



# **A Profile of Cabrillo College's Adjunct Faculty**

Spring 2016

---

## **INTRODUCTION and BARGAINING UNIT OVERVIEW**

This survey provides detailed insight into current conditions affecting part-time faculty at Cabrillo College. CCFT undertook this survey to obtain information that could inform contract negotiations and to provide the entire faculty and administration with a window into adjuncts' concerns and experiences.

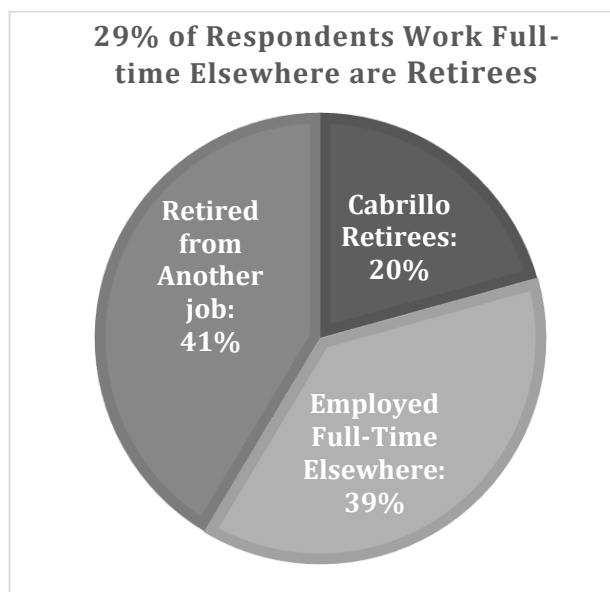
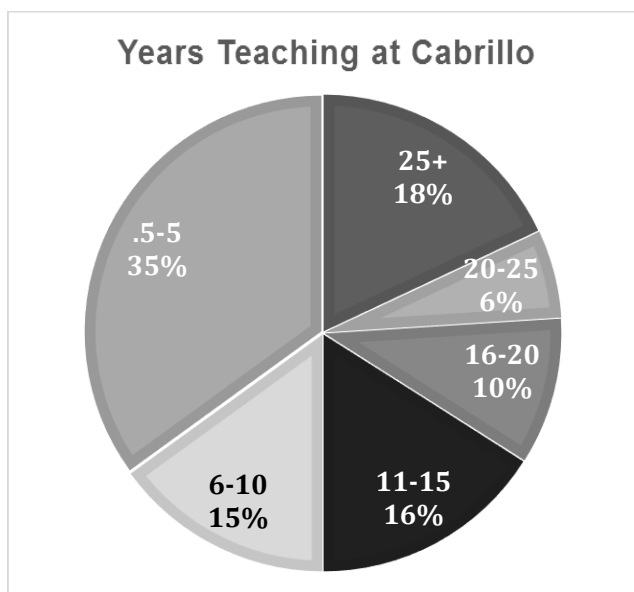
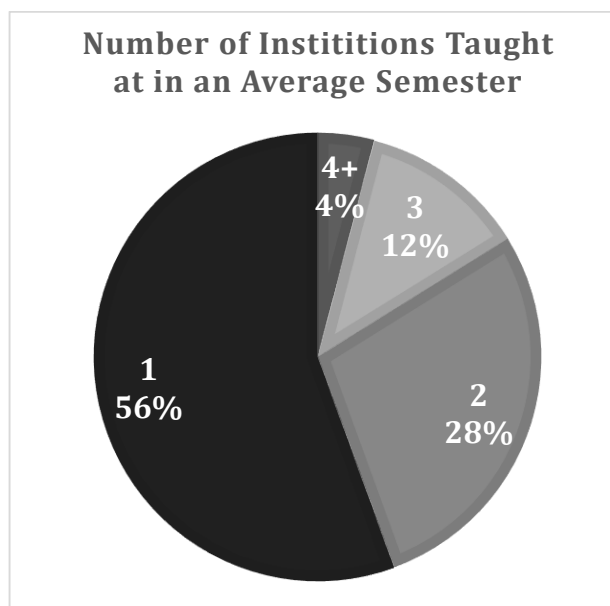
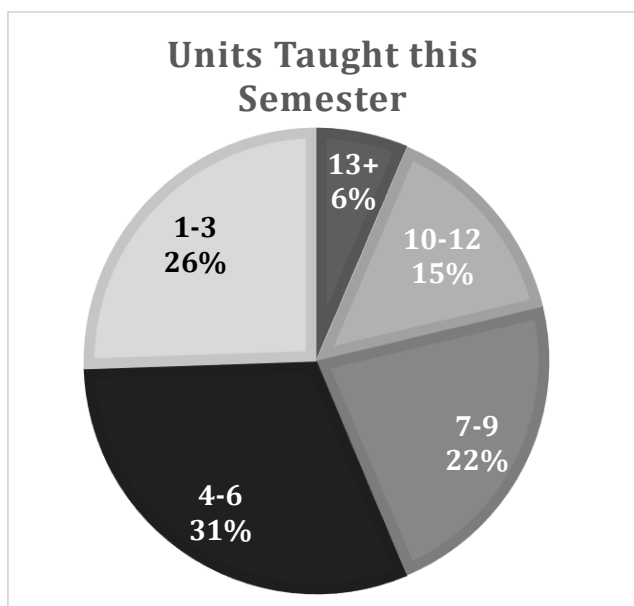
Cabrillo currently employs approximately about 567 faculty members, of whom 373 (about two-thirds) are adjuncts. Of these, 170 completed this survey. This 46% percent response rate is high for this type of survey, and high compared to previous adjunct surveys at Cabrillo. The results presented in this report provide a profile of Cabrillo College's adjunct faculty and indicate some clear trends.

### **KEY FINDINGS:**

- **50% of respondents have taught at Cabrillo for more than ten years.**
- **43% currently work almost half-time or more.**
- **53% said Cabrillo is their primary source of income.**
- **38% of respondents have experienced unit cuts in the last few years.**
- **35% usually receive fewer units than they would like to teach.**
- **29% are retirees or full-time workers elsewhere.**

## **PROFESSIONAL HISTORY AND EMPLOYMENT STATUS**

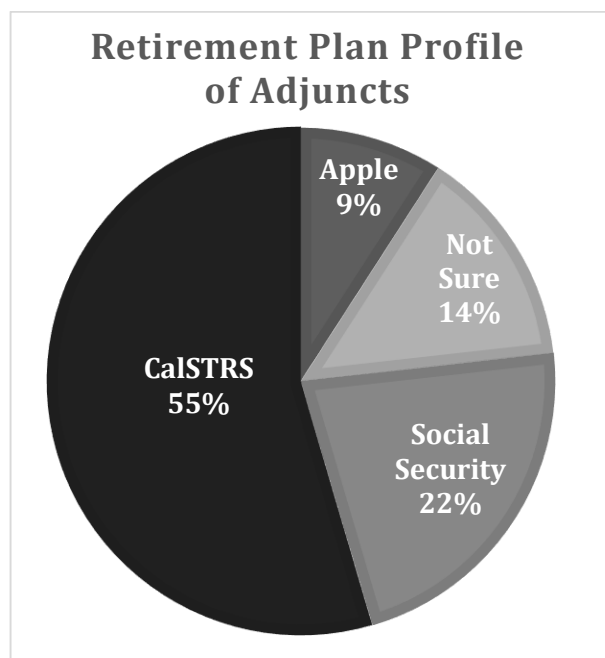
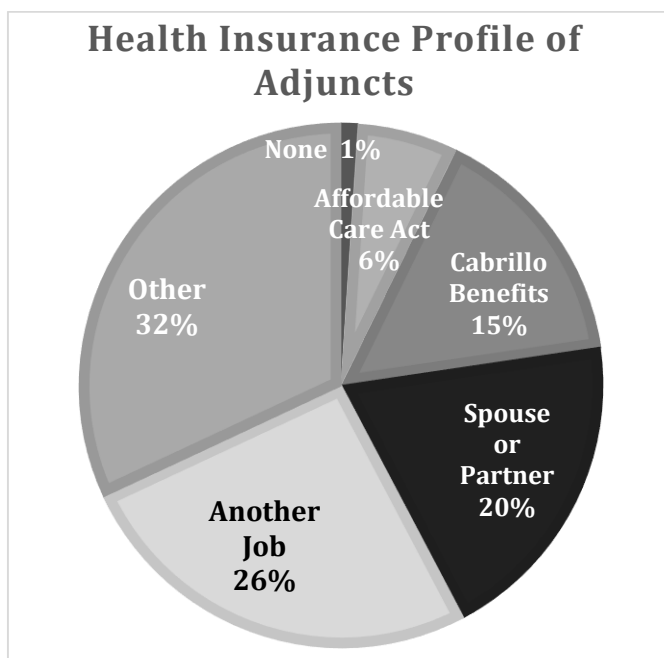
A majority of respondents (53%) reported that Cabrillo is their primary source of employment. Cabrillo adjuncts' employment at other colleges and universities includes: CSUMB, DeAnza, Gavilan, Hartnell, Mission, MPC, Palo Alto University, SJSU, UH Hilo, UCSC, West Valley and others. "Other employment" includes a wide variety of employed and self-employed positions such as: building contractor, choreographer, management consultant, counselor, dental hygienist, engineer, firefighter, landscape architect, musician, nonprofit, therapist, performer, police officer, teaching assistant, videographer, visual artist, and many others.



## BENEFITS

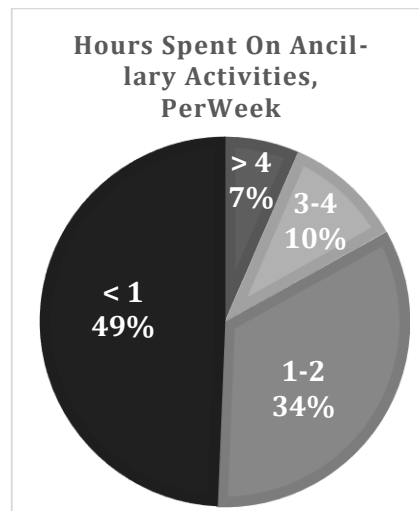
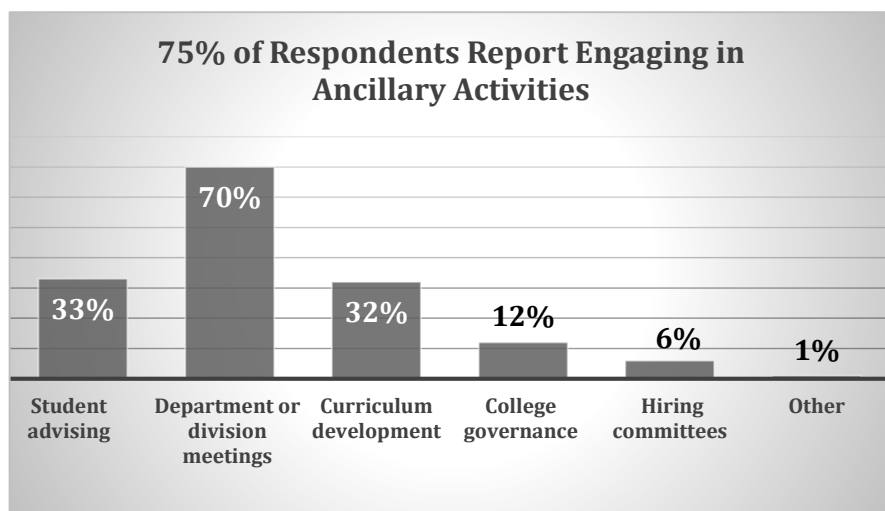
### Health Insurance

While the insurance profile of Cabrillo adjuncts has improved overall since the last survey, many respondents complain that the cost of coverage is prohibitive for them or that they do not have enough units to qualify. Several faculty members stated that the stipend does not cover enough of the cost of the medical and dental plans, most notably when dependents are added. It is important to note that the district stipend only covers individuals (unlike all other employee groups the stipend does not increase for dependents). Only 16% of respondents are covered by Cabrillo's health benefits. Since the last time CCFT conducted a survey in 2013, the Affordable Care Act (ACA) was passed, under which six percent of respondents are now covered. The ACA has raised some complex issues for adjuncts.

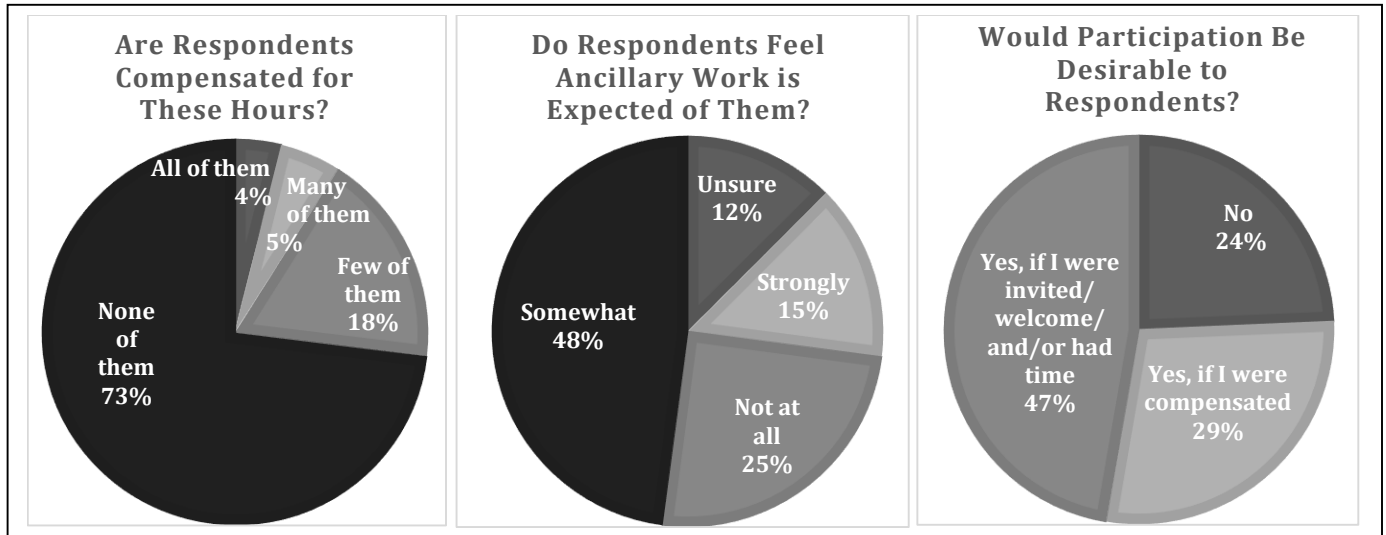


## PROFESSIONAL ACTIVITIES IN DEPARTMENTS, DIVISIONS, AND COLLEGE-WIDE

Seventy-five percent of adjuncts participate in non-coursework related professional activities at Cabrillo, of this percent about half work less than an hour a week and the other half work hours ranging from 1-2 hours to more than 4. Seventy-three percent of this work is not compensated. Sixty-three percent of respondents felt somewhat or strongly that the work is expected of them, either implicitly or explicitly. Ancillary activities include: student advising outside of normal office hours, department and division meetings, curriculum development, college governance, hiring committees, and other activities. Only 24% of respondents said they were not interested in performing ancillary activities. The remaining respondents expressed interest if the work was compensated and/or if they were invited, felt welcome, and had time.



A large majority of faculty at Cabrillo, adjuncts are a tremendous resource whose energy and expertise could be more fully tapped for use in ancillary activities in ways that would benefit the entire college. Full-timers would be less burdened, students would benefit, and college administration overall would be eased by the influx of energy. CCFT believes ancillary work by adjuncts should be compensated and that the district should expand its existing adjunct ancillary project.

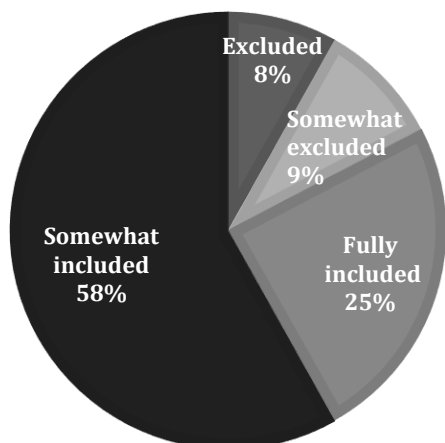


## PROFESSIONAL RIGHTS AND ACADEMIC FREEDOM

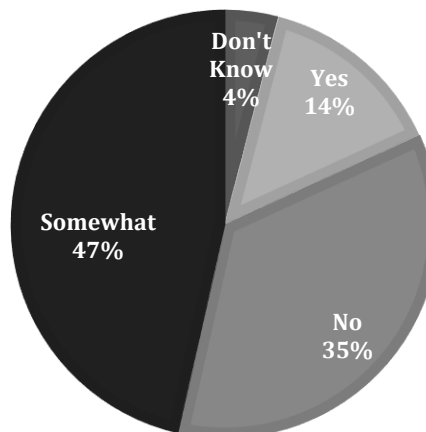
While most respondents said they feel 'somewhat' or 'fully' included in the professional life and decision-making of their departments, seventeen percent did not. Only fourteen percent said they had a say in departmental decisions, while forty-seven percent feel they have somewhat a say and four percent are not sure. Thirty-five percent don't believe they have a say in decision-making (See charts on the next page). Only thirty-six percent reported voting in the last election for their program chair and some didn't know that this was an option. As we suggested in the 2013 adjunct report, since adjuncts make up about two-thirds of our faculty, departments should consider finding ways to include more their input to departmental decisions.

Sixty-five percent of respondents reported that they feel free to develop and teach courses as they wish, while twenty-five percent said they are somewhat free to do so. Only six percent of respondents said did not feel free to do so (see charts on the next page). Eighty-three percent said they are free to assign grades without external interference and nine percent answered 'somewhat'. This indicates that most faculty experience academic freedom in these particular areas.

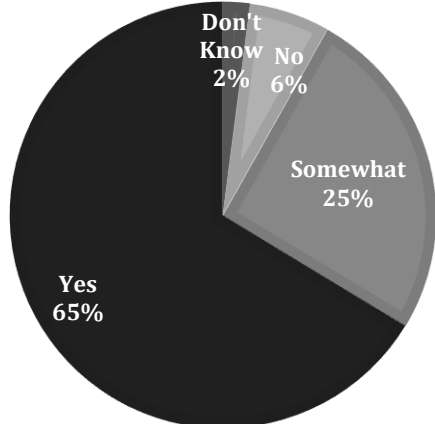
**Do Respondents Feel Included In the Professional Life of Their Departments/Divisions?**



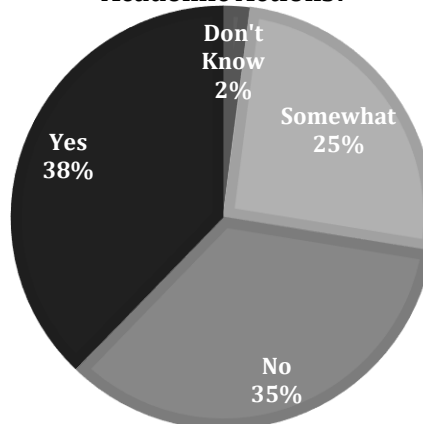
**Do Respondents Feel They Have a Say in Departmental Decisions?**



**Do Respondents Feel Free to Develop and Teach Their Courses as You Wish?**



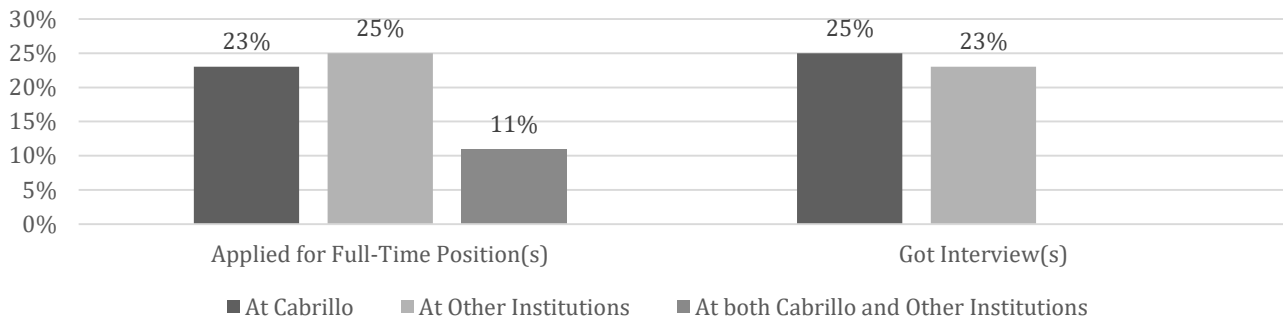
**Do They Feel Issues of Job Security Influence Their Professional and Academic Actions?**



## FULL-TIME ASPIRATIONS

Thirty-one percent of respondents say they would apply for a full-time position in their discipline if one opened at Cabrillo. Fifty-nine percent said they had applied for positions in their discipline, either at Cabrillo, at other institutions, or both. Most respondents who applied to Cabrillo made it to the interview stage (see chart below). Several respondents cited discrimination based on age or on being labeled permanently as an “adjunct” in their job search. Other factors mentioned were budgetary and political. A number of respondents feel discouraged about applying for full-time positions. Some of these said they have stopped applying and some are still applying.

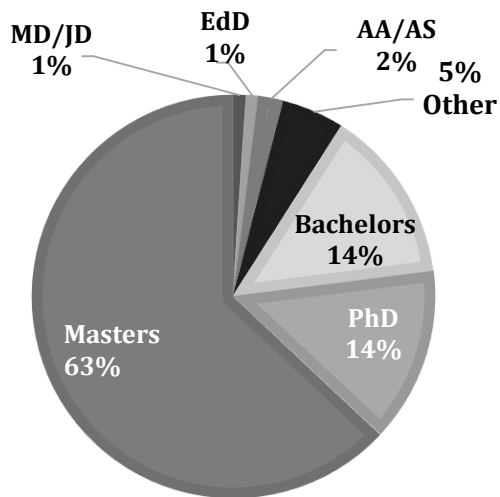
### 59% of Respondents Have Applied for Full-Time Positions In Their Disciplines



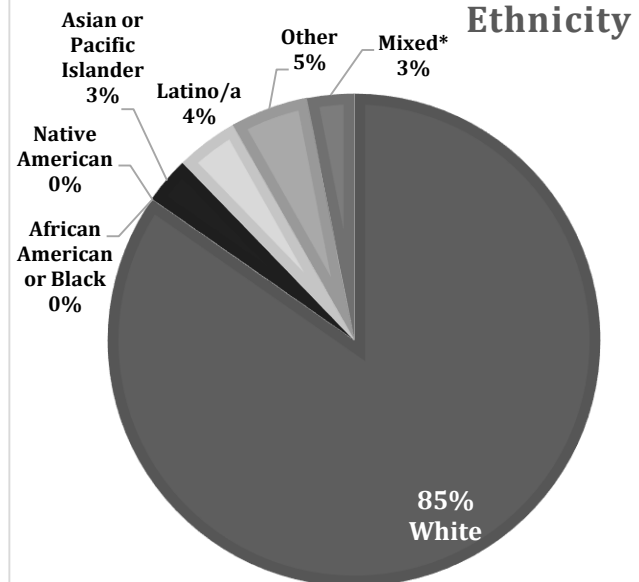
## DEMOGRAPHICS

Respondents are overwhelmingly white, and Latino/as are conspicuously underrepresented given their much higher rates among Cabrillo students (27%), and in Santa Cruz County.

### Highest Academic Degree

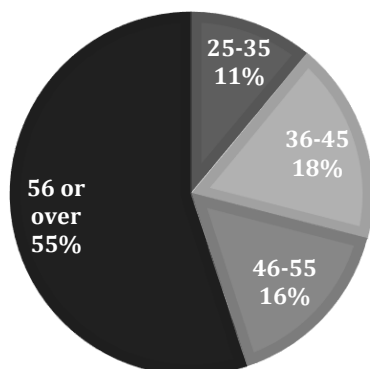


### Ethnicity



\*Mixed ethnicity respondents reported various combinations of Asian Pacific Islander, Black/African American, Native American, and White.

### Age



### Gender

