Who's Teaching This Term?

Exploring Quantitative Methods of Tracking, Analyzing and Understanding Part-time Faculty Retention
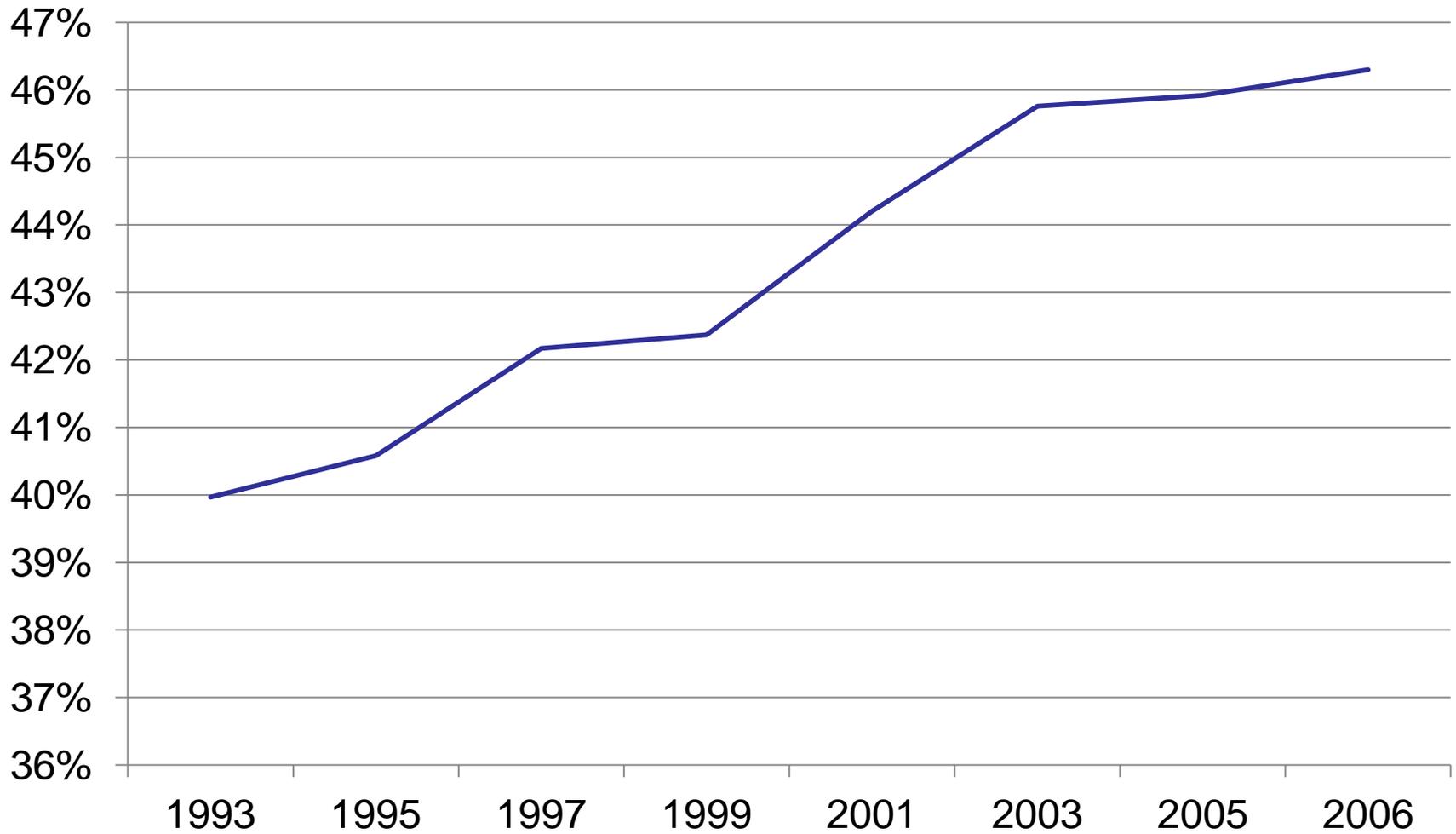
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Framing the Issue

- Steady Demand
  - Need to staff courses

- Instability of workforce growing
  - Unclear whether Part-time Teaching Faculty will return in the following term or year

- Short time frame in which to determine how many and what classes need to be staffed

Part-time Teaching Faculty as Percentage of Total Faculty at Degree Granting Universities Nationwide

Source: IPEDS Peer Analysis System

Common Practices in Hiring Part-Time Teaching Faculty

- Informal survey of public and private 4 and 2 yr universities (not on-line institutions or small liberal arts schools)

- Continuous recruitment process by faculty and dean

- Most common titles include: Adjunct, Instructor, & Lecturer

- Typically hire per course unless unionized faculty then hire per year

Common Practices Continued

- **Teaching Load**
  - Max number of courses within 12 months ranges from 4-8 (12-24 credits)

- **Record Keeping**
  - Wide range of practices
  - Some assign new start & end date each term
  - Some consider active until 4 consecutive terms of not teaching

- **Salaries**
  - Vary widely across departments and colleges
  - $1,000 -$6,000+ per course

See Short Survey Results in support documents

DePaul University

Learn About Your Data

- What data is available?
- How and by whom is it collected, edited, stored, secured?
  - Human Resources? Individual colleges or departments? Centralized system or data warehouse?
- How reliable is the data? Other limitations?
- How far back in time does the data go?

Choose Variables to Build your Database

- Unique ID
- Age, Gender, Ethnicity
- Terminal Degree
- Title/Rank & Employment type
- Salary/Pay
- College/Department
- Term
- Credit Hours Taught / # Courses Taught / Total Course Enrollment

See PT Faculty Database Variables in the support documents

Building the Database

- Determine a starting point
- Decide how to identify new faculty/dealing with duplicates
- Set up cohorts
- Determine how to track across time
- Investigate whether or not to keep certain types of teachers.

ID	Cohort	College_Name	Department	Start_term	Ttl_Credit Hrs_term1	Employee_type	Age	Hire_Date	Gender	Highest_Degree	Terminal_Degree	Original_Title
0130880	2003	EDU	Secondary Education	1	4	PTF	42	1/3/2000	M	M.Ed	No	Lecturer
0130880	2004	EDU	Teaching and Learning	1	4	PTF	42	1/3/2000	M	M.Ed	No	Lecturer
0130880	2004	LAS	Mathematical Sciences	3	4	PTF	42	1/3/2000	M	M.Ed	No	Lecturer
0130889	2006	EDU	Soc/Cult Std Ed Human Dev Grad	2	4	PTF	55	1/2/2007	M	N/A	No	Lecturer
0131398	2006	MUS	Music Education	3	2	PTF	36	1/22/2007	F	N/A	No	Lecturer
0132024	2002	LAS	Women's Studies	3	8	PTF	51	9/9/2002	F	N/A	No	PT faculty positions
0133117	2003	LAS	Writing, Reading, Computation	1	4	PFB	44	9/14/1988	F	MA	No	Lecturer
0133479	2003	LAS	Psychology	2	4	STU	33	9/8/1998	M	MA	No	Teaching Fellow
0133872	2002	COM	Management Information Systems	1	4	PTF	47	1/1/1999	F	N/A	No	PT faculty positions
0134337	2002	LAS	Mathematical Sciences	2	4	STU	28	9/10/1999	F	MS	No	Student positions
0135084	2004	CTI	Cross-List Telecommunications	2	16	PTF	39	9/5/2000	M	MS	No	Lecturer
0135084	2006	CTI	Information Technology	3	4	PTF	39	9/5/2000	M	MS	No	Lecturer
0135233	2003	COM	Accountancy	2	4	PTF	39	2/6/2003	M	N/A	No	Lecturer
0135251	2005	LAS	Interdisciplinary Studies Prog	1	2	ADM	55	9/1/1972	F	N/A	No	Academic Advisor
0135637	2005	LAS	Honors	2	8	PTF	31	8/20/2004	M	N/A	No	Lecturer
0135637	2004	MUS	Musicianship	1	4	PTF	.	8/20/2004	M	N/A	No	Lecturer
0136902	2006	MUS	Applied Music	2	2	PFB	47	9/10/2003	F	DMA	Yes	Lecturer
0137097	2006	EDU	Curriculum Studies	3	4	PTF	55	3/25/2002	F	M.Ed	No	Lecturer
0137131	2002	EDU	Socl/Cult Stud Ed/Hum Dev Ugrd	3	8		.	4/10/2003	F	N/A	No	Lecturer
0137885	2005	LAS	Psychology	1	4	ADM	46	5/18/1989	M	N/A	No	Senior Project Director
0138101	2004	EDU	Secondary Education	2	4	PTF	37	1/18/2005	M	M.Ed	No	Lecturer
0138101	2004	EDU	Teaching and Learning	2	4	PTF	37	1/18/2005	M	M.Ed	No	Lecturer
0138288	2002	LAS	Interdisciplinary Studies Prog	2	8	PTF	37	9/1/1997	M	N/A	No	PT faculty positions
0138974	2005	COM	Management	3	4	ADM	48	2/26/2001	F	N/A	No	Director (4)
0139282	2006	EDU	Bilingual-Bicultural Education	3	4	PTF	47	3/19/1999	F	N/A	No	Lecturer
0139940	2002	THE	Theatre Studies	1	4	PTF	44	9/1/2002	M	N/A	No	PT faculty positions
0140386	2006	EDU	Teaching and Learning	1	4	PTF	48	9/1/2006	F	N/A	No	Lecturer
0141344	2004	LAS	Sociology	3	4	PTF	31	9/4/2001	F	N/A	No	Lecturer

fall1	winter1	spring1	fall2	winter2	spring2	fall3	winter3	spring3	fall4	winter4	spring4	fall5	winter5	spring5
8	8	4	12	8	4	8	8	4	.	8	4	.	.	.
.	.	4	.	.	.	.	.	.	.	8	.	.	.	.
4	.	.	4	8	4	4	.	.	.	8	.	.	.	.
.	2	.	2	.	.	2	.	.	.	6	6	.	.	.
.	8	.	.	8	.	.	8	8	.	4	20	12	12	12
.	4	4	8	4	4	.	4	4	.	4	4	8	8	4
.	.	8	4	.	.	4	4	4	.	4	4	4	4	8
.	4	4	.	4	4	.	4	4	.	4	4	.	.	4
.	.	8	.	4	4	.	8	8	.	4	4	.	.	4
.	.	4	.	.	.	.	4	.	.	4	4	.	.	4
4	4	4	.	.	.	.	.	.	.	4	4	.	.	.
.	4	.	.	4	.	.	4	4	.	4	.	.	4	4
.	4	.	.	.	.	.	.	.	.	4	.	.	.	.

ID	fall_dpt1	winter_dpt1	spring_dpt1	fall_dpt2
0146799	Japanese	English	History	Spanish
0146799	English	English	History	Spanish
0146799	Japanese	English	History	Spanish
0146812				
0148283	Nursing	Nursing	Nursing	
0146817				
0146885				
0147050				
0147607		Teaching and Learning		
0147607			Elementary Education	
0147784	Mathematical Sciences	Mathematical Sciences		
0147784				
0147784				

Setting up the Retention Statistic

- How far into the future to track
  - Four Variables: 1st, 2nd, 3rd, & 4th Year

- Basic to detailed
  - Based on activity at any time the following year.
  - 7 levels
    - Returned: Same dept., same college
    - Returned: Different dept., same college
    - Returned: Different dept., different college
    - Stopout: Returned same dept., same college
    - Stopout: Returned different dept., same college
    - Stopout: Returned different dept., different college
    - Did not return

	Cohort	College_Name	Department	oneyear	fall2	winter2	spring2	fall_dpt2	winter_dpt2	spring_dpt2	fall_coll2	wint_coll2	spri_coll2
1	2005	LAS	Military Science	1	7	6	8						
2	2003	LAS	Hebrew	2	.	.		Arabic	Arabic	Arabic			
3	2004	EDU	Teaching and Learning	3	.	.	.					LAS	LAS

	Cohort	College_Name	Department	oneyear	fall3	winter3	spring3	fall_dpt3	winter_dpt3	spring_dpt3	fall_coll3	wint_coll3	spri_coll3
1	2003	LAS	Chemistry	4	.	.	4						
2	2004	LAS	Management	5	.	.	.		Religious Stu				
3	2003	LAS	Psychology	6	.	.	.					EDU	EDU

DEPAUL UNIVERSITY

Basic Retention Analyses

	First Year Retention								
	Returned, Same Department & College	Returned, Different Department, Same College	Returned, Different Department, Different College	Stopout 1 Year, Returned Same Dept & College	Stopout 1 Year, Returned Different Dept, Same College	Stopout 1 Year, Returned Different Dept, Different College	Did Not Return	Data Not Available	Total
2002	192	49	0	17	1	1	201	0	461
	42%	11%	0%	4%	0%	0%	44%	0%	100%
2003	131	32	4	11	4	2	149	0	333
	39%	10%	1%	3%	1%	1%	45%	0%	100%
2004	141	47	5	19	5	0	151	0	368
	38%	13%	1%	5%	1%	0%	41%	0%	100%
2005	134	29	8	0	0	0	138	0	309
	43%	9%	3%	0%	0%	0%	45%	0%	100%
2006	0	0	0	0	0	0	0	355	355
	0%	0%	0%	0%	0%	0%	0%	100%	100%
Total	598	157	17	47	10	3	639	355	1,826
	33%	9%	1%	3%	1%	0%	35%	19%	100%

Basic Retention Analyses Continued

	Third Year Retention								
	Return, Same Dept & Coll	Return, Diff Dept, Same Coll	Return, Diff Dept, Diff Coll	Stopout 1 Yr, Return Same Dept & Coll	Stopout 1 Yr, Return Diff Dept, Same Coll	Stopout 1 Yr, Return Diff Dept, Diff Coll	Did Not Return	Data Not Available	Total
2002	115	44	2	9	7	1	283	0	461
	25%	10%	0%	2%	2%	0%	61%	0%	100%
2003	66	35	1	0	0	0	231	0	333
	20%	11%	0%	0%	0%	0%	69%	0%	100%
2004	0	0	0	0	0	0	0	368	368
	0%	0%	0%	0%	0%	0%	0%	100%	100%
2005	0	0	0	0	0	0	0	309	309
	0%	0%	0%	0%	0%	0%	0%	100%	100%
2006	0	0	0	0	0	0	0	355	355
	0%	0%	0%	0%	0%	0%	0%	100%	100%
Total	181	79	3	9	7	1	514	1,032	1,826
	10%	4%	0%	0%	0%	0%	28%	57%	100%

Additional Retention Analyses

	One Year Retention							
	Returned, Same Department & College	Returned, Different Department, Same College	Returned, Different Department, Different College	Stopout 1 Year, Returned Same Dept & College	Stopout 1 Year, Returned Different Dept, Same College	Stopout 1 Year, Returned Different Dept, Different College	Did Not Return	Total
PT Faculty	424	125	12	31	7	2	465	1066
	39.8%	11.7%	1.1%	2.9%	.7%	.2%	43.6%	100.0%
Staff	73	18	3	8	1	1	62	166
	44.0%	10.8%	1.8%	4.8%	.6%	.6%	37.3%	100.0%
Student	45	7	2	4	2	0	32	92
	48.9%	7.6%	2.2%	4.3%	2.2%	.0%	34.8%	100.0%

	One Year Retention							
	Returned, Same Department & College	Returned, Different Department, Same College	Returned, Different Department, Different College	Stopout 1 Year, Returned Same Dept & College	Stopout 1 Year, Returned Different Dept, Same College	Stopout 1 Year, Returned Different Dept, Different College	Did Not Return	Total
Bachelor's	13	5	0	1	0	0	17	36
	36.1%	13.9%	.0%	2.8%	.0%	.0%	47.2%	100.0%
Doctorate	65	33	5	6	1	1	88	199
	32.7%	16.6%	2.5%	3.0%	.5%	.5%	44.2%	100.0%
Master's	179	68	7	16	2	2	156	430
	41.6%	15.8%	1.6%	3.7%	.5%	.5%	36.3%	100.0%

Potential Analyses

- Explore relationships between retention and:

    - College/Department
    - Terminal Degree
    - Employee Type
        - Staff, Students, Part-time Faculty only
    - Cost/Pay

Analyses Continued

- Number of credits taught in the previous year

- Number of years returned & Employee Type
- College & Employee Type
- College & Cost

Conclusions

- Lessons learned
- Limitations
- Benefits
- Things to remember?