.79** | 14 | 3.068 |
| Pharmacy | **6.72** | 18 | 2.024 |
| School Of Environment | **6.67** | 3 | 4.933 |
| School Of Music | **6.50** | 2 | .707 |
| Nursing | **6.50** | 16 | 2.422 |
| Public Health | **6.48** | 27 | 2.979 |
| Darla Moore | **6.39** | 28 | 2.713 |
| USC SOM-Greenville | **6.10** | 10 | 2.331 |
| **Total** | **6.03** | **345** | **2.731** |
| School Of Medicine | **5.84** | 69 | 2.447 |
| School Of Law | **5.67** | 3 | 2.082 |
| Office Of Research | **5.33** | 6 | 3.327 |
| Social Work | **5.20** | 10 | 2.936 |
| Col Of Arts And Sci, A&H | **5.09** | 47 | 2.895 |
| Education | **4.77** | 13 | 3.113 |
| Col Of Arts And Sci, Sci | **4.74** | 23 | 2.598 |
| SC Honors College | **4.33** | 3 | 3.055 |
| University Libs | **3.50** | 2 | 2.121 |
| Unclear | **1.00** | 1 | . |

3. Mean difference in "On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **college**?"

**Table 3**

On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportun...

| College | Mean | N | Std. Deviation |
|---|---|---|---|
| PCC & Extended Univ | **7.48** | 23 | 2.042 |
| English Program Internat'l | **6.45** | 11 | 2.162 |
| USC SOM-Greenville | **6.00** | 10 | 2.449 |
| Nursing | **5.94** | 17 | 2.410 |
| Public Health | **5.88** | 26 | 2.833 |
| Mass Comm And Info | **5.86** | 14 | 2.742 |
| Pharmacy | **5.83** | 18 | 2.007 |
| Engineering And Computing | **5.80** | 5 | 1.789 |
| School Of Music | **5.50** | 2 | .707 |
| School Of Medicine | **5.42** | 69 | 2.360 |
| SC Honors College | **5.33** | 3 | 3.786 |
| **Total** | **5.29** | **344** | **2.588** |
| Darla Moore | **5.26** | 27 | 2.611 |
| Social Work | **4.90** | 10 | 3.178 |
| Education | **4.62** | 13 | 2.959 |
| Office Of Research | **4.60** | 5 | 2.510 |
| Col of Arts and Sci, A&H | **4.45** | 47 | 2.385 |
| HRSM | **4.42** | 12 | 2.151 |
| School Of Law | **4.00** | 3 | 3.606 |
| Col Of Arts And Sci, Sci | **3.57** | 23 | 2.352 |
| School Of Environment | **3.33** | 3 | 4.041 |
| University Libs | **3.00** | 2 | 2.828 |
| Unclear | **1.00** | 1 | . |

4. Mean difference in "On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of the **university**?"

**Table 4**

On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportun...

| College | Mean | N | Std. Deviation |
|---|---|---|---|
| PCC & Extended Univ | **6.36** | 22 | 2.341 |
| School Of Music | **5.50** | 2 | .707 |
| English Program Internat'l | **5.50** | 10 | 3.308 |
| Darla Moore | **5.23** | 26 | 2.455 |
| Engineering And Computing | **5.20** | 5 | 2.168 |
| USC Som-Greenville | **5.10** | 10 | 2.183 |
| School Of Medicine | **4.91** | 69 | 2.188 |
| Nursing | **4.76** | 17 | 2.166 |
| **Total** | **4.57** | **342** | **2.437** |
| Public Health | **4.50** | 26 | 2.832 |
| Education | **4.38** | 13 | 2.755 |
| Social Work | **4.30** | 10 | 2.497 |
| Col Of Arts And Sci, A&H | **4.21** | 47 | 2.235 |
| HRSM | **4.17** | 12 | 1.801 |
| School Of Law | **4.00** | 3 | 4.359 |
| Pharmacy | **3.94** | 18 | 2.363 |
| Mass Comm And Info | **3.71** | 14 | 1.939 |
| University Libs | **3.50** | 2 | 2.121 |
| Col Of Arts And Sci, Sci | **3.39** | 23 | 2.350 |
| Office Of Research | **3.33** | 6 | 3.011 |
| School Of Environment | **3.00** | 3 | 3.464 |
| SC Honors College | **2.33** | 3 | 1.155 |
| Unclear | **2.00** | 1 | . |

# Promotion Satisfaction

5. Mean difference in "On a scale of 1-10, how satisfied are you regarding opportunities for promotion within your unit and/or college?"

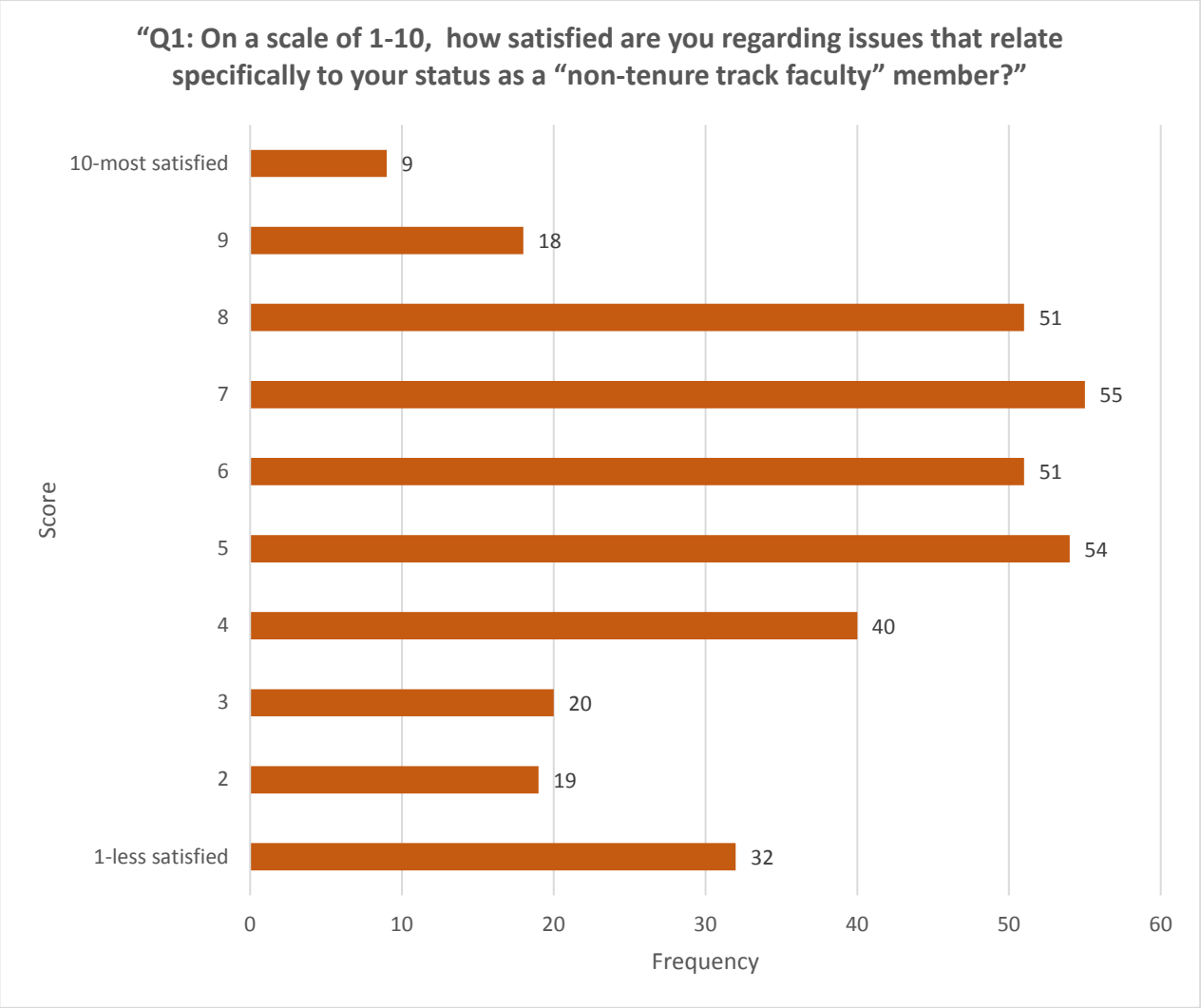
**Report**

On a scale of 1-10, how satisfied are you regarding opportunities for promotion within your unit...

| College | Mean | N | Std. Deviation |
|---|---|---|---|
| Nursing | **6.41** | 17 | 2.476 |
| School Of Environment | **6.33** | 3 | 4.726 |
| Engineering And Computing | **5.60** | 5 | 3.130 |
| Public Health | **5.56** | 27 | 2.665 |
| USC Som-Greenville | **5.50** | 10 | 2.718 |
| PCC & Extended Univ | **5.35** | 23 | 2.822 |
| English Program Internat'l | **5.27** | 11 | 2.687 |
| School Of Medicine | **5.27** | 71 | 2.607 |
| Pharmacy | **5.06** | 18 | 2.100 |
| School Of Music | **5.00** | 2 | 1.414 |
| Education | **4.62** | 13 | 3.124 |
| **Total** | **4.52** | **348** | **2.799** |
| SC Honors College | **4.00** | 3 | 2.646 |
| Mass Comm And Info | **3.71** | 14 | 2.998 |
| Darla Moore | **3.56** | 27 | 2.926 |
| Col Of Arts And Sci, A&H | **3.40** | 47 | 2.585 |
| Col Of Arts And Sci, Sci | **3.35** | 23 | 2.386 |
| Office Of Research | **3.33** | 6 | 2.582 |
| Social Work | **3.20** | 10 | 2.658 |
| HRSM | **3.08** | 12 | 2.539 |
| School Of Law | **2.33** | 3 | 1.528 |
| University Libs | **1.00** | 2 | .000 |
| Unclear | **1.00** | 1 | . |

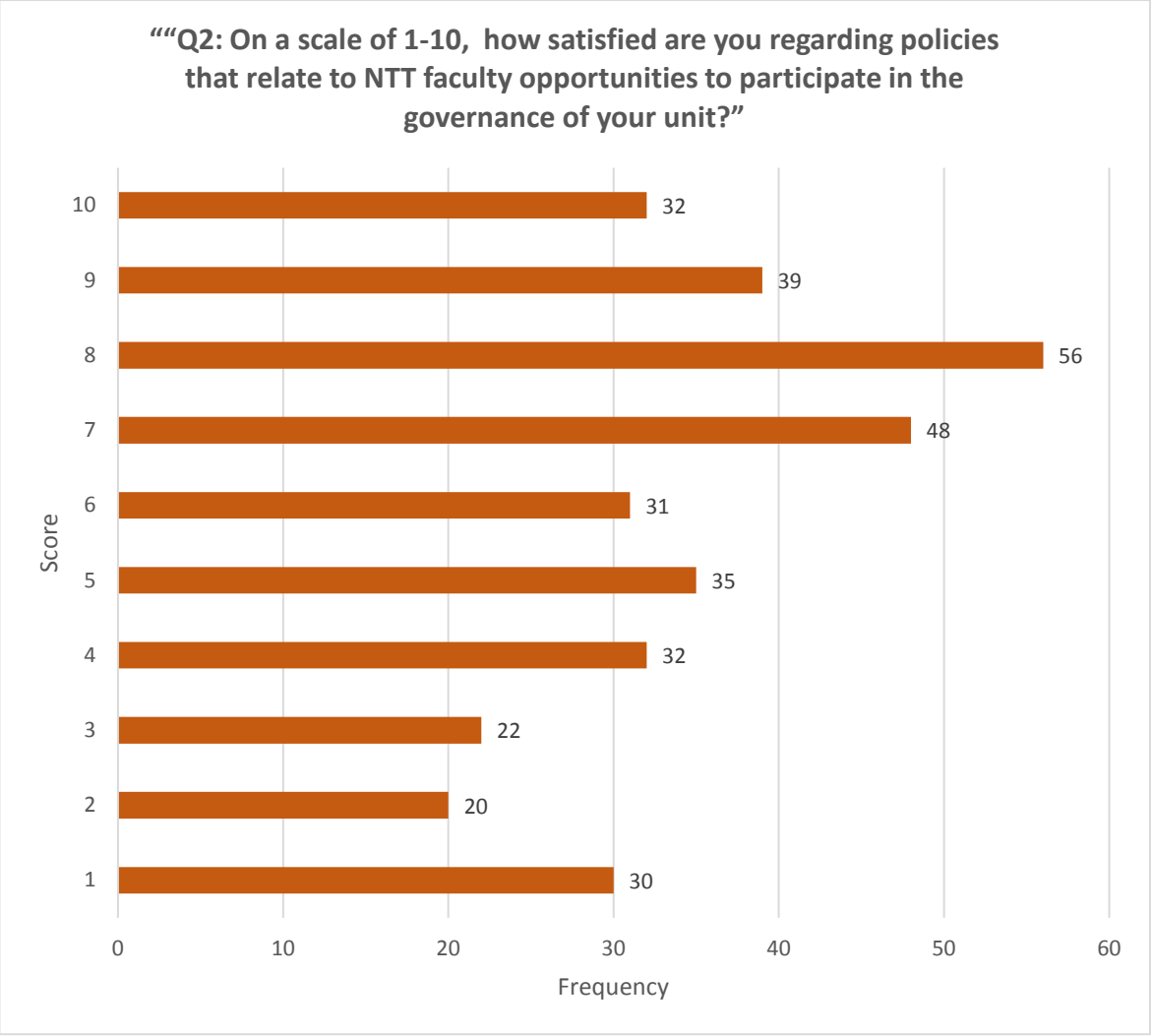
Faculty Welfare Committee-NTT Faculty Survey: Overall Satisfaction

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 1-less satisfied | 32 | 9.1 | 9.2 | 9.2 |
| 2 | 19 | 5.4 | 5.4 | 14.6 |
| 3 | 20 | 5.7 | 5.7 | 20.3 |
| 4 | 40 | 11.4 | 11.5 | 31.8 |
| 5 | 54 | 15.4 | 15.5 | 47.3 |
| 6 | 51 | 14.5 | 14.6 | 61.9 |
| 7 | 55 | 15.7 | 15.8 | 77.7 |
| 8 | 51 | 14.5 | 14.6 | 92.3 |
| 9 | 18 | 5.1 | 5.2 | 97.4 |
| 10-most satisfied | 9 | 2.6 | 2.6 | 100 |
| Total | 349 | 99.4 | 100 | |



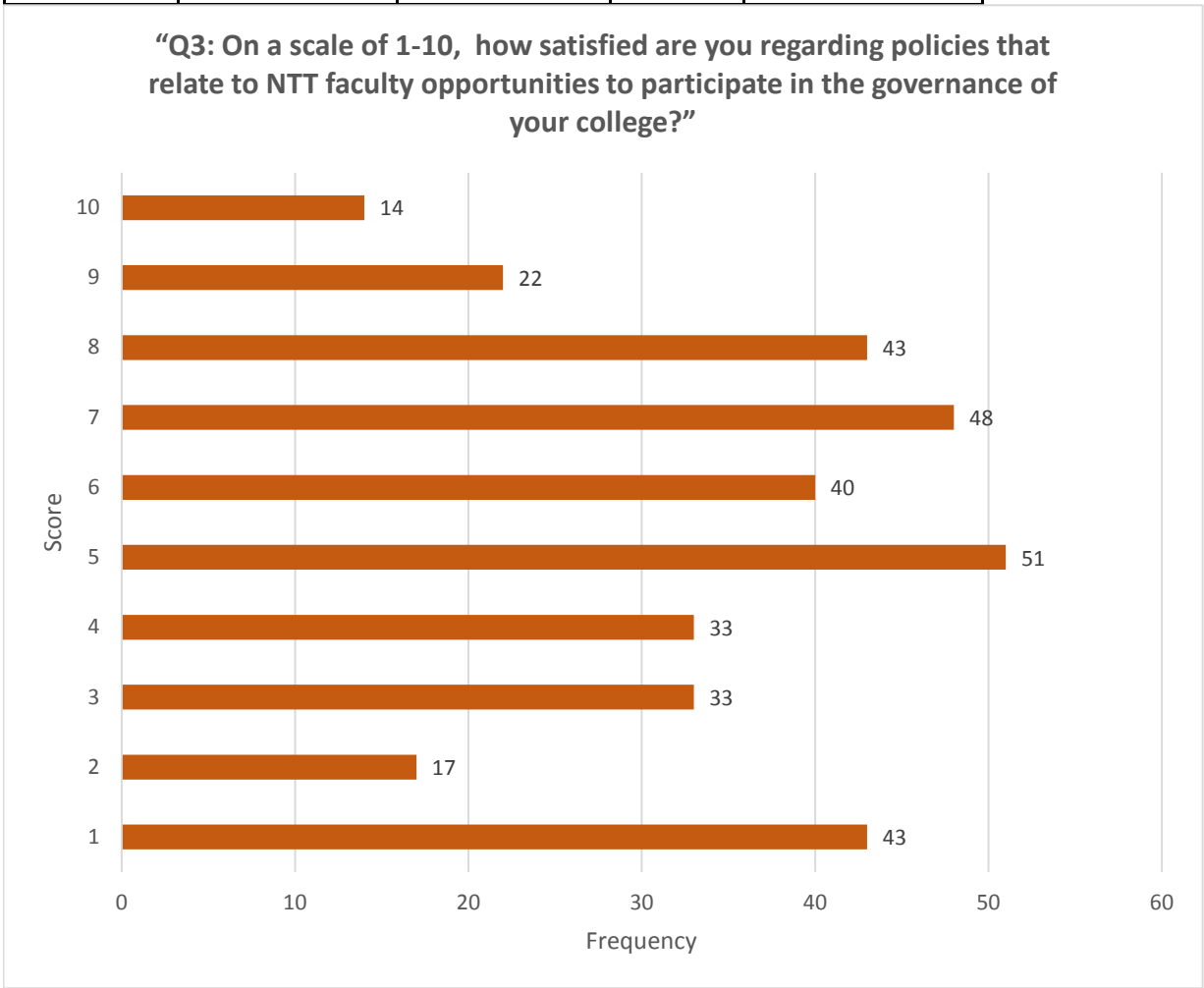
Faculty Welfare Committee-NTT Faculty Survey: Unit Governance

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 1-least satisfied | 30 | 8.5 | 8.7 | 8.7 |
| 2 | 20 | 5.7 | 5.8 | 14.5 |
| 3 | 22 | 6.3 | 6.4 | 20.9 |
| 4 | 32 | 9.1 | 9.3 | 30.1 |
| 5 | 35 | 10 | 10.1 | 40.3 |
| 6 | 31 | 8.8 | 9 | 49.3 |
| 7 | 48 | 13.7 | 13.9 | 63.2 |
| 8 | 56 | 16 | 16.2 | 79.4 |
| 9 | 39 | 11.1 | 11.3 | 90.7 |
| 10-most satisfied | 32 | 9.1 | 9.3 | 100 |
| Total | 345 | 98.3 | 100 | |



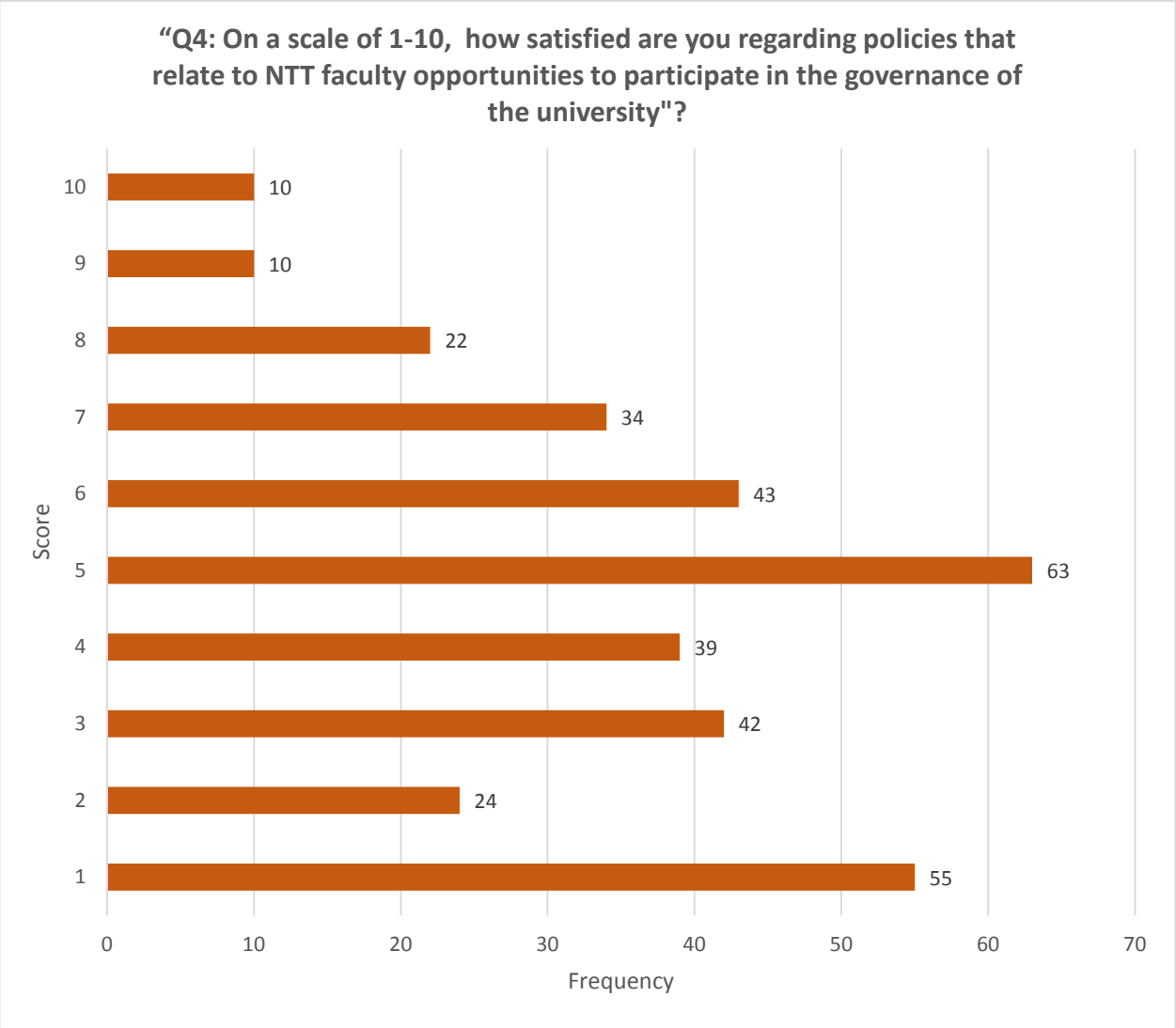
Faculty Welfare Committee-NTT Faculty Survey: College Governance

| Score | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 1-less satisfied | 43 | 12.3 | 12.5 | 12.5 |
| 2 | 17 | 4.8 | 4.9 | 17.4 |
| 3 | 33 | 9.4 | 9.6 | 27 |
| 4 | 33 | 9.4 | 9.6 | 36.6 |
| 5 | 51 | 14.5 | 14.8 | 51.5 |
| 6 | 40 | 11.4 | 11.6 | 63.1 |
| 7 | 48 | 13.7 | 14 | 77 |
| 8 | 43 | 12.3 | 12.5 | 89.5 |
| 9 | 22 | 6.3 | 6.4 | 95.9 |
| 10-most satisfied | 14 | 4 | 4.1 | 100 |
| Total | 344 | 98 | 100 | |



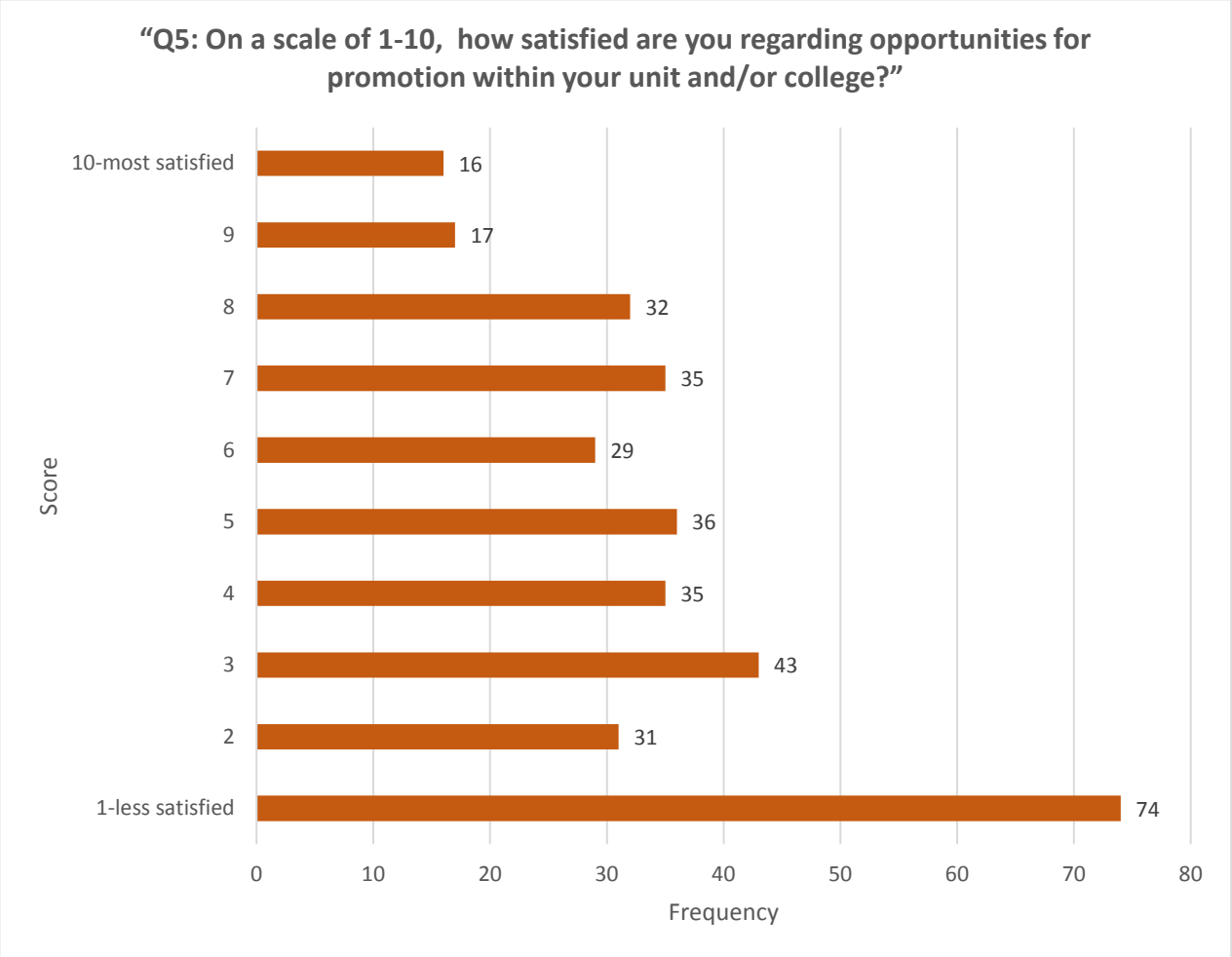
Faculty Welfare Committee-NTT Faculty Survey: University Governance

| Score | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 1-less satisfied | 55 | 15.7 | 16.1 | 16.1 |
| 2 | 24 | 6.8 | 7 | 23.1 |
| 3 | 42 | 12 | 12.3 | 35.4 |
| 4 | 39 | 11.1 | 11.4 | 46.8 |
| 5 | 63 | 17.9 | 18.4 | 65.2 |
| 6 | 43 | 12.3 | 12.6 | 77.8 |
| 7 | 34 | 9.7 | 9.9 | 87.7 |
| 8 | 22 | 6.3 | 6.4 | 94.2 |
| 9 | 10 | 2.8 | 2.9 | 97.1 |
| 10-most satisfied | 10 | 2.8 | 2.9 | 100 |
| Total | 342 | 97.4 | 100 | |
| | | | | |



Faculty Welfare Committee-NTT Faculty Survey: Promotion Opportunities

| Score | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|
| 1-less satisfied | 74 | 21.1 | 21.3 | 21.3 |
| 2 | 31 | 8.8 | 8.9 | 30.2 |
| 3 | 43 | 12.3 | 12.4 | 42.5 |
| 4 | 35 | 10 | 10.1 | 52.6 |
| 5 | 36 | 10.3 | 10.3 | 62.9 |
| 6 | 29 | 8.3 | 8.3 | 71.3 |
| 7 | 35 | 10 | 10.1 | 81.3 |
| 8 | 32 | 9.1 | 9.2 | 90.5 |
| 9 | 17 | 4.8 | 4.9 | 95.4 |
| 10-most satisfied | 16 | 4.6 | 4.6 | 100 |
| Total | 342 | 97.4 | 100 | |



Non-Tenure_Track Survey Results
Question 8

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|---|
| Department | Lack of promotion opps. | Lack of recognition/ respect | Pay inequities/disparities compared to TT | Lack of pay increases | Lack of committee voting rights/input into governance | Teaching not valued/ no teaching awards | Length of contracts (just 1 year) | Research not recognized | Expectation disparities - same as TT, but not compensated | No complaints/satisfied |
| HRSM Count | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| Darla Moore School of Business Count | 7 | 6 | 5 | 4 | 3 | 3 | 0 | 0 | 5 | 3 |
| Education Count | 2 | 6 | 0 | 0 | 7 | 0 | 0 | 0 | 3 | 1 |
| Engineering & Computing Count | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Public Health Count | 4 | 10 | 0 | 1 | 7 | 1 | 2 | 3 | 5 | 1 |
| College of Arts & Science, Arts & Humanities Count | 8 | 12 | 2 | 4 | 6 | 6 | 2 | 4 | 3 | 3 |
| Mass Communication & Information Count | 4 | 4 | 2 | 2 | 0 | 3 | 1 | 1 | 2 | 1 |
| School of Music Count | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Nursing Count | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Pharmacy Count | 3 | 2 | 0 | 0 | 2 | 1 | 0 | 1 | 1 | 1 |
| College of Arts & Science, Science Count | 15 | 7 | 2 | 2 | 7 | 2 | 0 | 2 | 4 | 2 |

Non-Tenure_Track Survey Results
Question 8

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|---|
| Department | Lack of promotion opps. | Lack of recognition/ respect | Pay inequities/disparities compared to TT | Lack of pay increases | Lack of committee voting rights/input into governance | Teaching not valued/ no teaching awards | Length of contracts (just 1 year) | Research not recognized | Expectation disparities - same as TT, but not compensated | No complaints/satisfied |
| School of Medicine Count | 5 | 8 | 0 | 1 | 5 | 1 | 0 | 0 | 1 | 0 |
| USC SOM Greenville Count | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Law Count | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Honors College Count | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| English Program for Internationals | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 1 |
| University Libraries Count | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office of Research Count | 1 | 3 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 |
| Palmetto College & Extended University Count | 5 | 5 | 0 | 3 | 2 | 1 | 2 | 0 | 1 | 0 |
| Unclear Count | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Grand Count | 66 | 70 | 14 | 21 | 45 | 21 | 10 | 15 | 29 | 17 |

Non-Tenure-Track Wurvey Results
Question 9

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Department | Lack of promotion opps. | Lack of recognition/ respect | Pay inequities/ disparities compared to TT | Lack of pay increases | Lack of committee voting rights/ input into governance | Teaching not valued/ no teaching awards | Want job security/ longer contracts | Research not valued/ recognized | Lack of grant/funding opportunities | Lack of support for research/ no reduced loads | Want collaboration with TT on research | Want professional development opps. | Want opportunity to work with grad students/ chair thesis/ dissertation committees | Want more 'perks' - pay per student/ parking/ family tuition discounts | NTT policies not clear - promotion/ advancement/ modified duties | Change titles/add NTT tracks & ranks/ more avenues for advancement | Allow NTT to have leadership positions/ university governance | No complaints/satisfied |
| HRSM Count | 2 | 3 | 1 | 0 | 1 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Darla Moore School of Business Count | 5 | 2 | 4 | 3 | 3 | 2 | 0 | 1 | 4 | 3 | 0 | 1 | 0 | 0 | 3 | 2 | 0 | 1 |
| Education Count | 0 | 4 | 0 | 0 | 2 | 1 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| Engineering & Computing Count | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Health Count | 1 | 8 | 1 | 2 | 4 | 2 | 5 | 0 | 3 | 1 | 3 | 0 | 3 | 0 | 2 | 0 | 6 | 2 |
| College of Arts & Science, Arts & Humanities Count | 5 | 9 | 7 | 7 | 6 | 3 | 4 | 1 | 3 | 2 | 0 | 1 | 0 | 0 | 2 | 8 | 3 | 1 |
| Mass Communication & Information Count | 1 | 2 | 0 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 0 | 0 | 0 | 1 | 1 | 3 | 2 | 0 |
| School of Music Count | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nursing Count | 0 | 2 | 0 | 0 | 4 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 5 | 1 |
| Pharmacy Count | 0 | 1 | 0 | 0 | 3 | 4 | 1 | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| College of Arts & Science, Science Count | 4 | 10 | 6 | 5 | 4 | 4 | 5 | 2 | 3 | 3 | 0 | 1 | 1 | 0 | 0 | 4 | 3 | 0 |
| Social Work Count | 1 | 4 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 |
| School of Medicine Count | 6 | 9 | 1 | 1 | 6 | 4 | 1 | 2 | 4 | 4 | 0 | 0 | 1 | 3 | 0 | 5 | 4 | 2 |
| USC SOM Greenville Count | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Non-Tenure-Track Wurvey Results
Question 9

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Department | Lack of promotion opps. | Lack of recognition/ respect | Pay inequities/ disparities compared to TT | Lack of pay increases | Lack of committee voting rights/ input into governance | Teaching not valued/ no teaching awards | Want job security/ longer contracts | Research not valued/ recognized | Lack of grant/funding opportunities | Lack of support for research/ no reduced loads | Want collaboration with TT on research | Want professional development opps. | Want opportunity to work with grad students/ chair thesis/ dissertation committees | Want more 'perks' - pay per student/ parking/ family tuition discounts | NTT policies not clear - promotion/ advancement/ modified duties | Change titles/add NTT tracks & ranks/ more avenues for advancement | Allow NTT to have leadership positions/ university governance | No complaints/satisfied |
| Law Count | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Honors College Count | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| English Program for Internationals | 0 | 2 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 |
| University Libraries Count | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Office of Research Count | 0 | 1 | 0 | 0 | 2 | 0 | 2 | 1 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Palmetto College & Extended University Count | 1 | 2 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Unclear Count | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Count | 26 | 66 | 22 | 22 | 43 | 31 | 29 | 13 | 31 | 23 | 4 | 3 | 7 | 6 | 14 | 25 | 32 | 10 |

**Non-Tenured Track Survey**
Spring 2015
Qualitative Responses Summary

In the Spring semester 2015, the Non-Tenure Track Faculty (NTT) at the University of South Carolina were given a survey related to job satisfaction. The survey solicited qualitative responses to two questions (questions 8 and 9). Question 8 stated, "Please offer any specific comments you would like to make regarding the questions above (that inquired specifically about job satisfaction related to participation in unit, college, and university governance, opportunities for promotion, and overall satisfaction)." Question 9 asked, "other than perhaps higher pay or a tenure-track position, is there something that could be changed at USC to increase your job satisfaction as a non-tenure faculty member?" The responses to these questions are summarized below.

*Question 8 - Please offer any specific comments you would like to make regarding the questions above. (N- 163)*

The most frequent response was comments related to promotion issues. Examples of the respondents' comments include, "aren't senior instructors just stuck where they are unless they get a PhD and move to another university? This is the impression I have been given" and "after six years of service, an instructor can be promoted to senior instructor. Beyond that, there is no room for advancement or growth within the position." This theme of dissatisfaction with promotion opportunities occurred 54 times. The second most frequent response, stated 42 times, involved issues of lack of respect (from tenured-track faculty and the university community). Respondents expressed this theme by using the term "second class citizen(s)" repeatedly and through comments such as the following: "In this university's climate, there is a clear distinction in the status of tenure- vs. non-tenure track faculty," "I am tired of having conversations with or receiving directives from leadership essentially asking me to justify why I am teaching and giving clear indication that it is something they tolerate, but only so much, because it is non-revenue generating. I'm tired of feeling guilty for loving to teach and wanting to do tht above all else" (*sic*), "I get very high marks from students on my teaching and advisement, but 'bullying' of junior faculty and staff by tenure track faculty is quite prevalent, and often crosses the line by becoming illegal (violation of civil rights). University administration looks the other way when these specific concerns are reported."

The next most frequent response (mentioned 30 times) dealt with issues related to restricted involvement in university service, such as an inability to vote or serve on specific committees. Examples of these responses include, "the colleges specific guidelines forbid NTT faculty from serving as chairs of committees as the longevity of their positions can not be assured. Even in instances where TT faculty do not want the position and NTT have

volunteered the college will not recognize the individual for the leadership position" (*sic*), "each year we seem to gain more faculty who have the 'clinical' title and non-tenure status, as they have increased in number and departments represented at New Faculty Orientation. But we continue to use Tenure as the marker for participation in governane. The new model for hiring faculty needs to be paired with a new model for faculty representation" (*sic*). Issues of pay was the next most frequent response (25 times). Examples include, "in my unit, I need to wait until I am eligible for promotion to receive a wage increase which, as mentioned above, is unclear" and "pay is set based on the first year contract, with no chance for a raise (even after obtaining an advanced degree, a university award, outside activities, college/university service, etc…none of these ean anything except to build a resume to go elsewhere), except for the standard 10% for being employed 6 years and that is difficult to swallow because the salary gap simply widens at this point since the raise is based on a percentage. After the senior instructor raise, there is no hope for further advancement or recognition" (*sic*).

There were 21 positive comments made, such as "recently my department has allowed NTT faculty to chair dissertation committees which was an equitable decision." The next five most frequent comments, ranging in frequency from 19 to 14, include lack of communication/unclear expectations/unclear process for review or promotion ("requirements and the process for promotion should be clear and available."), job security issues/one-year contracts ("I am expected to work like there is no tomorrow to secure extramural grant funded, yet I have absolutely no security from USC that I have a future tomorrow beyond theyear in my annual contract") (*sic*), decisions that impact them made without their input ["the NTT faculty in my department are not allowed to vote on departmental policies (yet are required to attend the faculty meetings)"], work load issues ("example: We often carry a four and five course load while still serving on USC and school committes, conducting significant research and publishing while our colleges have a 1 / 2 coure load and publish one article") (*sic*), and lack of recognition ("it seems that instructors are rarelynominated for awards, teaching or otherwise, apparently because they do not need the award for a tenure file") (sic).

The least occurring responses are listed below, with the frequency noted in parenthesis.

- (9) Did not understand the question or have enough experience/information to answer
- (8) Lack of funding (research/grants/etc.)
- (8) Lack of respect for teaching vs. research
- (8) Unclear response
- (5) Don't have time for administrative duties or university service and therefore not bothered by lack of participation
- (3) Asked to participate in service without compensation or covered in contract

- (2) Capacity issues in the college
- (2) Sabbatical not an option
- (2) "None"
- (2) Job title issues
- (2) Fear of retribution for making concerns known
- (1) Review process issue
- (1) Lack of opportunity in academia
- (1) Little to no opportunity for professional development
- (1) No mechanism to cover classes when sick
- (1) Not enough time
- (1) Class sizes
- (1) Technology issues
- (1) Lack of mentors
- (1) Policies designed for TT

*Question 9- Other than perhaps higher pay or a tenure-track position, is there something that could be changed at USC to increase your job satisfaction as a non-tenure track faculty member?" (N- 249)*

The responses to question 9 were similar to the responses to question 8. The most frequent response was the idea of a lack of acceptance or being "second class citizens," and it was mention 53 times. Examples of this response include "acceptance- NTT faculty opinions and research are often not well accepted by traditional tenure track faculty," and "I would like to feel I'm a valued, respected and contributing member of our team." Issues related to institutional awards, grants, funding, or other resources was a distant second in frequency, occurring 37 times. Comments such as the following were counted in this category: "more opportunities to compete for institutional awards and research funding. Most of these funding opportunities are currently restricted to tenure-track faculty," "allow all full-time faculty to apply equally for grants, etc. I am required to maintain an academic qualification but there are very few funding opportunities for any research that I do. Thus, I research for free but the college and university can claim m work as their own—any publications, etc." (*sic*), and "being eligible for all awards/grants/positions at USC." Following closely in frequency (35 times) was a desire for voting rights/voice in decisions ("creating a sense of inclusion through some voting rights" and "I would like to be able to vote on departmental personnel decisions and other university-related issues.")

The next three most frequently occurring responses are close in frequency: recognition/acknowledgment (30 times), chance for promotion/rank (27 times), and workload adjustments (26 times). Respondents expressed their desire for recognition in comments such as these, "there should be some kind of University wide teaching award for

people who's main job is teaching. The Mungo award is just for tenure track and most of them teach 1-2 loads. Those of us that teach 4-4 have no such award" (*sic*) and "acknowledgment that we work just as hard if not harder than our tenured or tenure-track faculty colleagues." An example of the desire to have a chance for a promotion or change of rank is seen in these comments, "give more rights and advancement opportunity to NTT. Besides becoming tenure-track, there should be other opportunities for advancements" and "obviously every position cannot be tenure/tenure-track, nor should they be. However, the term 'dead-end job' should not a label applied to a teaching position at a major University, especially when that university employs so many NTT faculty" (*sic*). The work load adjustment comments included ideas about how much teaching vs. research is expected, as well as class sizes and flexible schedules: "please consider the number of students a person teaches rather than just the number of classes they teach. A class of 90 students is not the same as a class of 30 students. The number of students I teach has increased dramatically over the years, but I o not receive more compensation because the number of classes I teach remains the same" (*sic*), "scholarship should be considered when figuring a NTT load" and "non-TT faculty should be given the same flexibility at TT faculty. Where I am, we are treated as staff with '9-5' positions. This creates a lot of inequality between TT and Non-TT faculty. We still have the same requirements for grants/publications ad should be given the same respect regarding time flexibility" (*sic*).

The desire for Multi-year contracts ("as an instructor, I am on a one-year temporary contract. We are not told if our contracts will be renewed until it is too late to find alternate employment. Perhaps give us two-year contracts that are renewed every year or tell us early in the fall if our contract will be renewed for the following year") was mentioned 21 times. Also mentioned 21 times was a desire for more pay or more equitable pay ["salary equity (at least within a department) It is extremely difficult to come to work and understand that others are making substantially more than you with no hope of closing the gap"] (*sic*). Procedures for promotion or review was the next most frequently occurring comment, and it was mentioned 19 times. "Annual review and promotion procedures could more accurately reflect the nature of NTT work. Currently, the 'yardstick' used appears to be the same for TT and NTT faculty" is a representative comment about promotion and review procedures.

The rest of the comments occurred in lower frequencies and are listed below. The number in parenthesis is how many times the theme was mentioned.

- (12) University service opportunities/departmental leadership opportunities
- (11) Better communication/clearer procedures
- (10) Positive comments (such as, at least I like teaching/students/my job)
- (9) Job security issues
- (8) Chance for paid leave/sabbaticals/sick or family leave/modified duties

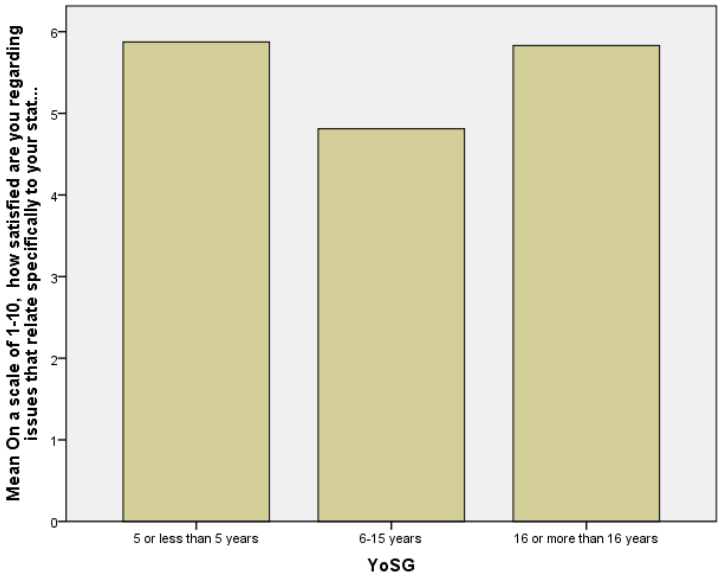
- (8) Ability to chair thesis/dissertation committees or mentor grad students
- (8) Support service/opportunities (for example, membership to The Strom, parking assistance, better facilities, family tuition)
- (6) Professional development money/opportunities
- (6) Unclear response
- (5) Clear university-wide procedures
- (4) Unrelated response
- (3) Fear of reprisal
- (3) Ability to become tenured
- (2) Equitable summer pay/vacation issues
- (2) Opportunities to address university leadership
- (2) Opportunities to evaluate supervisor
- (2) "No"
- (1) Ability to telecommute
- (1) Diversity issues
- (1) Being grant funded leaves little time to participate in the academic community
- (1) Mentors
- (1) Meeting other NTT faculty
- (1) Thanks for doing the survey
- (1) "Research" in job title makes it difficult to get grants, specifically NIH grants

**Group1=5 or less than 5 years,**
**Group2=6-15 years,**
**Group3=16 or more than 16 years**

Q3: On a scale of 1-10, how satisfied are you regarding issues that relate specifically to your status as a "non-tenure track faculty" member?

H1: There are significant differences between the three groups with regard to their satisfaction to their NTT status.

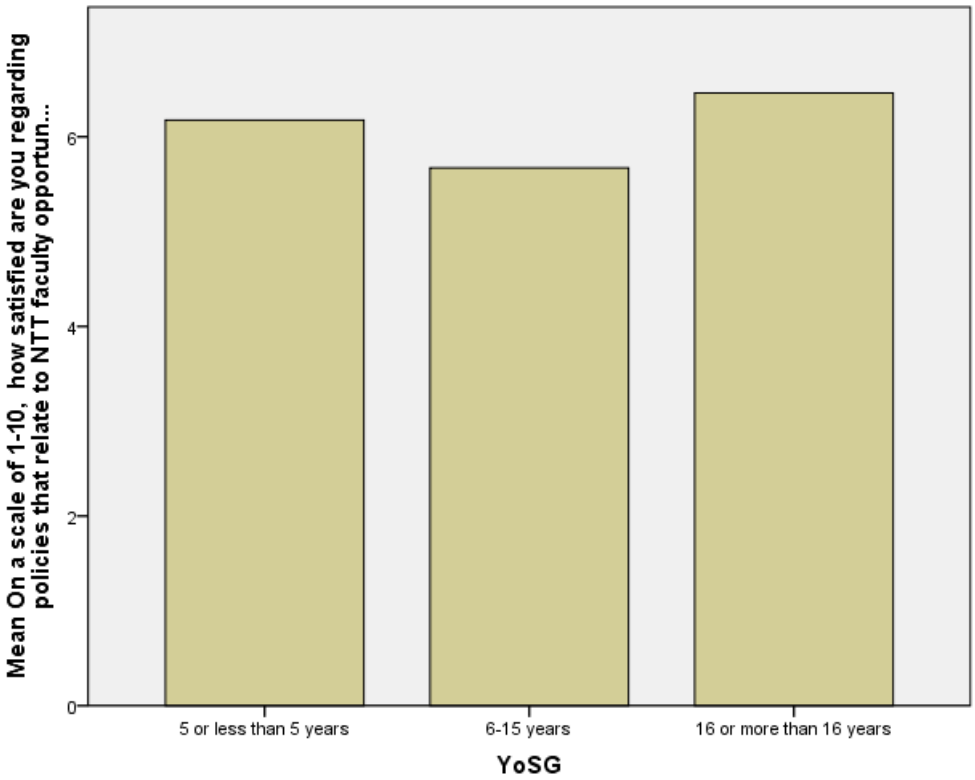
An ANOVA test was conducted and showed that there are significant differences between the three groups (F (2,345) = 8.327, p = .000), a *poc hoc* Bonferroni test shows in detail that Group2's satisfaction is significantly lower than Group1 and Group3, and there is no significant difference between Group1 and Group3 with regard to the satisfaction to their NTT status. This hypothesis is supported.



Q4: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **unit**?

H2: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their unit.

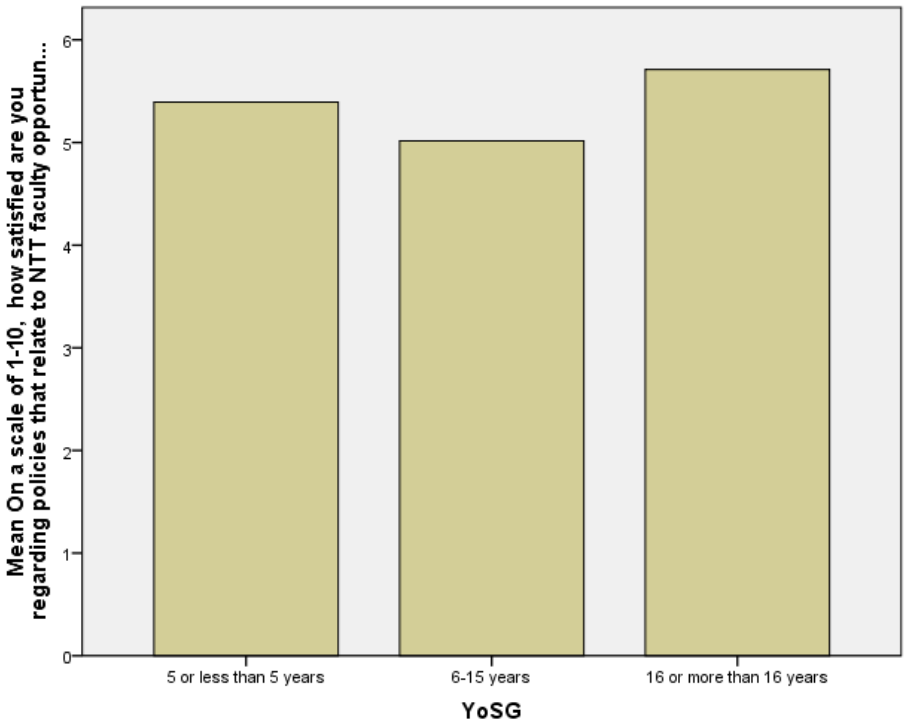
An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2,341) = 1.99, p = .138), this hypothesis is not supported.



Q5: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **college**?

H3: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their college.

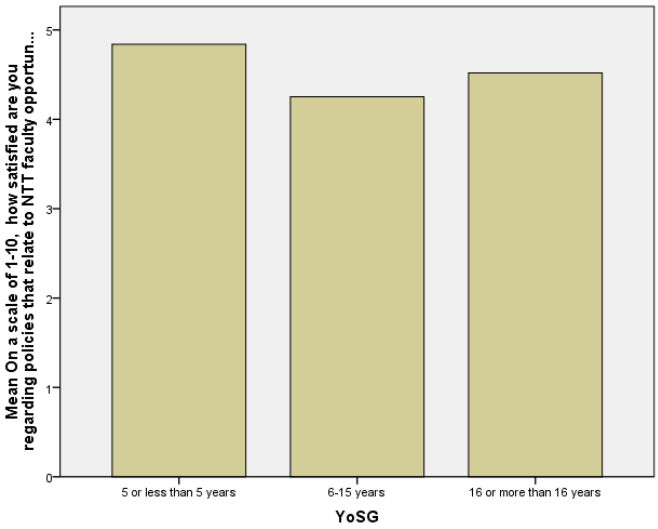
An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2,340) = 1.54, p = .216), this hypothesis is not supported.



Q6: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of the **university**?

H4: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their university.

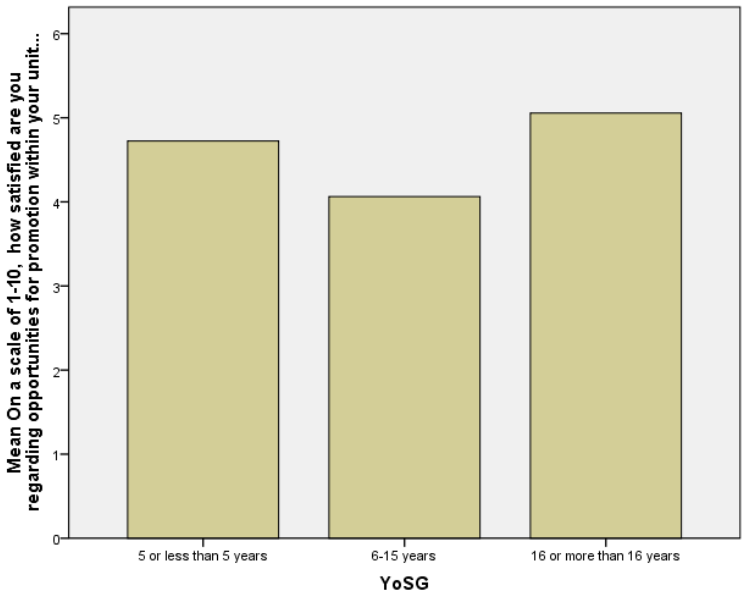
An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2,338) = 2.09, p = .125), this hypothesis is not supported.



Q7: On a scale of 1-10, how satisfied are you regarding opportunities for promotion within your unit and/or college?

H5: There are significant differences between the three groups with regard to their satisfaction to their promotion within their college/university.

An ANOVA test was conducted and showed that there are significant differences between the three groups (F (2,344) = 3.16, p = .044), a *poc hoc* Bonferroni test shows in detail that Group2's satisfaction is significantly lower than Group1 and Group3, and there is a marginally significant difference between Group1 and Group3 (Group3 being more satisfied). This hypothesis is supported.

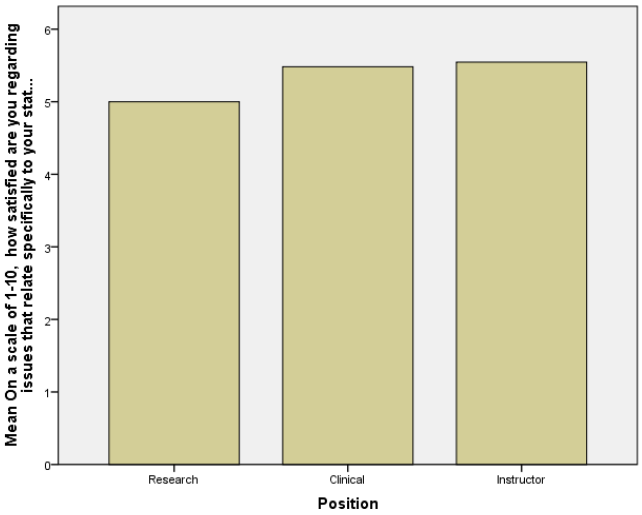


**Group1=Research,**
**Group2=Clinical,**
**Group3=Instructor**

Q3: On a scale of 1-10, how satisfied are you regarding issues that relate specifically to your status as a "non-tenure track faculty" member?

H1: There are significant differences between the three groups with regard to their satisfaction to their NTT status.

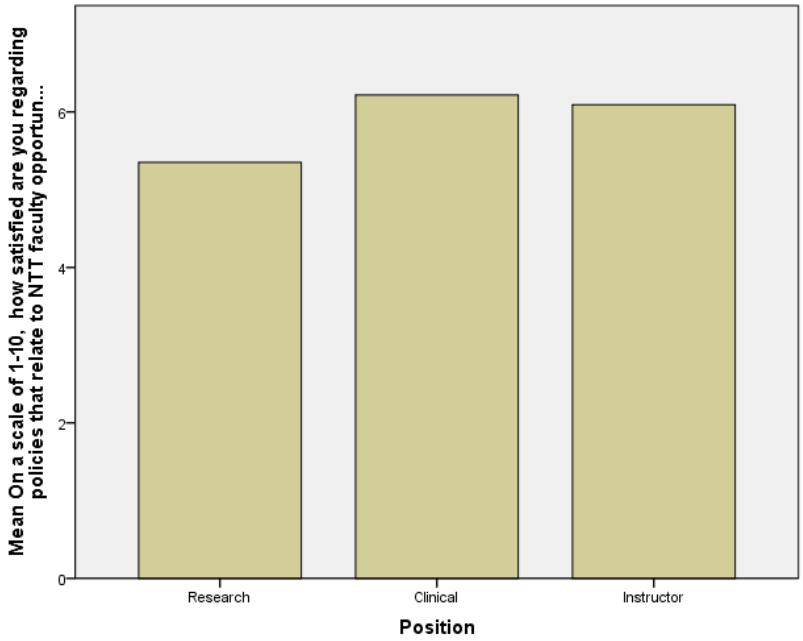
An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2,300) = 1.06, p = .349), this hypothesis is not supported.



Q4: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **unit**?

H2: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their unit.

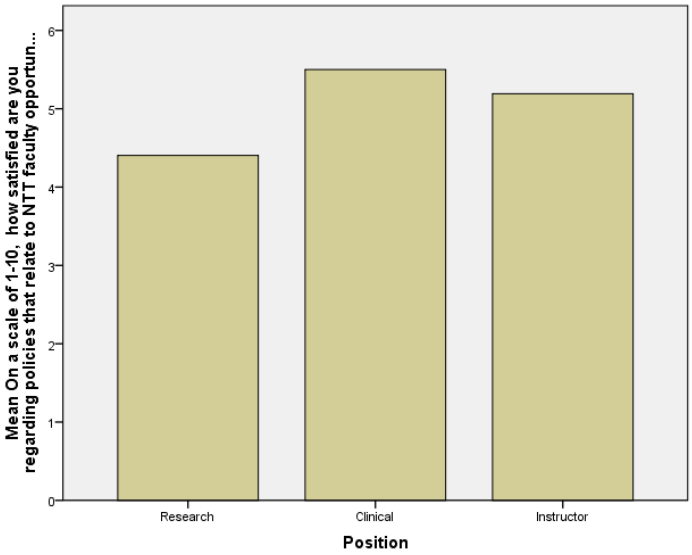
An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2, 296) = 1.89, p = .153), this hypothesis is not supported.



Q5: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of your **college**?

H3: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their college.

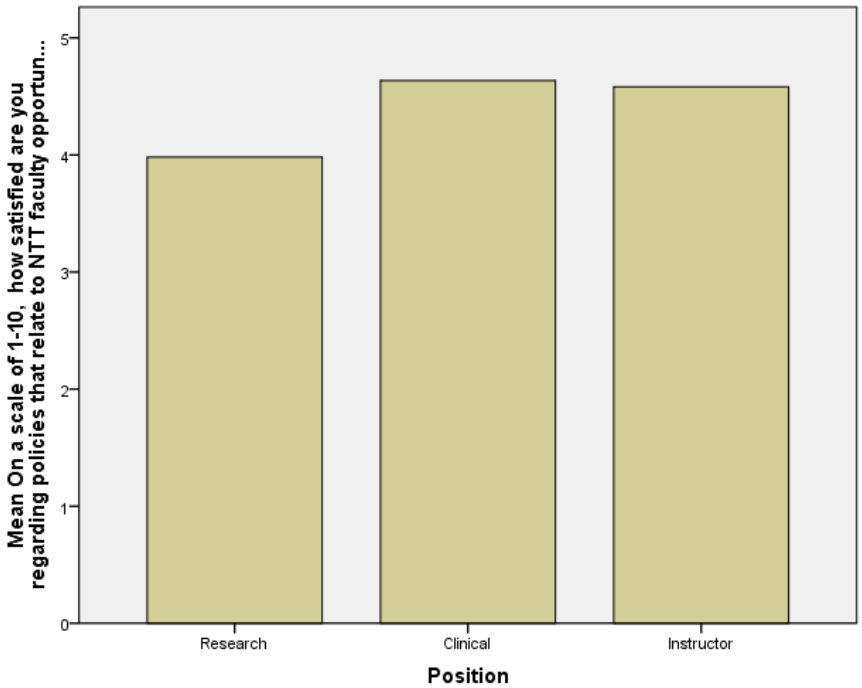
An ANOVA test was conducted and showed that there are significant differences between the three groups (F (2,295) = 3.256, p = .040), a *poc hoc* Bonferroni test shows in detail that Group1's satisfaction is significantly lower than Group2, and there is no significant difference between Group1 and Group3, nor between Group2 and Group 3, with regard to the satisfaction to their NTT status. This hypothesis is supported.



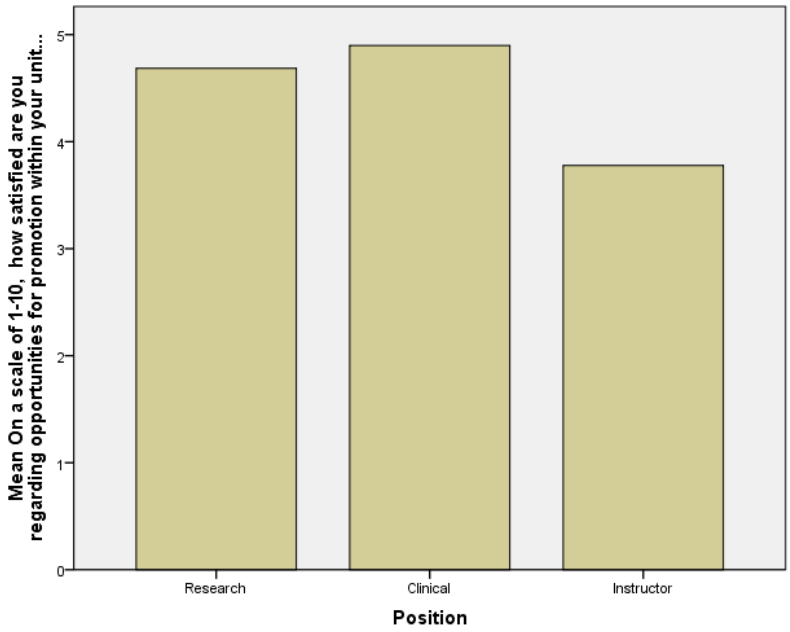
Q6: On a scale of 1-10, how satisfied are you regarding policies that relate to NTT faculty opportunities to participate in the governance of the **university**?

H4: There are significant differences between the three groups with regard to their satisfaction to the policies that relate to NTT faculty opportunities for the participation in the governance of their university.

An ANOVA test was conducted and showed that there is no significant difference between the three groups (F (2,293) = 1.46, p = .235), this hypothesis is not supported.



Q7: On a scale of 1-10, how satisfied are you regarding opportunities for promotion within your unit and/or college?

H5: There are significant differences between the three groups with regard to their satisfaction to their promotion within their college/university.

An ANOVA test was conducted and showed that there are significant differences between the three groups (F (2,299) = 5.65, p = .004), a *poc hoc* Bonferroni test shows in detail that Group3's satisfaction is significantly lower than Group1 and Group2, and there is no significant difference between Group1 and Group2. This hypothesis is supported.