

The Center for Organization Research & Design Lecture Series invites you  
to a talk given by:

# Molly Ott

Thursday, April 21, 2016

UCENT 480a

Downtown Phoenix campus

11:00-12:00 pm

## **Underemployment and the workplace experiences of part-time faculty**

### **Abstract**

Part-time non-tenure track faculty are the majority of instructors at many postsecondary institutions, especially within the community college sector. Estimates suggest part-timers comprise approximately 70% of all faculty employed at public community colleges in the U.S. Despite their enduring presence on campuses, minimal empirical consideration exists on the workplace experiences and job outcomes of part-time community college faculty. Moreover, scholars who do study this topic often treat them as a homogenous group, assuming all are dissatisfied with their part-time positions and desire full-time work. Drawing from a survey of 1,245 part-time adjunct faculty teaching for a major community college system in the United States, the purpose of this study is to investigate: 1. The extent to which part-time faculty desire a full-time position, 2. The factors that predict adjunct faculty underemployment, and 3. The differences in job satisfaction, turnover intentions, and organizational citizenship behaviors of faculty who are voluntarily teaching part-time to those who prefer a full-time position.

