

The 1999 MLA Survey of Staffing in English and Foreign Language Departments

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In 1999, the Modern Language Association conducted a survey of English and foreign language departments' use of tenured and tenure-track, full-time non-tenure-track, and part-time faculty members and graduate teaching assistants in colleges and universities in the United States and Canada. The survey asked for information about who taught what in the fall semester of that year, including the number of instructors in each employment category and the number of undergraduate course sections that instructors in each category taught. The survey also asked about the professional support, benefits, and compensation for full-time non-tenure-track faculty members, part-time faculty members paid on a per-course basis, and part-time faculty members paid a fractional full-time salary.

The survey was designed as a census of all modern language departments in the United States and Canada. Accordingly, in November 1999 the MLA contacted 5,245 departments in two- and four-year institutions identified from its database of departmental administrators. Data collection was completed in April 2000. Overall, 2,182 of the departments returned questionnaires, a 42% response rate. United States institutions accounted for 4,969 departments that received a questionnaire (94.7% of the total) and 2,081 that responded (95.4% of the total). Canadian institutions accounted for 276 departments that received a questionnaire (5.3%) and 101 that responded (4.6%). Departments in institutions that grant the doctorate had the highest

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response rate (51%), those in institutions granting associate's degrees the lowest (33%). Departments in four-year institutions (including doctoral departments) had a 46% response rate. The findings presented here summarize information for 1,991 departments—673 English departments, 889 foreign language departments, 187 combined English and foreign language departments, and 242 humanities divisions. (Excluded were responding departments of linguistics, comparative literature, English as a second language, and general education that had been part of the original mailing.)

Nine of the disciplinary societies that participate with the MLA in the Coalition on the Academic Workforce (CAW) did surveys parallel to the MLA's. Comparative data for all ten surveys can be accessed at www.theaha.org/caw/cawreport.htm, a section of the Web site of the American Historical Association. Included in the CAW report are results from societies representing anthropology, art history, cinema studies, independent composition programs, English and foreign languages, history, linguistics, classics, and philosophy.

The MLA survey's design as a census of all English and foreign language departments in the United States and Canada originated in a motion that the MLA Delegate Assembly approved at its meeting in December 1998. The motion also provided for the MLA to make results available in a report that identifies departments by name together with the information those departments provided. Information for individual departments can be accessed at www.mla.org. Because the survey was designed as a census, collective findings should be regarded as indicating conditions in responding departments rather than as a statistically verified sample for generalization.

PERCENTAGES OF INSTRUCTORS IN DIFFERENT EMPLOYMENT CATEGORIES

Table 1 reports head count, summarizing the percentage of instructors in different employment categories who taught undergraduate courses in responding departments in fall 1999. The percentages are broken down by the department type (English, foreign language, combined English and foreign language, humanities division) and by the highest degree a department grants.

Ninety-eight percent of the responding English and foreign language departments in four-year institutions reported employing tenured or tenure-track faculty members in fall 1999. The percentages are lower for two-year associate's-granting departments: 79% for English and 84% for foreign languages. Part-time non-tenure-track faculty members were employed by 91% of the responding English departments and 83% of the

TABLE 1
 PERCENTAGE OF INSTRUCTORS IN DIFFERENT EMPLOYMENT CATEGORIES
 BY HEAD COUNT, FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
All departments					
Full-time tenured or tenure-track	36.3	35.5	34.4	29.4	35.3
Full-time non-tenure-track	9.5	12.4	10.6	12.9	10.8
Part-time	31.9	28.9	52.6	57.0	35.0
Graduate student TA	22.2	23.3	2.5	0.7	18.9
<i>Number of departments</i>	<i>670</i>	<i>888</i>	<i>187</i>	<i>242</i>	<i>1,987</i>
Doctoral departments					
Full-time tenured or tenure-track	30.5	28.4	–	–	29.9
Full-time non-tenure-track	8.1	11.7	–	–	9.4
Part-time	16.9	12.1	–	–	15.1
Graduate student TA	44.6	47.9	–	–	45.6
<i>Number of departments</i>	<i>106</i>	<i>161</i>	<i>3</i>	<i>1</i>	<i>271</i>
MA-granting departments					
Full-time tenured or tenure-track	39.9	38.5	46.4	30.9	39.6
Full-time non-tenure-track	10.9	11.6	16.7	16.1	11.5
Part-time	33.9	27.2	29.0	49.5	32.1
Graduate student TA	15.3	22.8	7.9	3.5	16.8
<i>Number of departments</i>	<i>155</i>	<i>112</i>	<i>20</i>	<i>11</i>	<i>298</i>
BA-granting departments					
Full-time tenured or tenure-track	53.6	46.3	45.9	37.0	47.5
Full-time non-tenure-track	10.5	14.8	12.4	16.3	13.3
Part-time	35.8	35.4	41.7	45.9	37.5
Graduate student TA	0.2	3.5	0.0	0.8	1.7
<i>Number of departments</i>	<i>260</i>	<i>468</i>	<i>67</i>	<i>84</i>	<i>879</i>
AA-granting departments					
Full-time tenured or tenure-track	31.8	26.2	24.2	23.4	27.0
Full-time non-tenure-track	6.3	4.9	8.5	11.3	8.1
Part-time	61.8	68.8	67.2	65.2	64.8
Graduate student TA	0.1	0.0	0.1	0.0	0.1
<i>Number of departments</i>	<i>76</i>	<i>51</i>	<i>68</i>	<i>93</i>	<i>288</i>
Departments granting no degree					
Full-time tenured or tenure-track	28.0	24.4	30.5	30.4	27.7
Full-time non-tenure-track	14.7	12.6	8.6	10.3	12.6
Part-time	49.6	61.0	60.9	59.0	55.7
Graduate student TA	7.7	2.0	0.0	0.3	3.9
<i>Number of departments</i>	<i>73</i>	<i>96</i>	<i>29</i>	<i>53</i>	<i>251</i>

Note: Percentages are not calculated for data representing fewer than ten respondents, except in the tables giving ranges of salary and per-course compensation.

responding foreign language departments, overall. The employment of full-time non-tenure-track faculty members varied according to the highest degree granted by the responding English or foreign language department. Eighty-six percent of the responding doctorate-granting and 81% of the master's-granting departments reported employing full-time non-tenure-track faculty members in fall 1999, in comparison with 59% of the bachelor's-granting and only 34% of the associate's-granting departments.

Across responding departments, tenured and tenure-track faculty members made up only 35% of the total number of instructors teaching undergraduate courses in fall 1999 and less than half the faculty (i.e., after graduate TAs were excluded). Faculty members holding part-time appointments accounted for 32% of all instructors in the English departments and 29% of all instructors in the foreign language departments.

Two-year-college departments reported the highest percentage of part-time instructors teaching in fall 1999: 62% in English and 69% in foreign language departments. In associate's-granting departments, only 32% of instructors in English and 26% of instructors in foreign language held tenured or tenure-track appointments.

Graduate student TAs made up a plurality of the instructors in the responding doctorate-granting departments: 45% in English and 48% in foreign language departments. Faculty members holding tenured or tenure-track appointments made up the next largest category: 31% in English and 28% in foreign language departments. But if graduate student TAs are combined with part-time faculty members as an overall category of part-time instructors, this category in doctorate-granting departments (61% in English and 60% in foreign language) resembles the part-time instructor head count percentage for two-year colleges.

Departments granting the bachelor's degree had the highest percentages of tenured and tenure-track faculty members in responding departments: 54% of instructors in English and 46% of instructors in foreign language. Part-time faculty members made up the next largest category in these departments: 36% in English and 35% in foreign language.

PERCENTAGES OF UNDERGRADUATE COURSE SECTIONS TAUGHT BY INSTRUCTORS IN DIFFERENT EMPLOYMENT CATEGORIES

Table 2 shows the percentage of undergraduate course sections that teachers in each of the four employment categories taught in fall 1999, by the highest degree a department grants. Findings are shown in greater detail in table 3A (English departments) and table 3B (foreign language departments), which include percentages for first-year writing or first-year language sections, other

TABLE 2
 PERCENTAGE OF UNDERGRADUATE COURSE SECTIONS TAUGHT BY
 INSTRUCTORS IN DIFFERENT EMPLOYMENT CATEGORIES, FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
All departments					
Full-time tenured or tenure-track	42.2	41.4	44.2	41.6	42.1
Full-time non-tenure-track	15.4	18.0	16.6	15.2	16.2
Part-time	28.6	25.5	38.2	42.7	29.9
Graduate student TA	13.9	15.1	1.0	0.5	11.7
<i>Number of departments</i>	<i>673</i>	<i>889</i>	<i>187</i>	<i>242</i>	<i>1,991</i>
Doctoral departments					
Full-time tenured or tenure-track	30.7	25.7	–	–	29.3
Full-time non-tenure-track	15.1	19.2	–	–	16.4
Part-time	19.1	14.4	–	–	17.5
Graduate student TA	35.1	40.7	–	–	36.8
<i>Number of departments</i>	<i>106</i>	<i>161</i>	<i>3</i>	<i>1</i>	<i>271</i>
MA-granting departments					
Full-time tenured or tenure-track	43.2	43.6	54.0	33.0	43.7
Full-time non-tenure-track	18.1	17.6	23.7	21.1	18.4
Part-time	28.6	24.8	19.2	44.5	27.5
Graduate student TA	10.1	14.0	3.1	1.4	10.4
<i>Number of departments</i>	<i>155</i>	<i>112</i>	<i>20</i>	<i>11</i>	<i>298</i>
BA-granting departments					
Full-time tenured or tenure-track	58.7	54.2	55.0	43.7	54.5
Full-time non-tenure-track	14.2	18.7	16.6	19.5	17.1
Part-time	27.1	25.2	28.4	36.5	27.6
Graduate student TA	0.0	1.8	0.0	0.3	0.8
<i>Number of departments</i>	<i>260</i>	<i>468</i>	<i>67</i>	<i>84</i>	<i>879</i>
AA-granting departments					
Full-time tenured or tenure-track	47.3	41.3	34.3	38.4	41.6
Full-time non-tenure-track	7.1	9.6	16.4	14.0	11.1
Part-time	45.4	49.1	49.3	47.6	47.2
Graduate student TA	0.1	0.0	0.0	0.0	0.1
<i>Number of departments</i>	<i>76</i>	<i>51</i>	<i>68</i>	<i>93</i>	<i>288</i>
Departments granting no degree					
Full-time tenured or tenure-track	38.2	33.9	40.8	48.1	39.0
Full-time non-tenure-track	22.3	16.6	11.0	8.5	17.1
Part-time	36.2	48.0	48.2	43.2	42.0
Graduate student TA	3.3	1.4	0.0	0.2	1.9
<i>Number of departments</i>	<i>76</i>	<i>97</i>	<i>29</i>	<i>53</i>	<i>255</i>

TABLES 3A AND 3B
 PERCENTAGE OF FIRST-YEAR WRITING OR FIRST-YEAR LANGUAGE AND OTHER UNDERGRADUATE COURSE SECTIONS
 TAUGHT BY TEACHERS IN DIFFERENT EMPLOYMENT CATEGORIES, FALL 1999

SECTIONS	DOCTORAL DEPTS. (106)			MA-GRANTING DEPTS. (155)			BA-GRANTING DEPTS. (260)			AA-GRANTING DEPTS. (76)		
	FIRST-YEAR WRITING	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR WRITING	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR WRITING	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR WRITING	OTHER UNDERGRADUATE	ALL UNDERGRADUATE
Full-time tenured or tenure-track	5.9	52.9	30.7	20.0	68.6	43.2	42.2	73.2	58.7	44.8	51.3	47.3
Full-time non-tenure-track	17.5	12.9	15.1	22.0	13.9	18.1	17.0	11.8	14.2	7.2	6.9	7.1
Part-time	24.3	14.5	19.1	40.3	15.8	28.6	40.7	15.0	27.1	47.8	41.8	45.4
Graduate student TA	52.2	19.7	35.1	17.6	1.7	10.1	0.1	0.0	0.0	0.2	0.0	0.1
All undergraduate course sections that were sections of first-year writing	47.2			52.3			46.9			60.6		

SECTIONS	DOCTORAL DEPTS. (161)			MA-GRANTING DEPTS. (112)			BA-GRANTING DEPTS. (468)			AA-GRANTING DEPTS. (51)		
	FIRST-YEAR LANG.	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR LANG.	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR LANG.	OTHER UNDERGRADUATE	ALL UNDERGRADUATE	FIRST-YEAR LANG.	OTHER UNDERGRADUATE	ALL UNDERGRADUATE
Full-time tenured or tenure-track	7.4	40.3	25.7	23.2	60.4	43.6	41.8	65.8	54.2	40.5	44.1	41.3
Full-time non-tenure-track	19.6	19.0	19.2	17.5	17.6	17.6	21.1	16.5	18.7	6.9	19.1	9.6
Part-time	15.7	13.3	14.4	33.4	17.8	24.8	34.7	16.4	25.2	52.5	36.7	49.1
Graduate student TA	57.4	27.5	40.7	25.9	4.2	14.0	2.4	1.3	1.8	0.0	0.0	0.0
All undergraduate course sections that were sections of first-year language	44.3			45.1			48.5			78.1		

types of undergraduate sections, and all undergraduate sections. To provide some context for the percentages of course sections taught, the percentage is also given of all undergraduate course sections that were first-year writing or first-year language. Table 4 shows the percentage, by instructor category, of undergraduate teaching that was made up of first-year writing or first-year language sections, broken down by the highest degree a department grants.

Tenured and tenure-track faculty members taught a plurality of undergraduate course sections in responding departments: 42.2% in English, 41.4% in foreign language. Part-time faculty members taught the next highest percentage: 28.6% in English, 25.5% in foreign language. But percentages are more revealing when broken down by the departmental degree granted and course type.

In English departments, undergraduate sections that tenured and tenure-track faculty members taught ranged from a high of 59% in bachelor's-granting to a low of 31% in doctorate-granting departments. The corresponding figures for foreign language departments are a high of 54% in bachelor's-granting and a low of 26% in doctorate-granting departments.

In doctoral departments, graduate student TAs taught a plurality of the undergraduate sections: 35% in English, 41% in foreign language. Part-time faculty members taught an additional 19% of undergraduate sections in English and 14% in foreign language.

First-year writing and first-year language accounted for almost half the undergraduate course sections the departments taught in fall 1999. At the associate's-degree level, first-year writing accounted for more than 60% of all sections, first-year language for more than 78%.

The survey findings reflect that, while undergraduate enrollments have grown, the size of the professorial faculty has not grown proportionately. Consequently, institutions, particularly institutions with doctoral programs, assign tenured and tenure-track faculty members to the advanced undergraduate and graduate courses for which those faculty members are most qualified and rely on part- or full-time adjunct faculty members (or, where they are available, graduate student teaching assistants) to handle the many sections of introductory writing and language courses. In the doctoral English departments, tenured and tenure-track faculty members taught 6% of the first-year writing sections, which represented 9% of the undergraduate sections such faculty members taught. In the doctoral foreign language departments, tenured and tenure-track faculty members taught 7% of the first-year language sections, 13% of the undergraduate sections they taught. By contrast, in departments that grant the bachelor's as their highest degree, tenured and tenure-track faculty members taught 42.2% of first-year writing sections and 41.8% of first-year language sections, representing 34%

TABLE 4
 PERCENTAGE OF THE UNDERGRADUATE TEACHING ASSIGNMENT OF
 INSTRUCTORS FOR FIRST-YEAR WRITING OR FIRST-YEAR LANGUAGE IN
 DIFFERENT EMPLOYMENT CATEGORIES, FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
All responding departments					
Full-time tenured or tenure-track	31.1	34.5	48.8	50.7	35.7
Full-time non-tenure-track	59.3	51.7	64.5	63.4	57.7
Part-time	67.2	66.0	67.4	67.8	67.0
Graduate student TA	74.3	66.3	87.7	82.1	71.4
<i>Number of departments</i>	<i>673</i>	<i>889</i>	<i>187</i>	<i>242</i>	<i>1,991</i>
Doctoral departments					
Full-time tenured or tenure-track	9.1	12.8	–	–	10.5
Full-time non-tenure-track	54.8	45.1	–	–	50.7
Part-time	60.0	48.4	–	–	56.2
Graduate student TA	70.4	62.4	–	–	67.5
<i>Number of departments</i>	<i>106</i>	<i>161</i>	<i>3</i>	<i>1</i>	<i>271</i>
MA-granting departments					
Full-time tenured or tenure-track	24.2	24.0	31.7	18.1	24.6
Full-time non-tenure-track	63.5	44.9	65.2	46.6	58.8
Part-time	73.7	60.5	67.9	67.7	70.3
Graduate student TA	91.7	83.6	86.0	–	89.0
<i>Number of departments</i>	<i>155</i>	<i>112</i>	<i>20</i>	<i>11</i>	<i>298</i>
BA-granting departments					
Full-time tenured or tenure-track	33.7	37.4	40.7	40.8	36.7
Full-time non-tenure-track	56.1	54.6	58.5	61.1	56.3
Part-time	70.5	66.6	71.6	65.3	68.2
Graduate student TA	–	63.6	–	–	65.2
<i>Number of departments</i>	<i>260</i>	<i>468</i>	<i>67</i>	<i>84</i>	<i>879</i>
AA-granting departments					
Full-time tenured or tenure-track	57.4	76.6	63.6	66.6	62.3
Full-time non-tenure-track	61.7	56.4	65.3	71.3	65.3
Part-time	63.7	83.6	64.3	71.5	67.6
Graduate student TA	–	–	–	–	–
<i>Number of departments</i>	<i>76</i>	<i>51</i>	<i>68</i>	<i>93</i>	<i>288</i>
Departments granting no degree					
Full-time tenured or tenure-track	56.7	64.5	62.6	49.1	57.7
Full-time non-tenure-track	60.9	74.2	79.0	65.5	66.2
Part-time	65.0	76.1	74.7	64.7	69.7
Graduate student TA	–	58.3	–	–	40.7
<i>Number of departments</i>	<i>76</i>	<i>97</i>	<i>29</i>	<i>53</i>	<i>255</i>

Note: Not all departments reported having instructors in each category.

and 37%, respectively, of the undergraduate sections taught by that group. Tenured and tenure-track faculty members in two-year colleges taught the highest percentage of the first-year writing and first-year language sections in their departments, 44.8% in English and 40.5% in foreign languages, representing 57% and 77%, respectively, of the teaching they did.

The teaching duties of part-time faculty members and graduate student TAs were concentrated in first-year writing and first-year language courses. Graduate student TAs in doctoral English departments taught 52% of the first-year writing sections (70% of all sections those TAs taught); in doctoral foreign language departments, TAs taught 57% of the first-year language sections (62% of all sections they taught). Part-time faculty members taught an additional 24% of the first-year writing sections and 16% of the first-year language sections in doctoral departments. In the bachelor's-granting departments, where graduate students are not available as teaching assistants, part-time faculty members taught 41% of the first-year writing sections and 35% of the first-year language sections. Across all responding departments, two-thirds of the undergraduate sections taught by part-time faculty members were first-year writing or first-year language.

SALARIES, BENEFITS, AND PROFESSIONAL SUPPORT

Table 5 shows average pay in fall 1999 reported for part-time faculty members who are paid by the course. Table 6 shows 1999–2000 average annual salaries reported for full-time non-tenure-track faculty members, and table 7 shows average annual salaries for part-time faculty members who are paid on a fractional basis.

Per-course pay for part-time faculty members was highest in doctoral departments, lowest in associate's-granting departments. Departments reported that, on average, part-time faculty members paid by the course taught two courses in their departments in fall 1999. The two-course average held across all degree-granting types, regardless of the varying teaching loads that tenured and tenure-track faculty members assume.

The average annual salary for full-time non-tenure-track faculty members was \$33,559 in English departments, and \$33,912 in foreign language departments. The national salary survey conducted annually by the College and University Personnel Association (CUPA) provides a useful comparison. The CUPA survey for 1999–2000 reports that on average faculty members in English holding the rank of instructor earned \$28,027 in public institutions and \$31,405 in private institutions. In foreign languages those holding the rank of instructor earned \$28,983 in public institutions and \$32,294 in private institutions. That same academic year, salaries for new assistant

TABLE 5
COMPENSATION FOR PART-TIME FACULTY MEMBERS, BY COURSE, FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
Departments with part-time faculty members paid by course	86.9% (585)	77.2% (686)	93.0% (174)	91.7% (222)	83.7% (1,667)
<i>All departments</i>	<i>673</i>	<i>889</i>	<i>187</i>	<i>242</i>	<i>1,991</i>
United States departments					
Average per-course compensation	\$2,293 (544)	\$2,788 (607)	\$1,736 (163)	\$1,783 (214)	\$2,358 (1,528)
Canadian departments					
Average per-course compensation (Canadian dollars)	\$5,058 (28)	\$5,420 (40)	- (1)	- (4)	\$5,247 (73)
Ranges of per-course compensation in United States departments					
Under \$1,200	5.5% (30)	4.6% (28)	12.3% (20)	12.6% (27)	6.9% (105)
\$1,200-\$1,500	19.3% (105)	10.0% (61)	37.4% (61)	34.6% (74)	19.7% (301)
\$1,501-\$2,000	25.2% (137)	22.2% (135)	30.7% (50)	26.6% (57)	24.8% (379)
\$2,001-\$2,500	20.4% (111)	18.3% (111)	7.4% (12)	15.9% (34)	17.5% (268)
\$2,501-\$3,000	12.5% (68)	16.5% (100)	8.0% (13)	3.7% (8)	12.4% (189)
Over \$3,000	17.1% (93)	28.3% (172)	4.3% (7)	6.5% (14)	18.7% (286)
<i>Number of departments</i>	<i>544</i>	<i>607</i>	<i>163</i>	<i>214</i>	<i>1,528</i>
Average per-course compensation for United States departments, by departmental degree granted					
Doctorate	\$3,210 (77)	\$4,495 (79)	- (2)	- (1)	\$3,848 (159)
MA	\$2,231 (131)	\$2,603 (84)	\$1,932 (19)	\$2,425 (10)	\$2,344 (244)
BA	\$2,283 (204)	\$2,660 (328)	\$1,805 (61)	\$1,826 (70)	\$2,377 (663)
AA	\$1,715 (73)	\$1,953 (42)	\$1,596 (56)	\$1,590 (87)	\$1,686 (258)
No degree	\$1,978 (59)	\$2,215 (74)	\$1,580 (25)	\$1,931 (46)	\$2,005 (204)

Note: Figures in parentheses indicate number of departments.

professors in English, CUPA reports, were \$38,300 and \$36,619 in public and private institutions, respectively. In foreign languages, salaries for new assistant professors were \$38,593 and \$36,736 in public and private institutions, respectively. The average annual salary for part-time faculty members paid by the fraction was \$21,951 in English, \$21,213 in foreign language.

For non-tenure-track faculty members, there were significant differences in benefits offered between those who worked full-time and those who worked part-time. Table 8B shows that no more than 20% of departments reported health benefits for part-time faculty members who were paid by the course, while 70% of English departments and 65% of foreign language departments reported that these faculty members were offered no health, retirement, or life insurance benefits at all. By contrast, three-quarters or more of departments reported offering health, retirement, and life insurance

benefits to full-time non-tenure-track faculty members, and fewer than 2% of departments reported that these faculty members were offered no benefits (table 8A). Availability of benefits for part-time faculty members paid by fraction falls between benefits for full-time non-tenure-track faculty members and benefits for part-time faculty members paid by course (table 8C).

Instructors of all categories and across all degree-granting department types generally receive basic professional support such as office space; access to a computer, telephone, mailbox, and photocopying; and library privileges. The quality of the support, however, differs markedly with the category of instructor. More than three-quarters of full-time non-tenure-track faculty members in responding departments enjoy a private office and private computer access, whereas more than three-quarters of part-time faculty members who are paid per course must share office space, and two-thirds share computer access (tables 9A and 9B).

TABLE 6
ANNUAL SALARIES FOR FULL-TIME NON-TENURE-TRACK FACULTY MEMBERS, FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
Departments with full-time non-tenure-track faculty members	66.0% (444)	63.8% (567)	59.4% (111)	57.4% (139)	63.3% (1,261)
<i>All departments</i>	<i>673</i>	<i>889</i>	<i>187</i>	<i>242</i>	<i>1,991</i>
United States departments					
Average	\$33,559 (413)	\$33,912 (497)	\$34,029 (106)	\$34,701 (124)	\$33,881 (1,140)
Canadian departments					
Average (Canadian dollars)	\$40,888 (16)	\$42,395 (24)	- (1)	- (4)	\$41,803 (45)
Ranges in United States departments					
\$25,000 or less	14.0% (58)	9.5% (47)	14.2% (15)	12.1% (15)	11.8% (135)
\$25,001-\$30,000	26.6% (110)	25.6% (127)	23.6% (25)	21.8% (27)	25.4% (289)
\$30,001-\$35,000	26.4% (109)	25.4% (126)	22.6% (24)	27.4% (34)	25.7% (293)
\$35,001-\$40,000	16.9% (70)	24.7% (123)	20.8% (22)	17.7% (22)	20.8% (237)
Over \$40,000	16.0% (66)	14.9% (74)	18.9% (20)	21.0% (26)	16.3% (186)
<i>Number of departments</i>	<i>413</i>	<i>497</i>	<i>106</i>	<i>124</i>	<i>1,140</i>
Average in United States departments, by departmental degree granted					
Doctorate	\$32,491 (82)	\$34,577 (121)	\$36,667 (3)	\$35,000 (1)	\$33,783 (207)
MA	\$31,708 (126)	\$32,177 (77)	\$32,220 (19)	\$31,278 (6)	\$31,898 (228)
BA	\$35,167 (133)	\$33,608 (252)	\$31,305 (45)	\$33,467 (53)	\$33,807 (483)
AA	\$34,562 (25)	\$35,092 (14)	\$39,500 (28)	\$35,760 (42)	\$36,360 (109)
No degree	\$35,299 (47)	\$37,342 (33)	\$33,654 (11)	\$36,573 (22)	\$35,984 (113)

Note: Figures in parentheses indicate number of departments.

TABLE 7
ANNUAL SALARIES FOR PART-TIME FACULTY MEMBERS PAID BY FRACTION,
FALL 1999

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
Departments with part-time faculty members paid by fraction	18.6% (125)	17.0% (151)	11.8% (22)	8.3% (20)	16.0% (318)
<i>All departments</i>	673	889	187	242	1,991
United States departments Average	\$21,951 (105)	\$21,213 (108)	\$18,319 (14)	\$16,798 (16)	\$21,074 (243)
Canadian departments Average (Canadian dollars)	- (7)	- (6)	- (1)	- (1)	\$26,274 (15)
Ranges in United States departments					
Under \$10,000	14.3% (15)	10.2% (11)	28.6% (4)	12.5% (2)	13.2% (32)
\$10,000-\$20,000	37.1% (39)	38.9% (42)	21.4% (3)	50.0% (8)	37.9% (92)
\$20,001-\$30,000	26.7% (28)	35.2% (38)	35.7% (5)	31.3% (5)	31.3% (76)
Over \$30,000	21.9% (23)	15.7% (17)	14.3% (2)	6.3% (1)	17.7% (43)
<i>Number of departments</i>	105	108	14	16	243
Average in United States departments, by departmental degree granted					
Doctorate	\$22,114 (27)	\$23,796 (33)	- (-)	- (-)	\$23,039 (60)
MA	\$19,208 (33)	\$19,857 (15)	- (3)	- (2)	\$19,359 (53)
BA	\$24,776 (39)	\$19,589 (51)	- (6)	\$14,395 (10)	\$20,703 (106)
AA	- (1)	- (1)	- (3)	- (4)	\$21,851 (9)
No degree	- (5)	- (8)	- (2)	- (-)	\$21,429 (15)

Note: Figures in parentheses indicate number of departments.

TABLES 8A, 8B, AND 8C
PERCENTAGE OF DEPARTMENTS REPORTING BENEFITS FOR NON-TENURE-
TRACK FACULTY MEMBERS

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
8A. FULL-TIME NON-TENURE-TRACK FACULTY MEMBERS					
Health plan paid by both	75.5	77.3	73.0	70.3	75.5
Health plan paid by school	29.3	28.2	38.7	34.1	30.2
Health plan paid by staff	3.6	4.3	0.9	6.5	4.0
Retirement plan	81.1	82.7	89.2	92.0	83.7
Life insurance	75.7	78.9	82.9	84.8	78.8
No benefits offered	1.8	1.1	0.9	1.4	1.4
Minimum requirement*	37.3	37.9	33.3	42.0	37.7
<i>Number of departments</i>	440	560	111	138	1,249

*The minimum might depend on class load, length of service, or percentage of a full-time salary.

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
8B. PART-TIME FACULTY MEMBERS PAID BY COURSE					
Health plan paid by both	17.1	20.1	9.3	13.8	17.0
Health plan paid by school	4.7	6.4	0.6	3.2	4.7
Health plan paid by staff	5.9	7.3	9.3	6.9	7.0
Retirement plan	15.9	16.6	15.7	16.6	16.2
Life insurance	9.5	13.2	4.1	5.5	9.9
No benefits offered	70.1	64.8	73.8	68.7	68.2
Minimum requirement*	20.2	24.4	14.5	16.6	20.8
<i>Number of departments</i>	<i>579</i>	<i>657</i>	<i>172</i>	<i>217</i>	<i>1,625</i>

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
8C. PART-TIME FACULTY MEMBERS PAID BY FRACTION					
Health plan paid by both	58.3	65.2	47.6	50.0	60.2
Health plan paid by school	20.8	22.2	9.5	22.2	20.7
Health plan paid by staff	3.3	6.7	14.3	5.6	5.8
Retirement plan	62.5	51.9	57.1	55.6	56.8
Life insurance	54.2	46.7	42.9	50.0	49.7
No benefits offered	20.0	18.5	23.8	22.2	19.7
Minimum requirement*	55.0	62.2	33.3	50.0	56.5
<i>Number of departments</i>	<i>120</i>	<i>135</i>	<i>21</i>	<i>18</i>	<i>294</i>

*The minimum might depend on class load, length of service, or percentage of a full-time salary.

TABLES 9A, 9B, AND 9C
 PERCENTAGE OF DEPARTMENTS OFFERING FORMS OF PROFESSIONAL
 SUPPORT TO NON-TENURE-TRACK FACULTY MEMBERS

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
9A. FULL-TIME NON-TENURE-TRACK FACULTY MEMBERS					
Private office space	75.3	81.3	89.9	77.5	79.5
Shared office space	28.6	23.9	12.8	27.5	25.0
Private computer access	76.7	84.0	85.3	75.4	80.6
Shared computer access	18.5	20.1	13.8	18.8	18.9
Mailboxes	98.9	98.4	100.0	99.3	98.8
Parking	80.8	77.7	84.4	85.5	80.2
Telephone in office	98.2	98.7	99.1	98.6	98.5
Photocopying	98.4	98.7	96.3	99.3	98.5
Library privileges	99.5	99.3	100.0	100.0	99.5
Secretarial help	84.7	88.1	85.3	80.4	85.8
Six weeks' advance notice of teaching assignments	91.8	88.5	89.9	87.0	89.6
Invitation to participate in department meetings	92.9	90.1	98.2	94.9	92.3
Travel to professional meetings	84.9	77.5	89.0	83.3	81.8
Departmental workshops for teacher development	61.6	59.0	59.6	57.2	59.8
Regular salary increases	78.3	81.3	77.1	77.5	79.4
Access to institutional research grants	57.0	62.9	62.4	53.6	59.8
<i>Number of departments</i>	<i>437</i>	<i>556</i>	<i>109</i>	<i>138</i>	<i>1,240</i>

PERCENTAGE OF DEPARTMENTS OFFERING FORMS OF PROFESSIONAL SUPPORT TO NON-TENURE-TRACK FACULTY MEMBERS (CONT.)

	ENGLISH	FOREIGN LANGUAGE	COMBINED	HUMANITIES DIVISION	ALL
9B. PART-TIME FACULTY MEMBERS PAID BY COURSE					
Private office space	17.2	21.7	15.2	13.8	18.3
Shared office space	77.8	78.3	70.8	77.5	77.2
Private computer access	17.2	20.5	11.1	9.2	16.8
Shared computer access	66.1	65.4	61.4	62.8	64.9
Mailboxes	97.6	94.3	93.0	97.2	95.7
Parking	80.4	75.0	80.7	79.8	78.2
Telephone in office	88.0	88.4	76.0	80.7	85.9
Photocopying	98.5	96.7	97.1	99.1	97.7
Library privileges	99.3	96.1	95.3	98.6	97.5
Secretarial help	80.0	82.7	75.4	79.4	80.6
Six weeks' advance notice of teaching assignments	64.9	66.9	60.2	58.3	64.3
Invitation to participate in department meetings	62.7	64.5	63.2	74.8	65.1
Travel to professional meetings	25.1	24.2	25.7	27.1	25.1
Departmental workshops for teacher development	58.0	47.1	53.8	50.0	52.0
Regular salary increases	38.4	40.8	33.3	37.6	38.7
Access to institutional research grants	15.1	18.2	14.6	17.0	16.6
<i>Number of departments</i>	581	665	171	218	1,635

9C. PART-TIME FACULTY MEMBERS PAID BY FRACTION					
Private office space	46.2	43.1	60.0	44.4	45.5
Shared office space	53.0	56.9	35.0	50.0	53.4
Private computer access	51.3	47.4	50.0	33.3	48.3
Shared computer access	39.3	43.1	45.0	50.0	42.1
Mailboxes	99.1	98.5	95.0	100.0	98.6
Parking	79.5	73.0	85.0	77.8	76.7
Telephone in office	98.3	95.6	90.0	88.9	95.9
Photocopying	96.6	98.5	90.0	100.0	97.3
Library privileges	98.3	99.3	95.0	100.0	98.6
Secretarial help	82.9	85.4	90.0	83.3	84.6
Six weeks' advance notice of teaching assignments	82.1	82.5	85.0	66.7	81.5
Invitation to participate in department meetings	81.2	76.6	80.0	94.4	79.8
Travel to professional meetings	65.8	43.8	55.0	66.7	54.8
Departmental workshops for teacher development	56.4	56.2	65.0	50.0	56.5
Regular salary increases	74.4	62.8	70.0	50.0	67.1
Access to institutional research grants	46.2	32.1	35.0	44.4	38.7
<i>Number of departments</i>	117	137	20	18	292