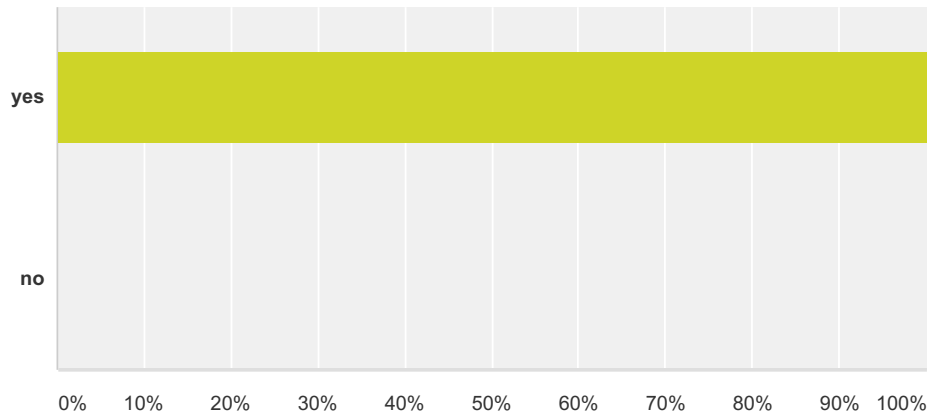


### Q1 Are you currently teaching as adjunct faculty in a Colorado community college?

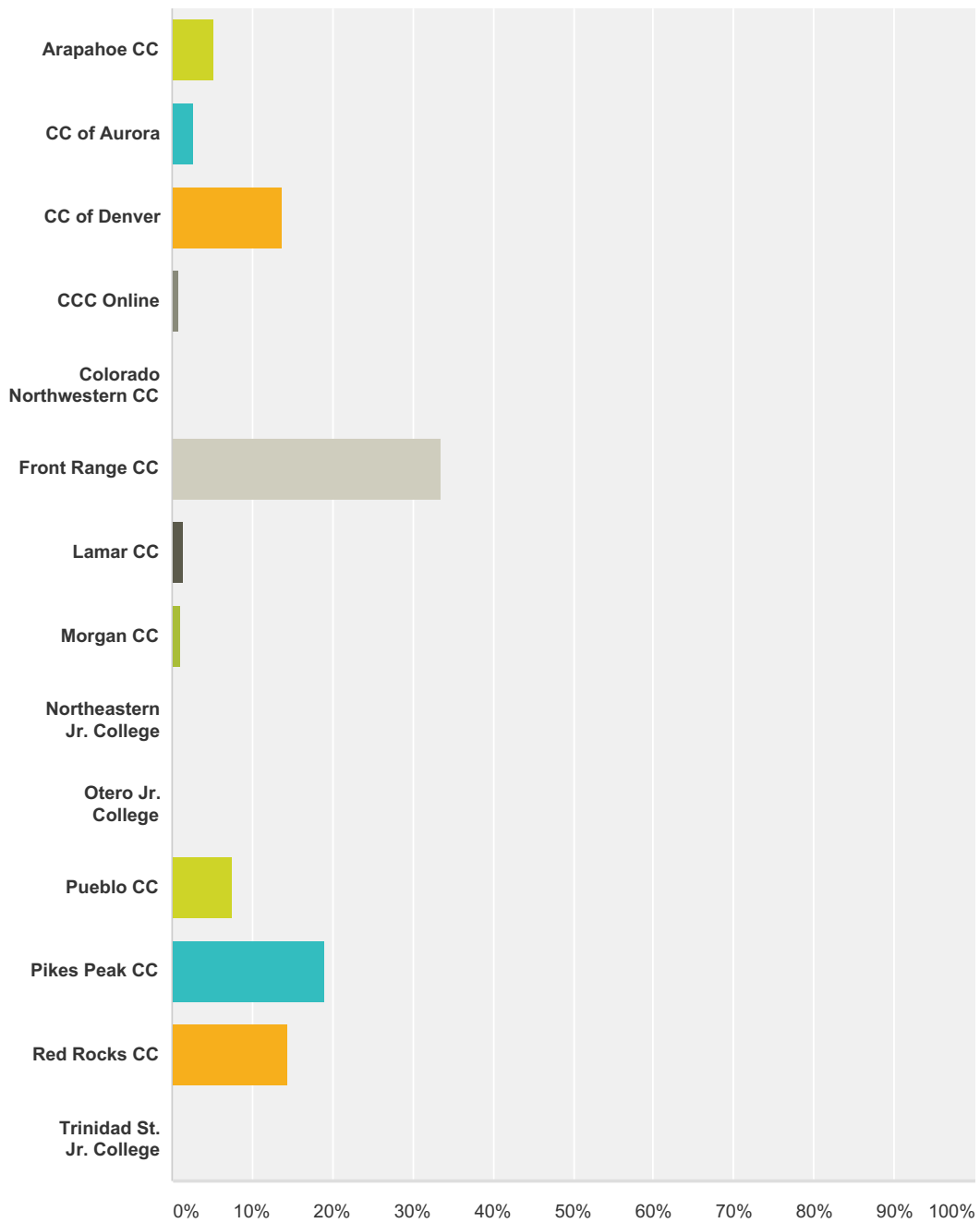
Answered: 528 Skipped: 0



Answer Choices	Responses
yes	100.00% 528
no	0.00% 0
<b>Total</b>	<b>528</b>

### Q2 For what college do you teach? (If more than one, choose the primary one.)

Answered: 527 Skipped: 1

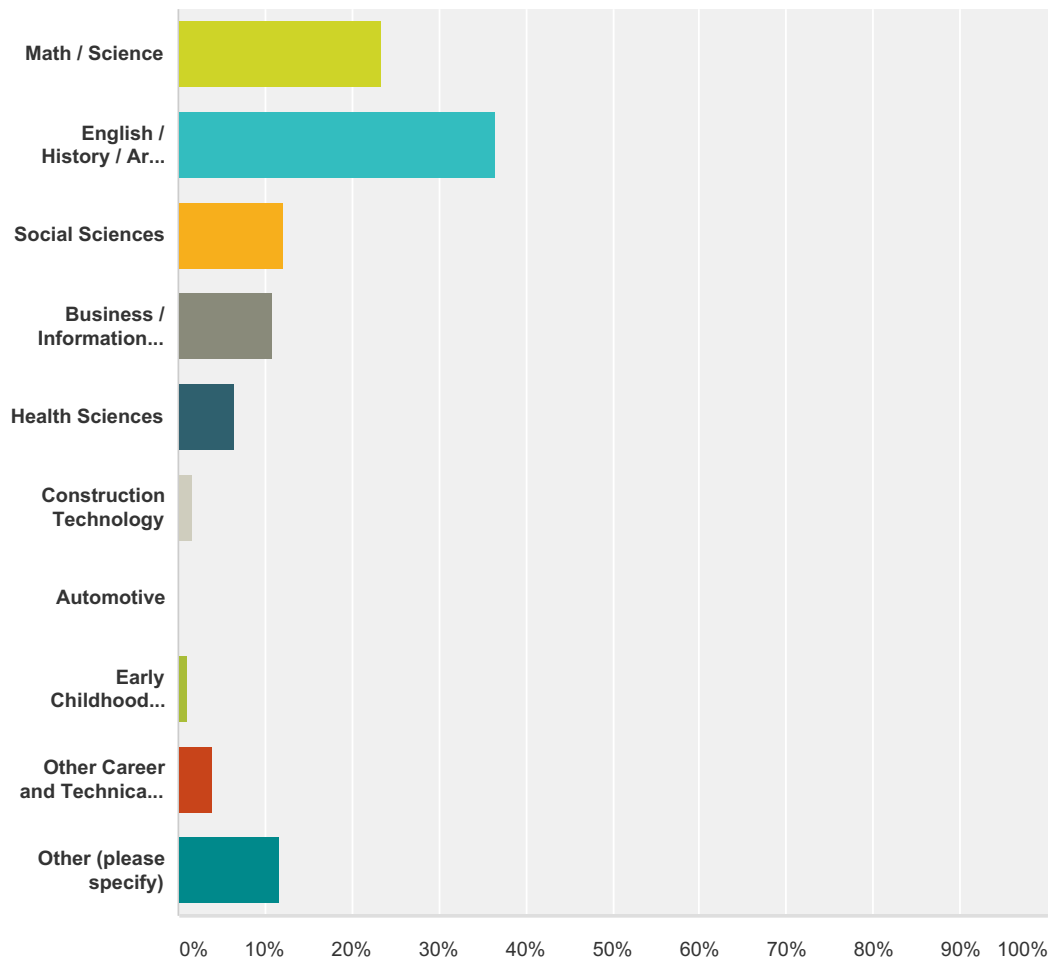


Answer Choices	Responses
Arapahoe CC	5.31% 28
CC of Aurora	2.66% 14
CC of Denver	13.85% 73

CCC Online	0.76%	4
Colorado Northwestern CC	0.00%	0
Front Range CC	33.59%	177
Lamar CC	1.52%	8
Morgan CC	1.14%	6
Northeastern Jr. College	0.00%	0
Otero Jr. College	0.19%	1
Pueblo CC	7.59%	40
Pikes Peak CC	18.98%	100
Red Rocks CC	14.42%	76
Trinidad St. Jr. College	0.00%	0
<b>Total</b>		<b>527</b>

### Q3 In what academic discipline(s) do you teach?

Answered: 524 Skipped: 4



Answer Choices	Responses	
Math / Science	23.47%	123
English / History / Arts / Humanities	36.45%	191
Social Sciences	12.02%	63
Business / Information Technology	10.88%	57
Health Sciences	6.49%	34
Construction Technology	1.72%	9
Automotive	0.19%	1
Early Childhood Education	0.95%	5
Other Career and Technical Education	4.01%	21

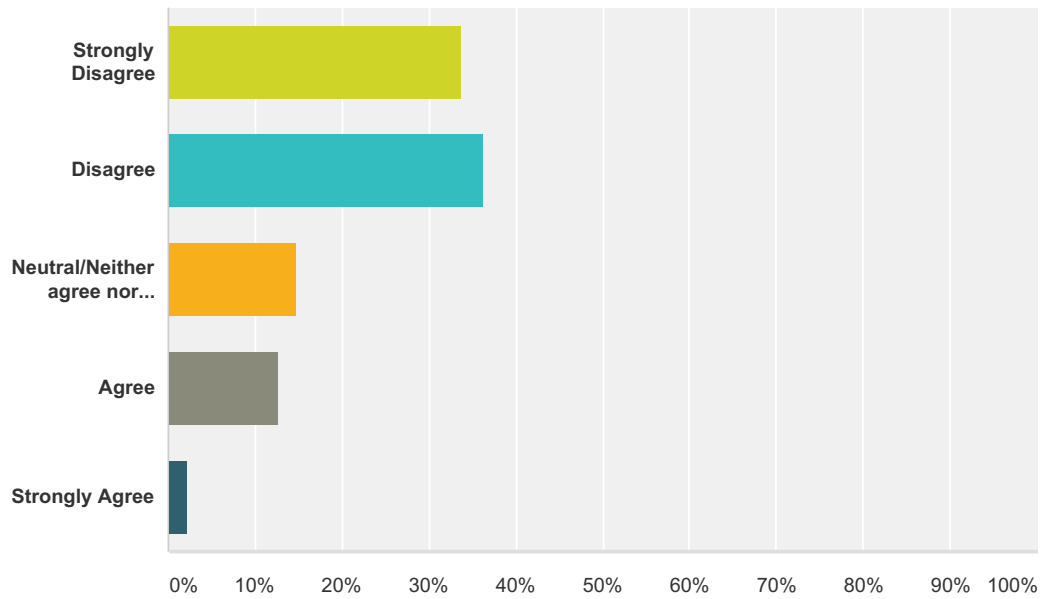
Other (please specify)	11.64%	61
<b>Total Respondents: 524</b>		

#	Other (please specify)	Date
1	Architectural CAD	12/1/2014 11:15 AM
2	Geography	12/1/2014 10:25 AM
3	Culinary	12/1/2014 10:16 AM
4	Music	12/1/2014 10:03 AM
5	American Sign Language	12/1/2014 9:42 AM
6	Holistic Health	12/1/2014 8:50 AM
7	Computer Science / Computer Technology	12/1/2014 8:00 AM
8	Multimedia Graphic Design	11/30/2014 10:21 PM
9	Multimedia Graphic Design	11/30/2014 8:20 PM
10	Criminal Justice	11/30/2014 6:01 PM
11	ESL and Dev Ed English	11/30/2014 4:41 PM
12	College Preparatory	11/30/2014 3:58 PM
13	Philosophy / Religious Studies	11/30/2014 12:00 PM
14	Communication	11/30/2014 11:26 AM
15	Music	11/30/2014 10:36 AM
16	Music	11/30/2014 9:55 AM
17	New student success class AAA098	11/30/2014 8:07 AM
18	Humanities	11/28/2014 6:25 PM
19	Graphic Design	11/28/2014 5:23 PM
20	Criminal Justice	11/27/2014 7:34 PM
21	Water Quality Managment	11/27/2014 11:53 AM
22	Fire Science Technology	11/26/2014 7:43 PM
23	Yoga Teacher Training, Reiki, and Yoga 1 and Yoga2	11/25/2014 8:42 PM
24	machining	11/25/2014 12:14 PM
25	Geography	11/25/2014 12:01 PM
26	journalism	11/25/2014 11:22 AM
27	Esl	11/25/2014 8:05 AM
28	Advanced Academic Achievement	11/21/2014 4:21 PM
29	Secondary Education	11/20/2014 10:01 AM
30	English Second Language	11/19/2014 2:54 PM
31	English as a Second Language	11/19/2014 1:59 PM
32	Outdoor Education	11/19/2014 12:02 PM
33	The Learning Collaborative-formerly ENG/REA 030 levels	11/19/2014 10:35 AM
34	HVAC/R	11/18/2014 1:07 PM

35	Water Quality Management	11/18/2014 6:30 AM
36	PHO and MGD	11/17/2014 7:43 PM
37	fine woodworking	11/17/2014 7:09 PM
38	Communications	11/17/2014 7:04 PM
39	Communication Disorders	11/17/2014 6:58 PM
40	Emergency Medical Services	11/17/2014 4:36 PM
41	Multimedia and Graphic Design (MGD)	11/17/2014 3:57 PM
42	Accounting	11/17/2014 3:55 PM
43	Machining	11/17/2014 3:03 PM
44	Mechanical Engineering	11/17/2014 2:47 PM
45	Psychology, Sociology, Fire Science, College Gateway	11/17/2014 2:37 PM
46	Landscape and Horticulture	11/17/2014 2:13 PM
47	Physical Education	11/17/2014 9:52 AM
48	Philosophy	11/17/2014 9:21 AM
49	Philosophy	11/15/2014 3:47 PM
50	Communication	11/14/2014 7:46 PM
51	Communication	11/14/2014 4:26 PM
52	CETL	11/14/2014 3:41 PM
53	Philosophy	11/14/2014 2:34 PM
54	Holistic Health under Allied Health	11/14/2014 9:49 AM
55	Communication	11/13/2014 3:55 PM
56	Teaching English Language	11/13/2014 3:07 PM
57	Pre-GED	11/13/2014 2:19 PM
58	Biology	11/13/2014 12:07 PM
59	Foreign languages	11/13/2014 11:51 AM
60	Biology	11/13/2014 10:26 AM
61	American Sign Language	11/13/2014 9:17 AM

### Q4 I am compensated fairly for my work.

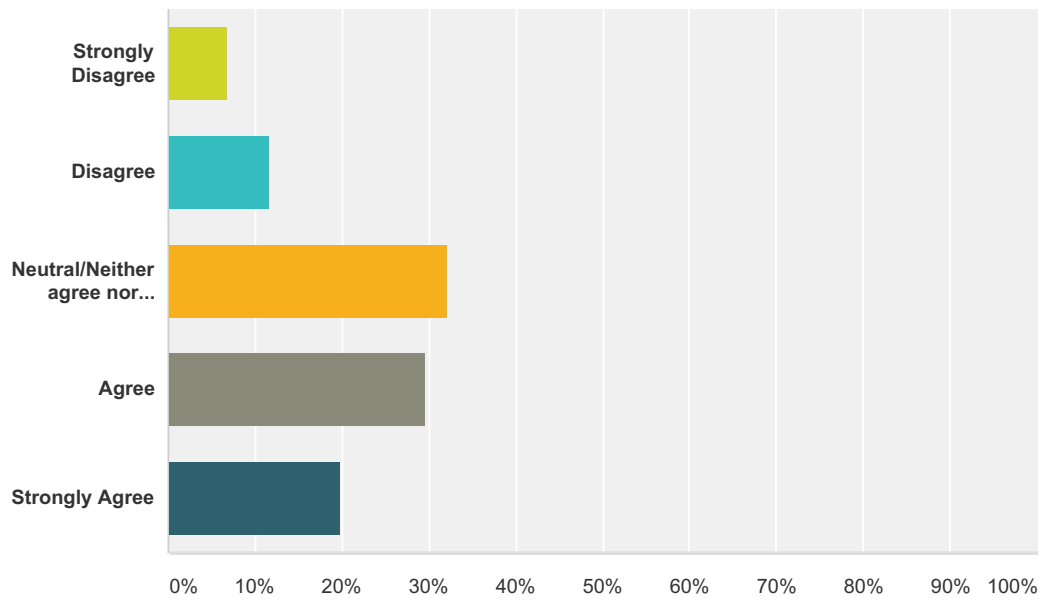
Answered: 516 Skipped: 12



Answer Choices	Responses
Strongly Disagree	33.72% 174
Disagree	36.24% 187
Neutral/Neither agree nor disagree	14.92% 77
Agree	12.79% 66
Strongly Agree	2.33% 12
<b>Total</b>	<b>516</b>

### Q5 I would prefer to be on the CCCS health plan if I could afford it.

Answered: 517 Skipped: 11

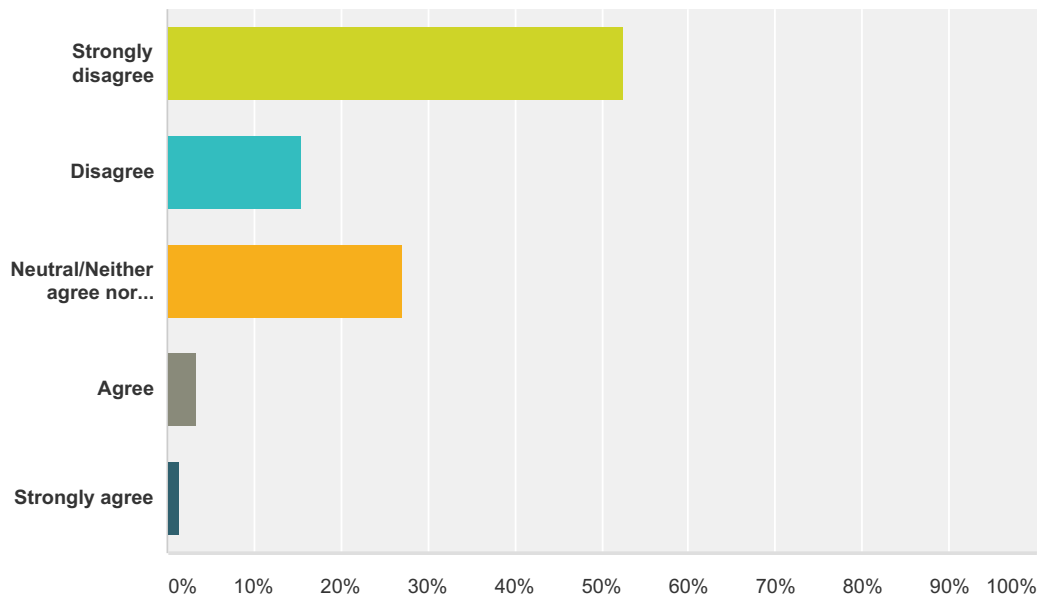


Answer Choices	Responses
Strongly Disagree	6.96% 36
Disagree	11.61% 60
Neutral/Neither agree nor disagree	32.11% 166
Agree	29.59% 153
Strongly Agree	19.73% 102
<b>Total</b>	<b>517</b>



### Q6 I am allotted a fair number of paid sick days.

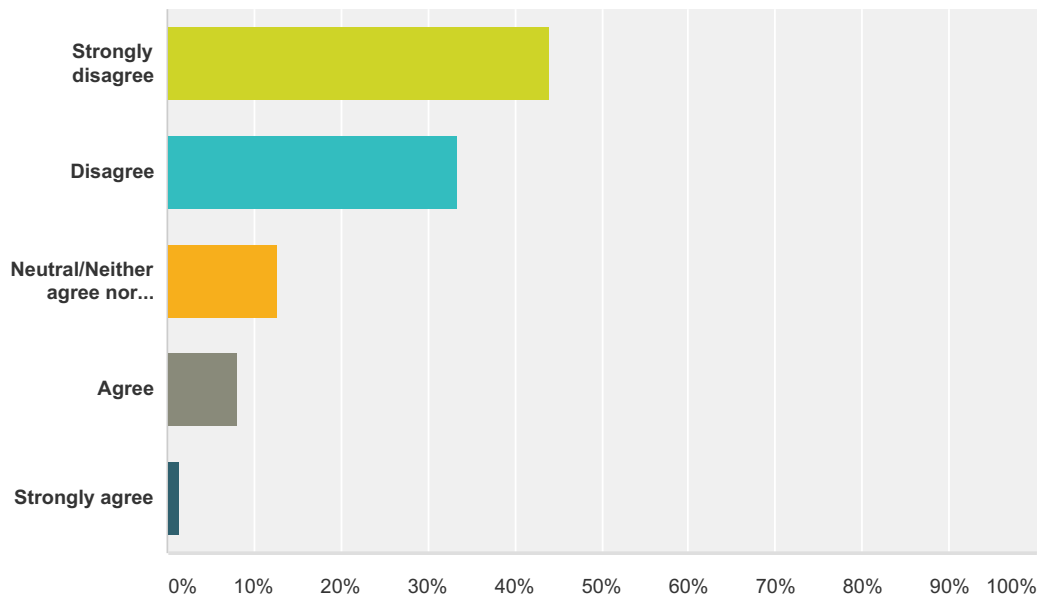
Answered: 515 Skipped: 13



Answer Choices	Responses
Strongly disagree	52.62% 271
Disagree	15.53% 80
Neutral/Neither agree nor disagree	27.18% 140
Agree	3.30% 17
Strongly agree	1.36% 7
<b>Total</b>	<b>515</b>

### Q7 My pay and benefits at the community colleges are adequate for my needs.

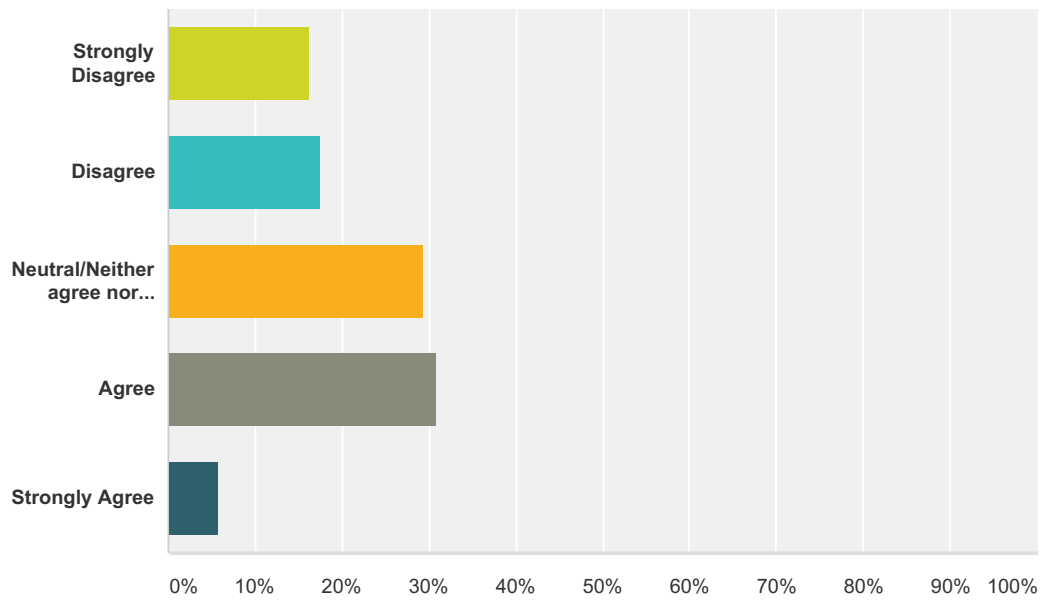
Answered: 515 Skipped: 13



Answer Choices	Responses
Strongly disagree	44.08% 227
Disagree	33.40% 172
Neutral/Neither agree nor disagree.	12.82% 66
Agree	8.16% 42
Strongly agree	1.55% 8
<b>Total</b>	<b>515</b>

### Q8 Classes are assigned to instructors according to the merit of the instructor.

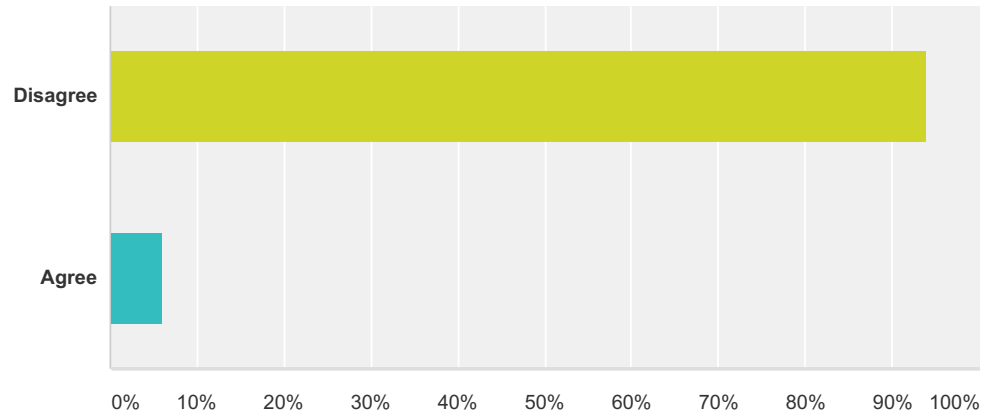
Answered: 514 Skipped: 14



Answer Choices	Responses	
Strongly Disagree	16.34%	84
Disagree	17.51%	90
Neutral/Neither agree nor disagree	29.38%	151
Agree	30.93%	159
Strongly Agree	5.84%	30
<b>Total</b>		<b>514</b>

**Q9 This fall, I have been assigned enough classes (at least 17 credit hours) to qualify for inclusion on the CCCS health insurance plan.**

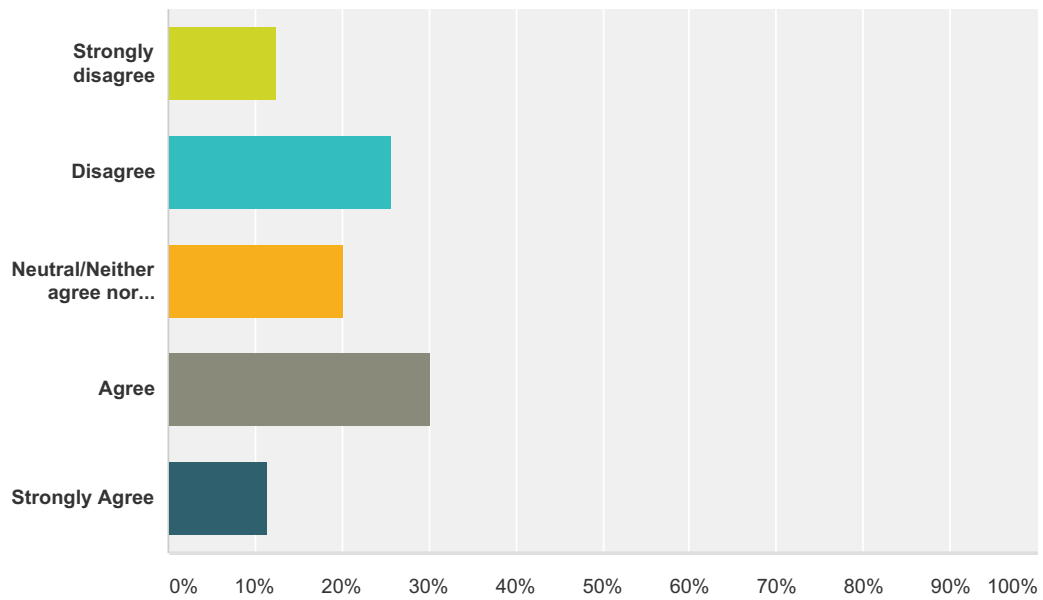
Answered: 512 Skipped: 16



Answer Choices	Responses
Disagree	93.95% 481
Agree	6.05% 31
<b>Total</b>	<b>512</b>

### Q10 I am usually assigned all of the courses I request.

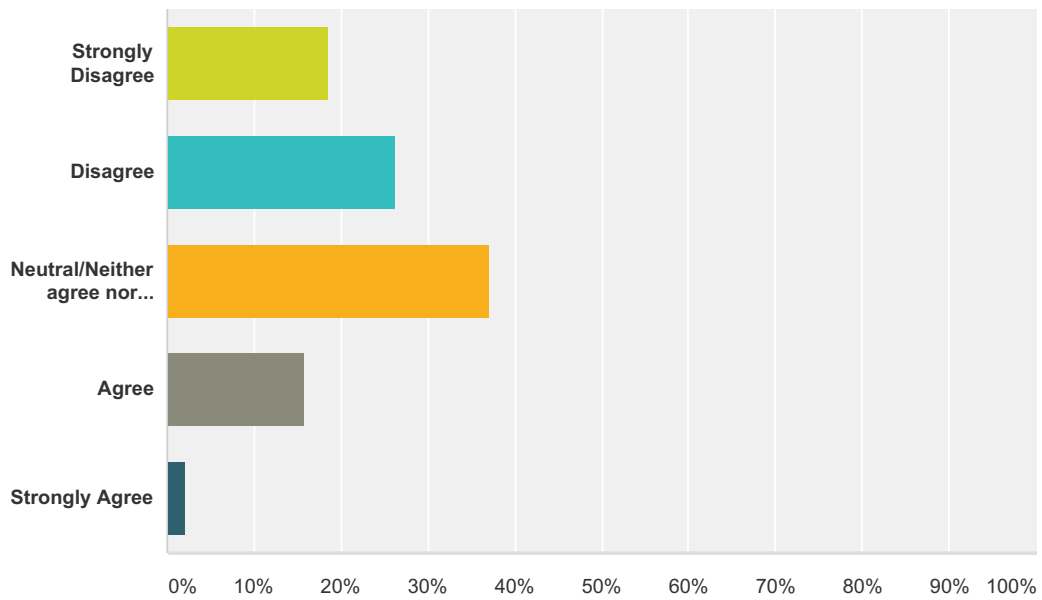
Answered: 515 Skipped: 13



Answer Choices	Responses
Strongly disagree	12.43% 64
Disagree	25.63% 132
Neutral/Neither agree nor disagree	20.19% 104
Agree	30.29% 156
Strongly Agree	11.46% 59
<b>Total</b>	<b>515</b>

### Q11 My opinions are heard and given due consideration in college decision-making.

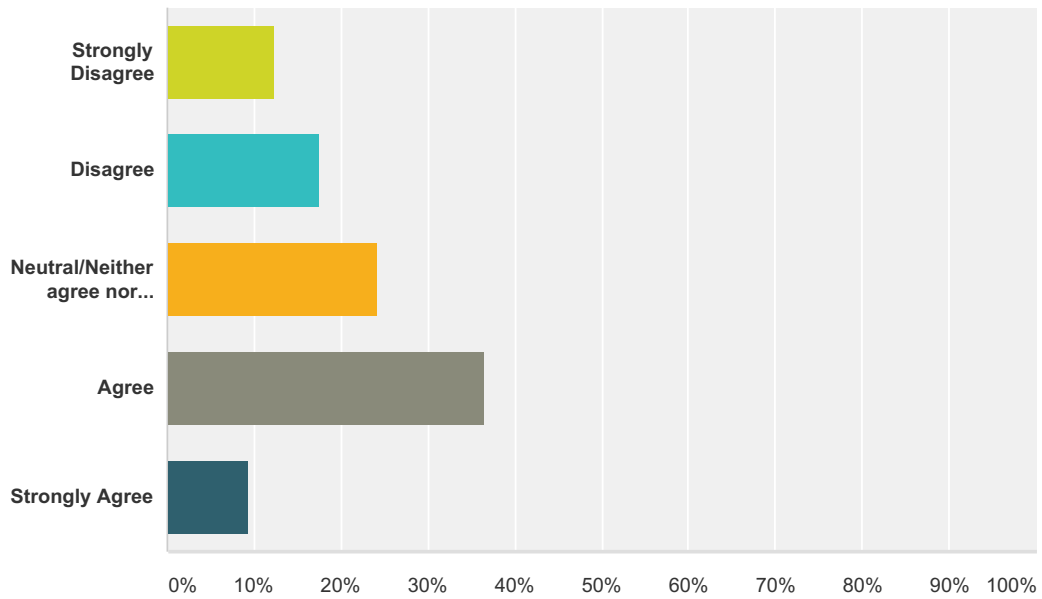
Answered: 510 Skipped: 18



Answer Choices	Responses
Strongly Disagree	18.63% 95
Disagree	26.27% 134
Neutral/Neither agree nor disagree	37.06% 189
Agree	15.88% 81
Strongly Agree	2.16% 11
<b>Total</b>	<b>510</b>

### Q12 My opinions are heard and given due consideration in my department's decision-making.

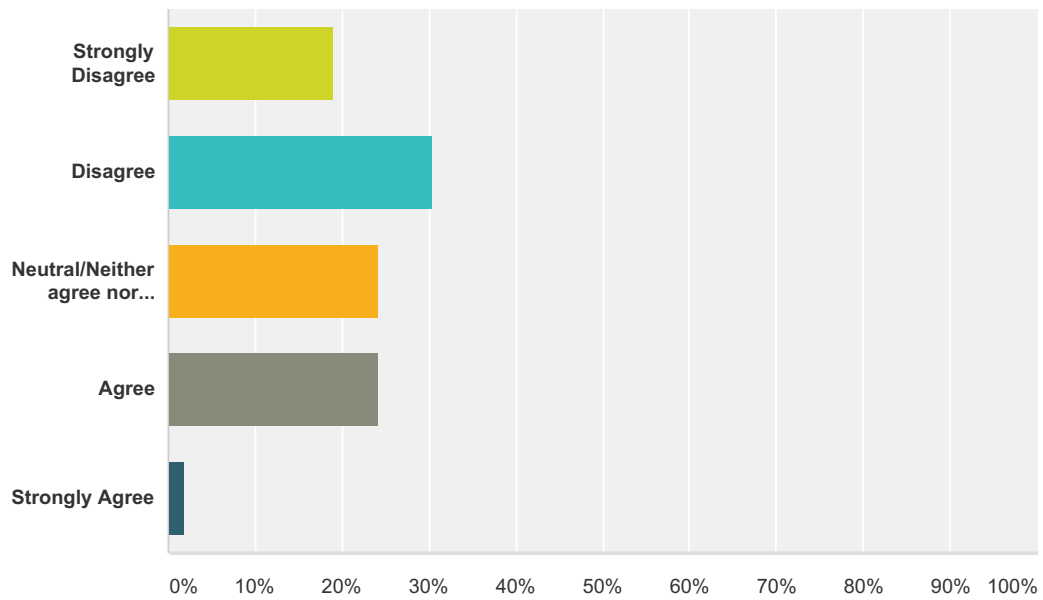
Answered: 512 Skipped: 16



Answer Choices	Responses
Strongly Disagree	12.30% 63
Disagree	17.58% 90
Neutral/Neither agree nor disagree	24.22% 124
Agree	36.52% 187
Strongly Agree	9.38% 48
<b>Total</b>	<b>512</b>

### Q13 I have a vote in decisions that pertain to my work.

Answered: 510 Skipped: 18

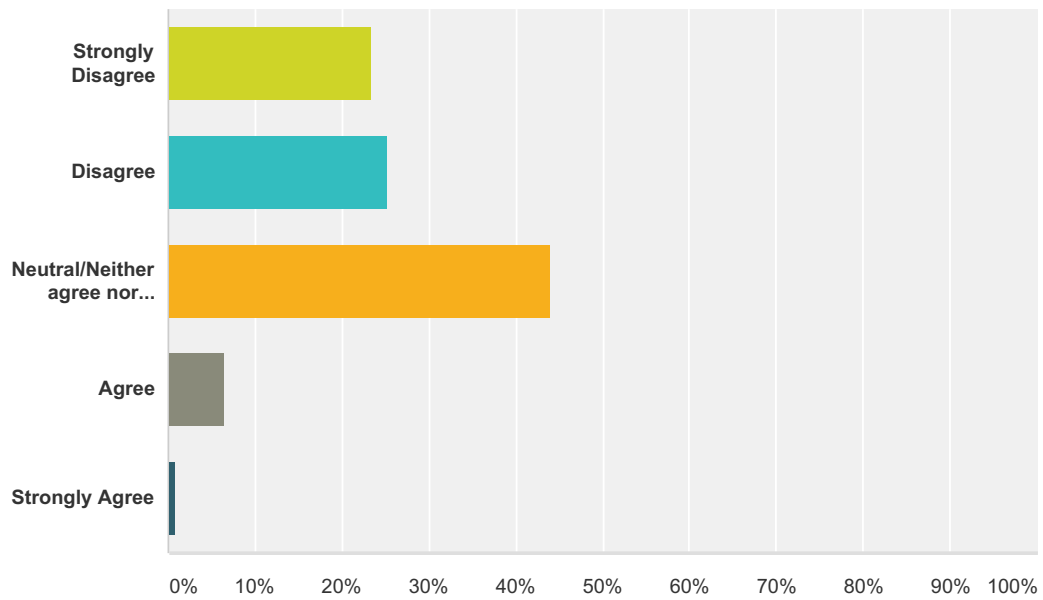


Answer Choices	Responses
Strongly Disagree	19.02% 97
Disagree	30.39% 155
Neutral/Neither agree nor disagree	24.31% 124
Agree	24.31% 124
Strongly Agree	1.96% 10
<b>Total</b>	<b>510</b>



### Q14 Adjuncts are represented in proportion to their numbers in my faculty government.

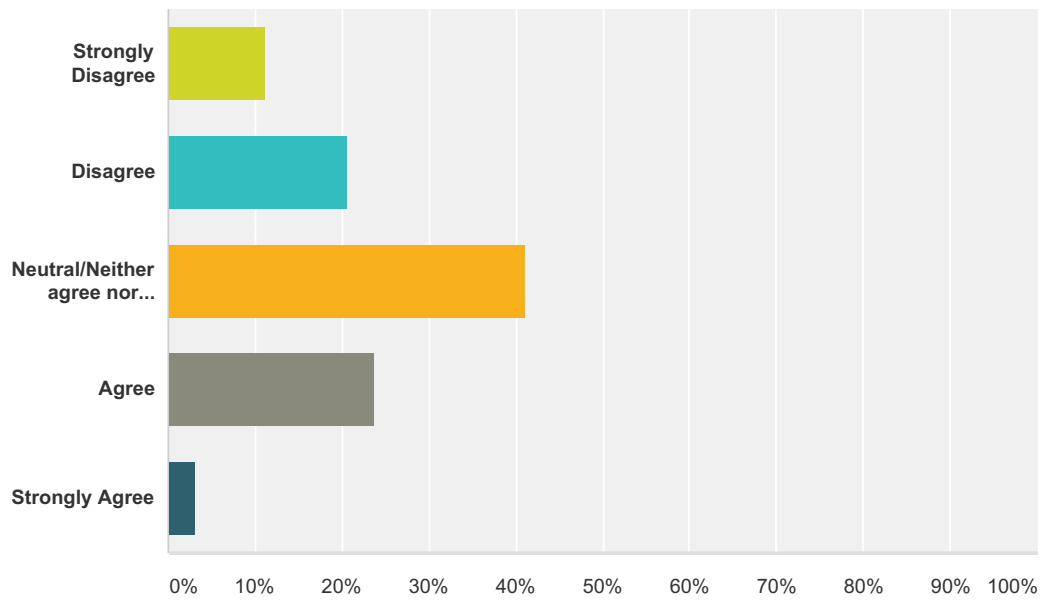
Answered: 508 Skipped: 20



Answer Choices	Responses	Count
Strongly Disagree	23.43%	119
Disagree	25.20%	128
Neutral/Neither agree nor disagree	44.09%	224
Agree	6.50%	33
Strongly Agree	0.79%	4
<b>Total</b>		<b>508</b>

### Q15 Faculty committees and task forces are conducted openly and transparently.

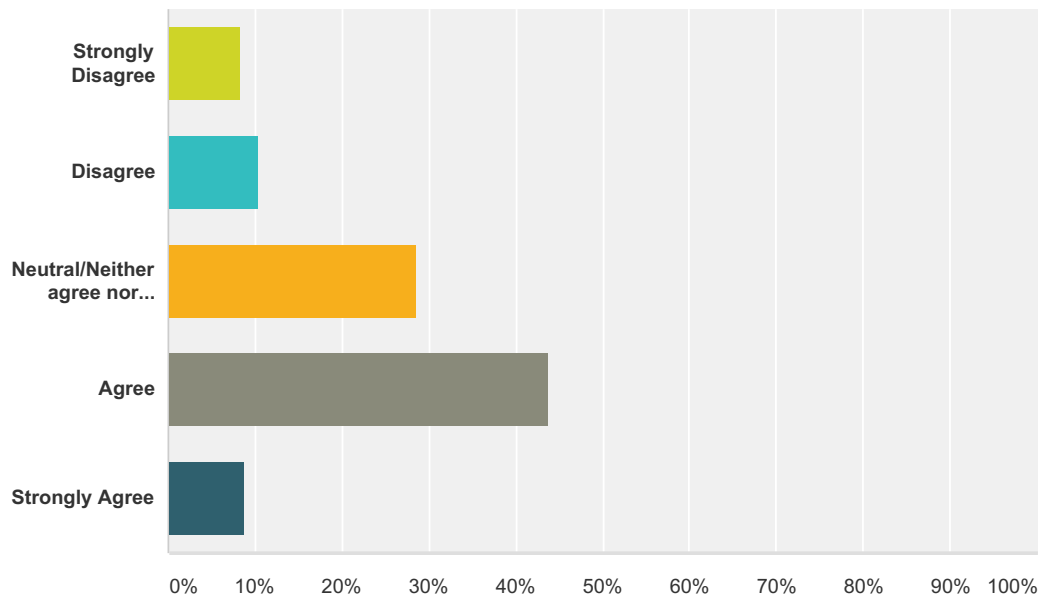
Answered: 510 Skipped: 18



Answer Choices	Responses
Strongly Disagree	11.37% 58
Disagree	20.59% 105
Neutral/Neither agree nor disagree	41.18% 210
Agree	23.73% 121
Strongly Agree	3.14% 16
<b>Total</b>	<b>510</b>

### Q16 I have productive relationships with administrators.

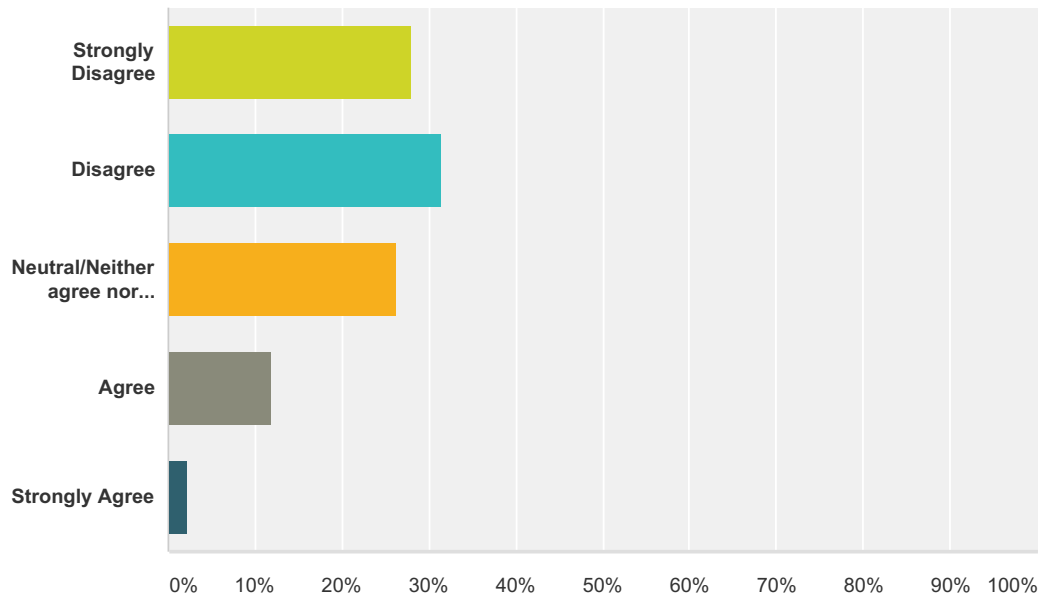
Answered: 508 Skipped: 20



Answer Choices	Responses	Count
Strongly Disagree	8.27%	42
Disagree	10.43%	53
Neutral/Neither agree nor disagree	28.54%	145
Agree	43.90%	223
Strongly Agree	8.86%	45
<b>Total</b>		<b>508</b>

**Q17 I believe that the best way to serve students is with a small core of full-time faculty and a large number of adjuncts.**

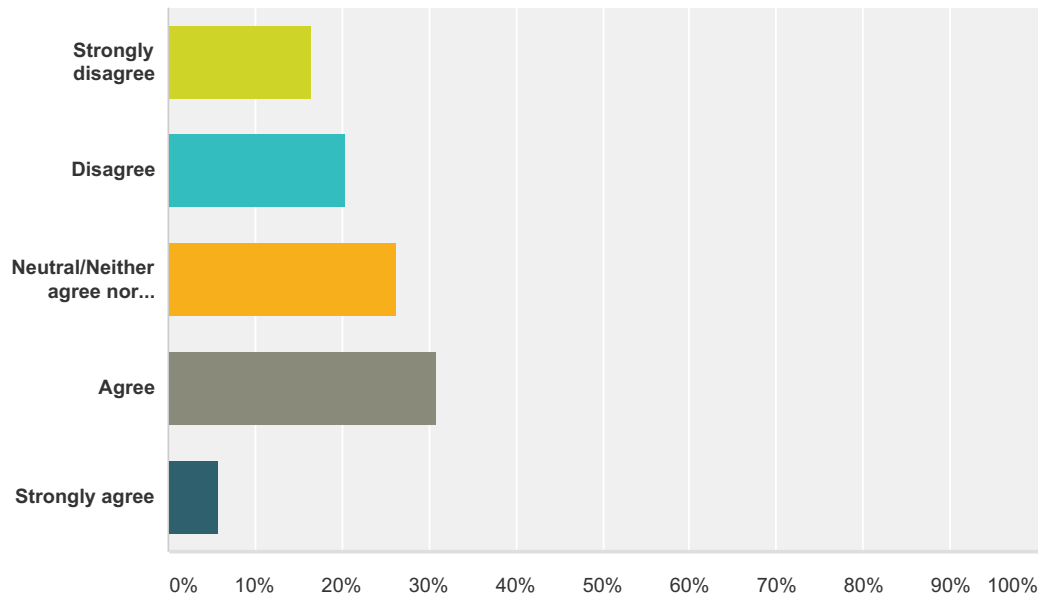
Answered: 508 Skipped: 20



Answer Choices	Responses	Count
Strongly Disagree	27.95%	142
Disagree	31.50%	160
Neutral/Neither agree nor disagree	26.38%	134
Agree	11.81%	60
Strongly Agree	2.36%	12
<b>Total</b>		<b>508</b>

### Q18 I feel free to express my opinions on matters of institutional importance without fear of retaliation.

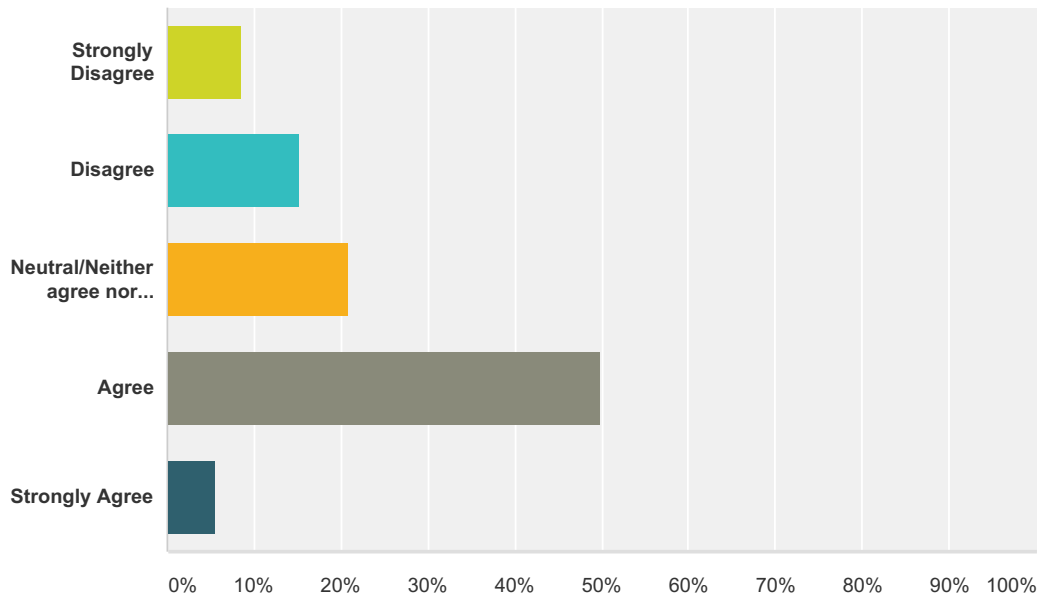
Answered: 512 Skipped: 16



Answer Choices	Responses
Strongly disagree	16.41% 84
Disagree	20.51% 105
Neutral/Neither agree nor disagree	26.37% 135
Agree	30.86% 158
Strongly agree	5.86% 30
<b>Total</b>	<b>512</b>

### Q19 The college supplies me with the resources necessary to have an impact on students' lives.

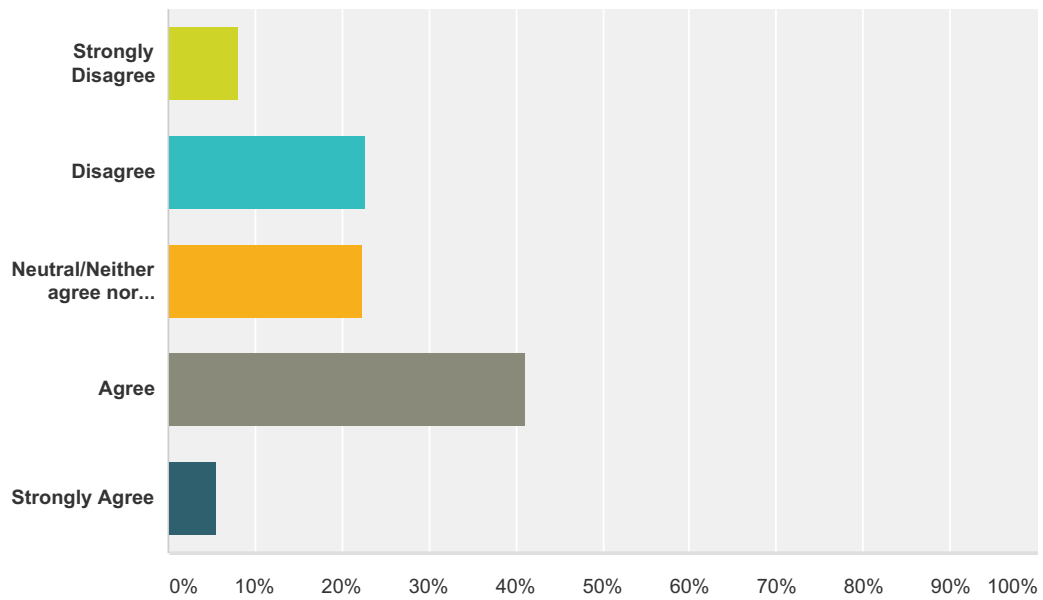
Answered: 508 Skipped: 20



Answer Choices	Responses
Strongly Disagree	8.46% 43
Disagree	15.16% 77
Neutral/Neither agree nor disagree	20.87% 106
Agree	49.80% 253
Strongly Agree	5.71% 29
<b>Total</b>	<b>508</b>

### Q20 I am satisfied with the opportunities I have to collaborate with colleagues.

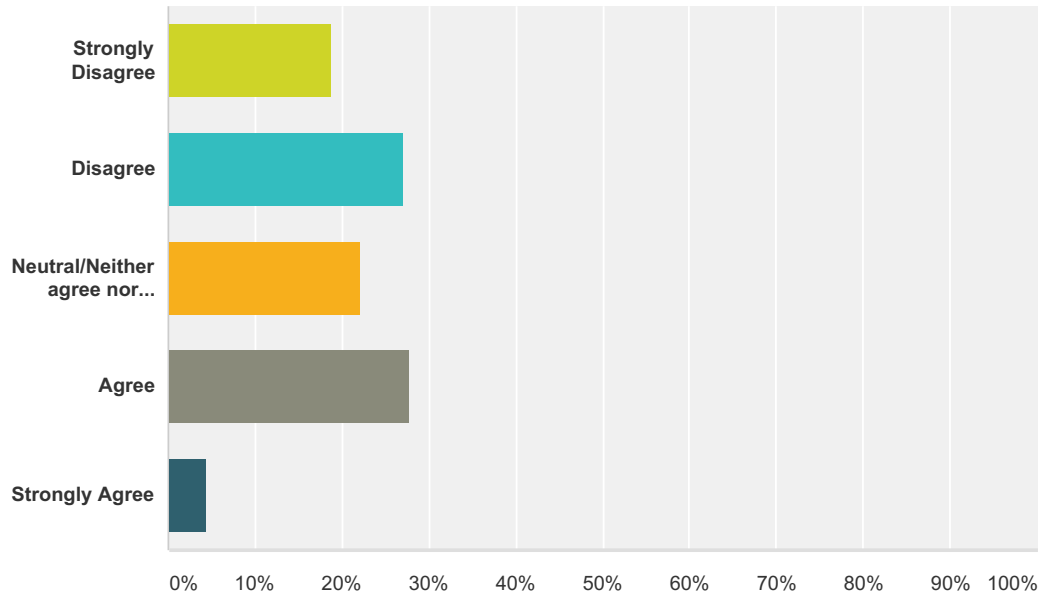
Answered: 506 Skipped: 22



Answer Choices	Responses
Strongly Disagree	8.10% 41
Disagree	22.73% 115
Neutral/Neither agree nor disagree	22.33% 113
Agree	41.11% 208
Strongly Agree	5.73% 29
<b>Total</b>	<b>506</b>

**Q21 My college encourages me and makes it possible for me to attend and participate in conferences in my professional discipline.**

Answered: 508 Skipped: 20

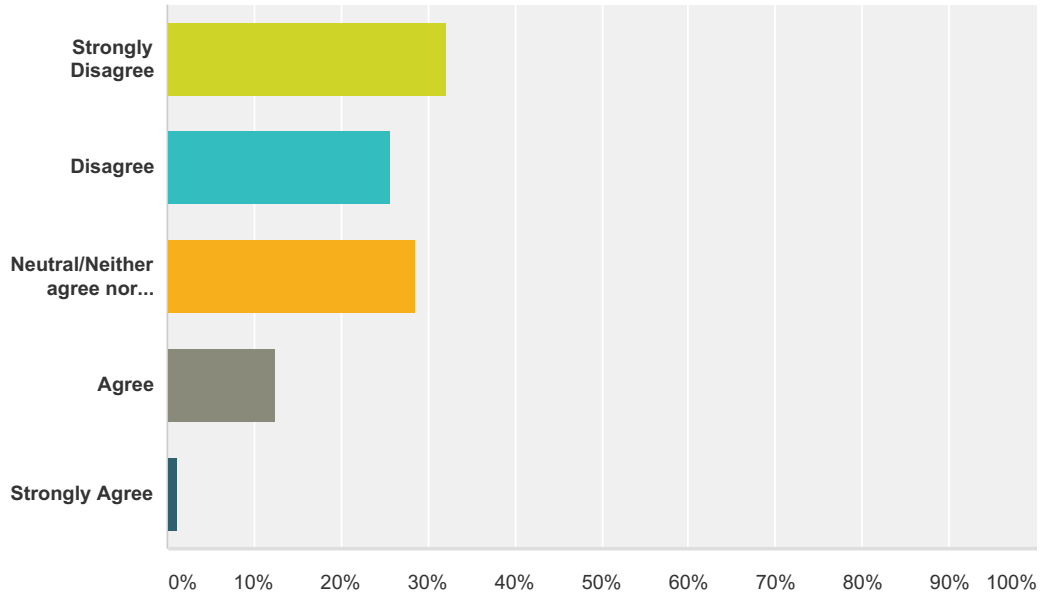


Answer Choices	Responses
Strongly Disagree	18.70% 95
Disagree	27.17% 138
Neutral/Neither agree nor disagree	22.05% 112
Agree	27.76% 141
Strongly Agree	4.33% 22
<b>Total</b>	<b>508</b>



### Q22 My college supports me financially in attending conferences in my professional discipline.

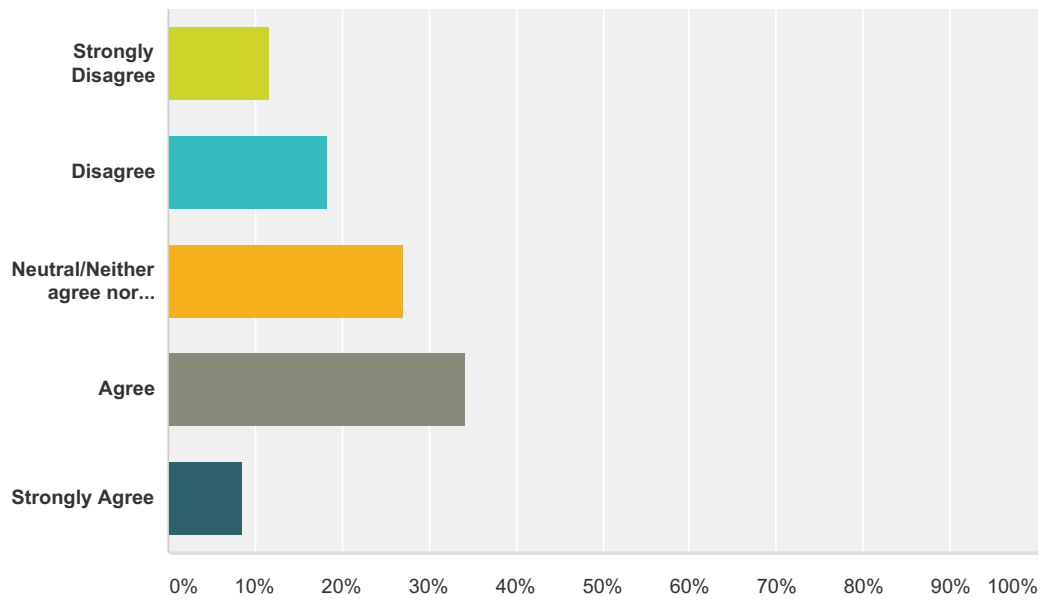
Answered: 508 Skipped: 20



Answer Choices	Responses	Count
Strongly Disagree	32.09%	163
Disagree	25.59%	130
Neutral/Neither agree nor disagree	28.54%	145
Agree	12.60%	64
Strongly Agree	1.18%	6
<b>Total</b>		<b>508</b>

### Q23 My department is dedicated to my professional development.

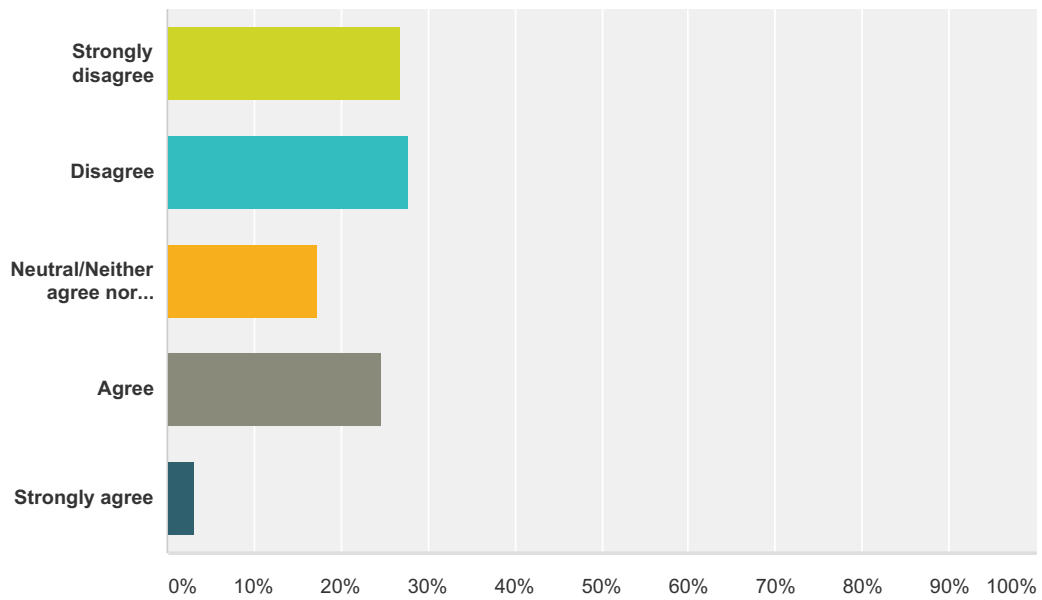
Answered: 505 Skipped: 23



Answer Choices	Responses
Strongly Disagree	11.68% 59
Disagree	18.42% 93
Neutral/Neither agree nor disagree	27.13% 137
Agree	34.26% 173
Strongly Agree	8.51% 43
<b>Total</b>	<b>505</b>

### Q24 I am satisfied with my overall job security.

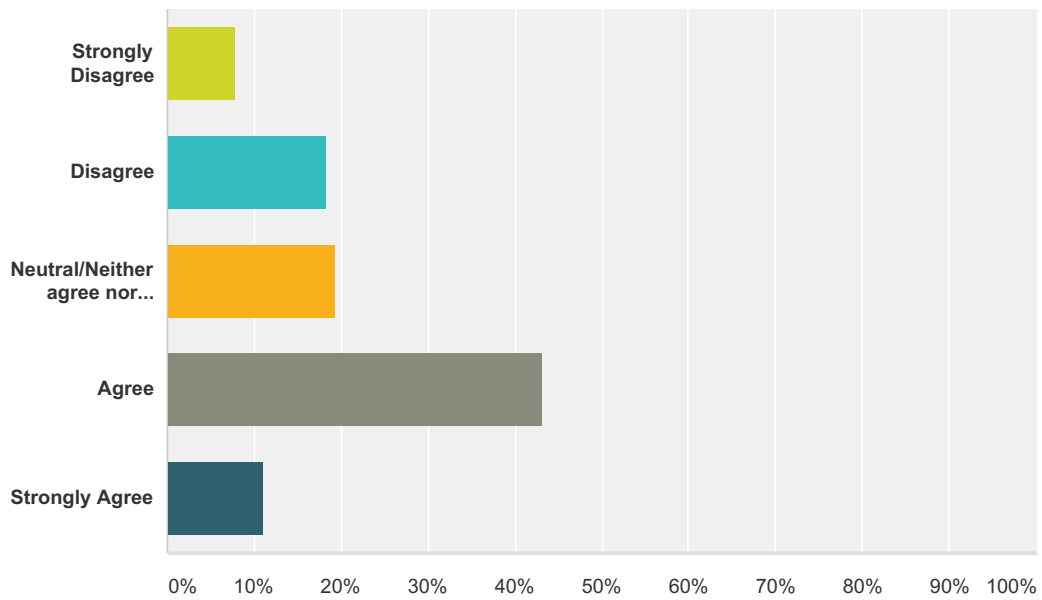
Answered: 507 Skipped: 21



Answer Choices	Responses
Strongly disagree	27.02% 137
Disagree	27.81% 141
Neutral/Neither agree nor disagree	17.36% 88
Agree	24.65% 125
Strongly agree	3.16% 16
<b>Total</b>	<b>507</b>

### Q25 I receive adequate feedback on my job performance from my department.

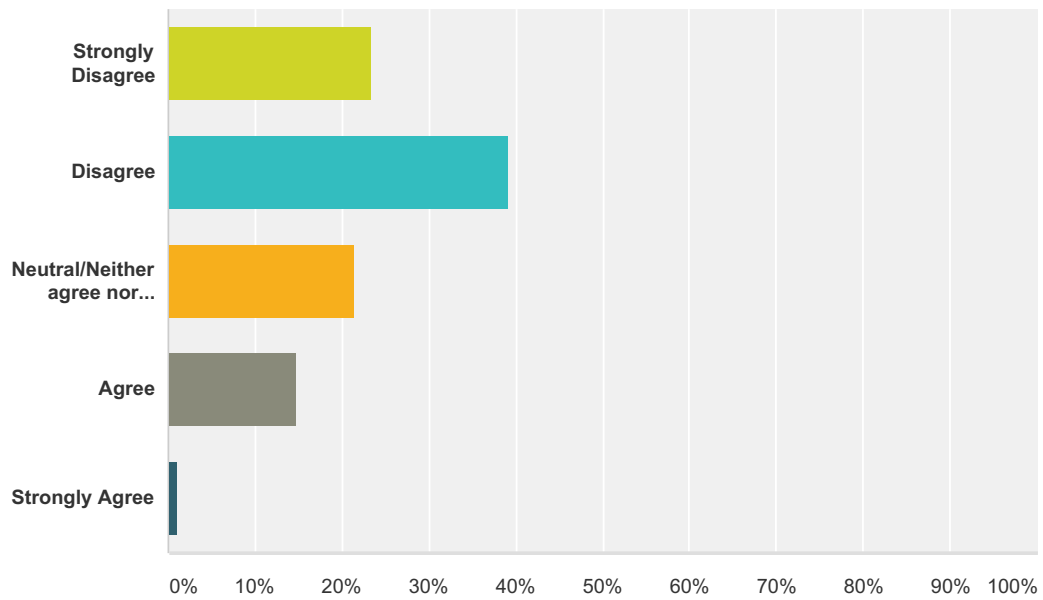
Answered: 502 Skipped: 26



Answer Choices	Responses
Strongly Disagree	7.97% 40
Disagree	18.33% 92
Neutral/Neither agree nor disagree	19.32% 97
Agree	43.23% 217
Strongly Agree	11.16% 56
<b>Total</b>	<b>502</b>

### Q26 My peers and I observe each other's classroom teaching routinely.

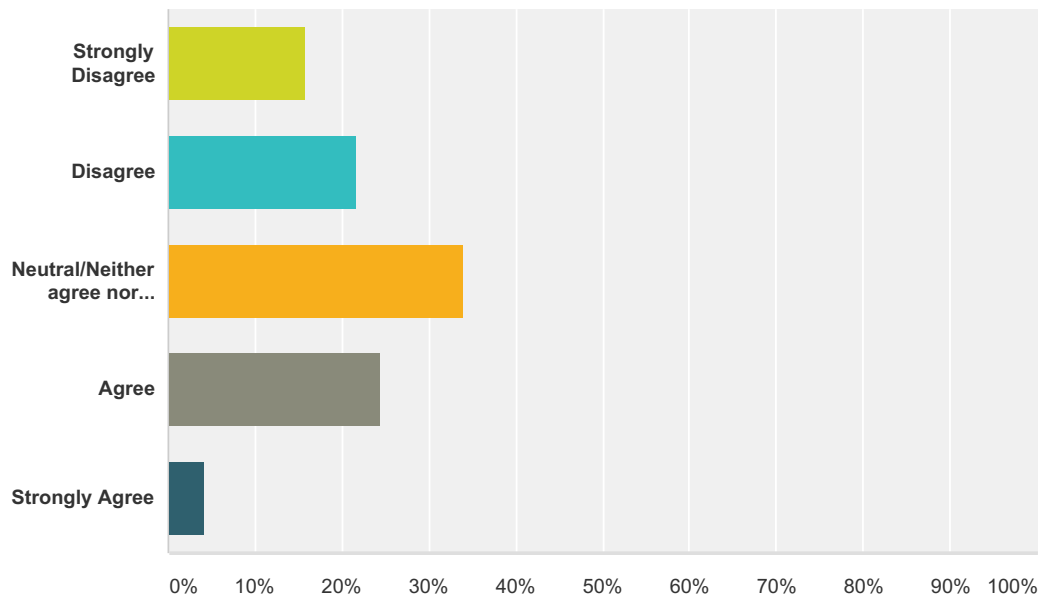
Answered: 500 Skipped: 28



Answer Choices	Responses
Strongly Disagree	23.40% 117
Disagree	39.20% 196
Neutral/Neither agree nor disagree	21.60% 108
Agree	14.80% 74
Strongly Agree	1.00% 5
<b>Total</b>	<b>500</b>

### Q27 My peers and I observe each other's classroom teaching in a spirit of collegiality.

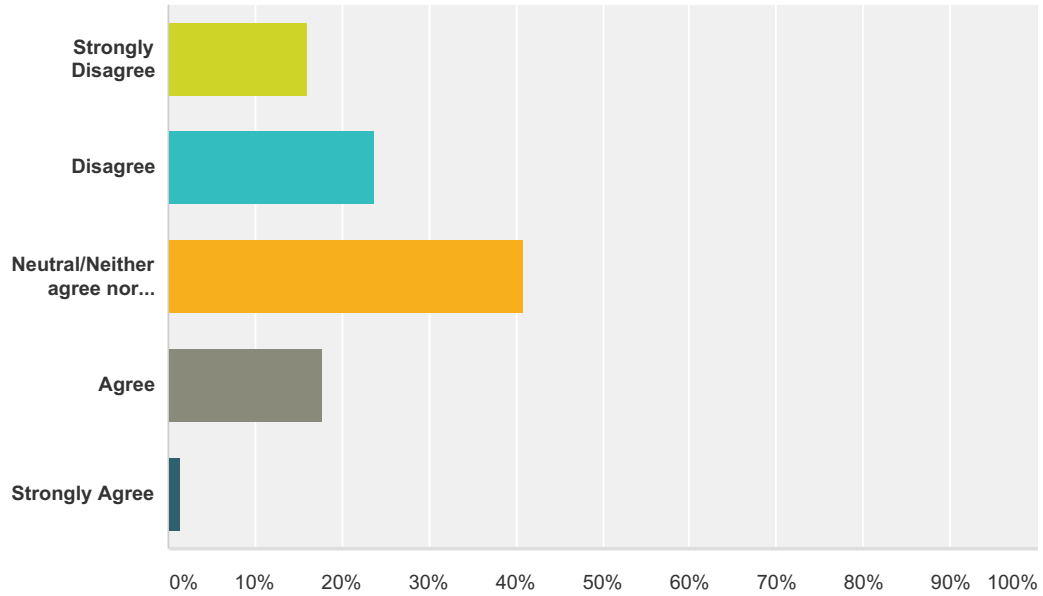
Answered: 501 Skipped: 27



Answer Choices	Responses
Strongly Disagree	15.77% 79
Disagree	21.76% 109
Neutral/Neither agree nor disagree	33.93% 170
Agree	24.35% 122
Strongly Agree	4.19% 21
<b>Total</b>	<b>501</b>

### Q28 My scholarly and professional achievements are considered in my evaluations.

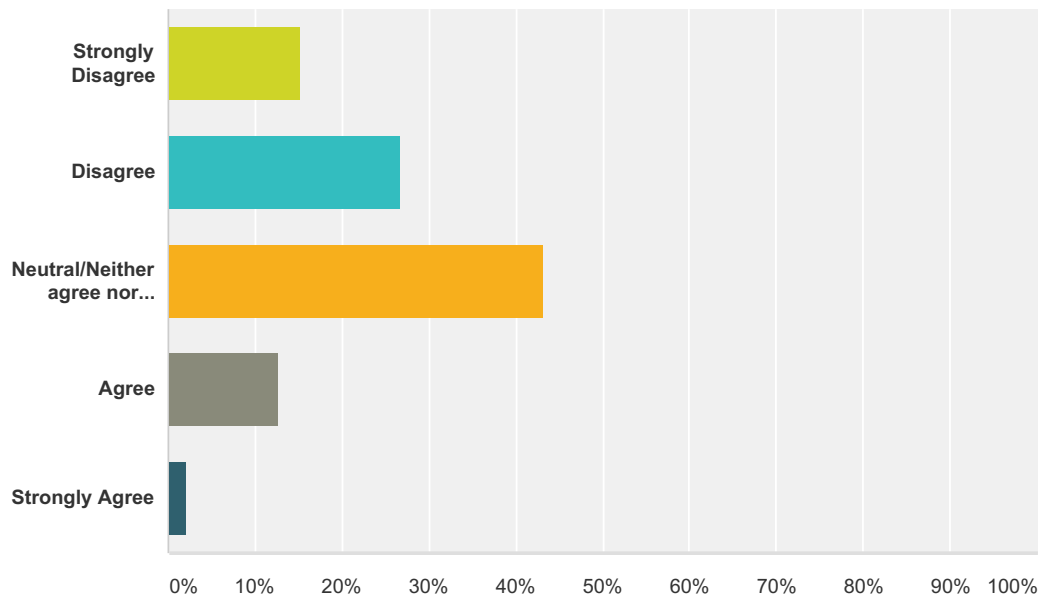
Answered: 501 Skipped: 27



Answer Choices	Responses
Strongly Disagree	16.17% 81
Disagree	23.75% 119
Neutral/Neither agree nor disagree	40.92% 205
Agree	17.76% 89
Strongly Agree	1.40% 7
<b>Total</b>	<b>501</b>

### Q29 Good evaluations are rewarded in my department.

Answered: 501 Skipped: 27

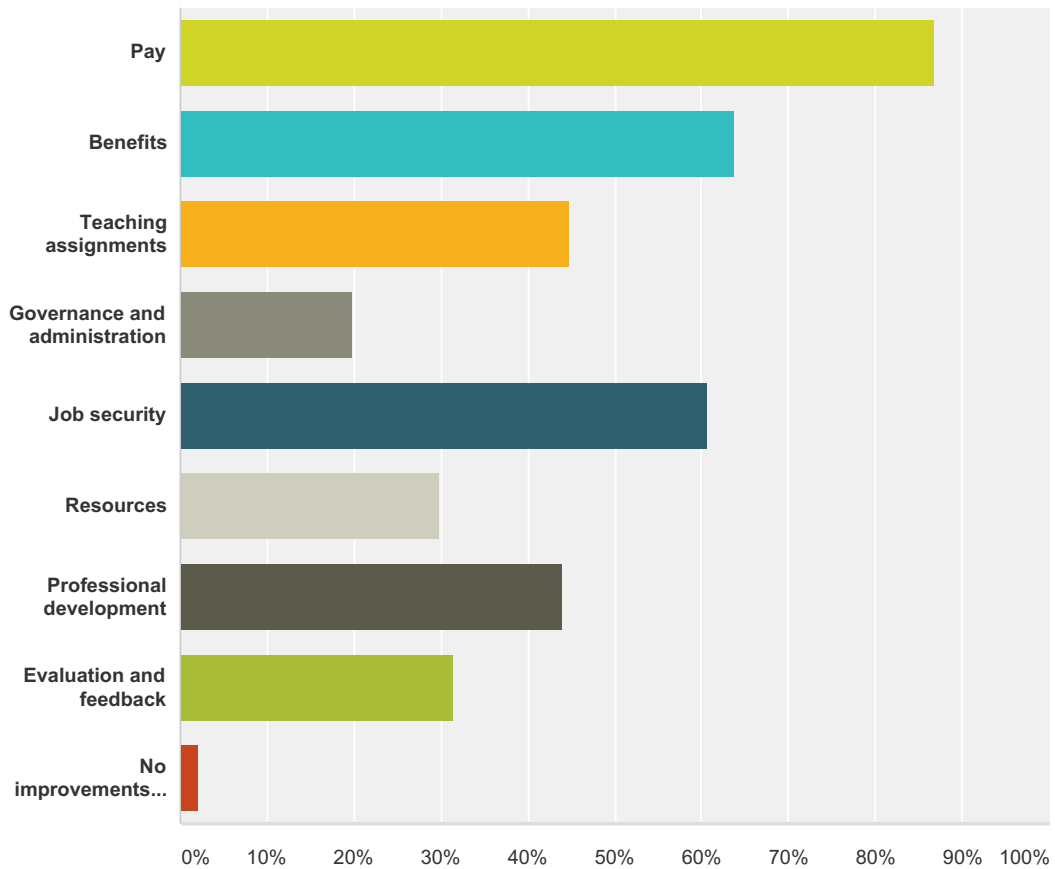


Answer Choices	Responses
Strongly Disagree	15.17% 76
Disagree	26.75% 134
Neutral/Neither agree nor disagree	43.31% 217
Agree	12.77% 64
Strongly Agree	2.00% 10
<b>Total</b>	<b>501</b>



### Q30 How do you think your working conditions at the community colleges could be improved? (Check all that apply.)

Answered: 495 Skipped: 33



Answer Choices	Responses
Pay	86.87% 430
Benefits	63.84% 316
Teaching assignments	44.85% 222
Governance and administration	19.80% 98
Job security	60.81% 301
Resources	29.90% 148
Professional development	44.04% 218
Evaluation and feedback	31.52% 156
No improvements are needed	2.02% 10
<b>Total Respondents: 495</b>	

#	Other (please specify)	Date
1	Pay is acceptable as long as classes fill. If not, the reduction in pay is Definitely not commensurate with the slight reduction in work. Benefits and monetary compensation for professional development should be basic components of every teacher's salary, as it typically is in the professional world outside of education. The lack of these components within the education industry is nothing less than a disgrace. I recognize that budgets are tight, but administrators need to have the backbone to stand up for the faculty. Thank you.	12/1/2014 11:39 AM
2	Tuition Reimbursement for grad school	12/1/2014 9:48 AM
3	Would like to have some compensation for continuing ed. in my field	12/1/2014 8:56 AM
4	I think the College should support the Instructors when there is a problem with the students. Students can take advantage of the system and they can do whatever they want. For example, we have a Syllabus with all the guidelines, but if a student wants to do something different than what is written in the Syllabus, they go to the Chair and complain about it. The Chair supports them and do not support the Instructors. So, the Instructors have to do whatever the students want, even when what they want is something that goes against the guidelines in the Syllabus. Students performance standards need to be developed and reinforced.	12/1/2014 8:55 AM
5	Resource includes acceptance of teaching aids supporting the required books.	12/1/2014 8:13 AM
6	Communication	12/1/2014 7:17 AM
7	Faculty Respect	12/1/2014 6:33 AM
8	One paid personal day (like to attend funerals, in the hospital, sick, something like that) would be nice. The whole 2.25 hours for ever credit hour policy feels like a scam, since that makes it near impossible to earn benefits by working at just one college. Also, if I'm teaching 30 credits a year, it would be nice to earn above the poverty line.	12/1/2014 1:57 AM
9	I only moonlight as an instructor, so fortunately I'm not depending on this job as my only source of income and benefits. I'm pleased with my position, although generally speaking the work that goes into teaching far outweighs the compensation. I'm 'neutral' on many of these items, though, because I'm not really deeply involved in much beyond my own few classes.	11/30/2014 8:31 PM
10	Professional development opportunities outside of regular business hours. I am adjunct because I work in my field full-time & am never offered PD opportunities when I am available--nights & weekends.	11/30/2014 7:24 PM
11	It would be great to have more department wide communication	11/30/2014 5:44 PM
12	Opportunity for advancement is very very rare. You have to wait for someone to retire or quit or die. The pay sucks. It's demeaning. Tutoring is at \$16/hour. Tutoring is a form of teaching, so pay should match that rate. Both should be increased.	11/30/2014 4:51 PM
13	I am not paid at a level commensurate with my education. What is this state going to do in the not-so-distant future to attract the next generation of teachers in higher ed?	11/30/2014 4:50 PM
14	free or reduced parking	11/30/2014 4:42 PM
15	I miss being able to take classes at a discounted rate as an instructor.	11/29/2014 11:24 PM
16	Materials such as a good data projector.	11/29/2014 5:40 PM
17	less marginalization of adjuncts who carry 80% of teaching load	11/28/2014 11:06 AM
18	Better tools and Facility	11/27/2014 11:51 AM
19	Collect feedback in a manner that reflects how adjuncts are truly concerned.	11/25/2014 8:30 PM
20	Not being limited in units I may teach	11/25/2014 11:36 AM
21	room for me to confer with my students; computers for students when necessary	11/25/2014 11:26 AM
22	Positive feedback from my lead, not just negative feedback repeated from one student.	11/25/2014 10:42 AM
23	where to start. PPCC has many problems with communicating with us adjuncts. Primarily in the tokens we are verbally given to advance our professional careers. No happening. I work three part time jobs, teaching included, so I can teach, my life passion. The students are wonderful, the college treatment of adjuncts sucks. Use this survey for real change, not token change.	11/25/2014 10:08 AM
24	Pay is far too disproportionate to full time - and on top of that I can not teach more classes to qualify for health coverage.	11/24/2014 1:59 PM

25	Better communication with adjunct faculty--in other words, fostering a spirit of inclusion rather than a two-tiered system in which full-time faculty are elevated.	11/19/2014 3:52 PM
26	less reliance on keeping students happy (consumer/retailer model) and more on academics	11/18/2014 10:26 AM
27	As a low paid adjunct of less than 10 hrs at the most, I have little to no job security, other benefits, sick day??, Are adjuncts just hired so FT can teach at Metro and make more money?	11/17/2014 10:34 PM
28	remove caps, allow more credits to be taught	11/17/2014 7:17 PM
29	An administration that actually understands my department my students, and actively promotes the department and thinks of student needs first and not pointless bottom line. bottom	11/17/2014 7:04 PM
30	It can be difficult to find time and circumstance to speak to the dept head, frustrating when there is a problem I need assistance resolving in class and no one to speak with. Dept head is approachable and helpful, just not easily available.	11/17/2014 6:35 PM
31	Isn't 17 hours full time?	11/17/2014 3:12 PM
32	to be able to create new classes would be great.	11/17/2014 2:45 PM
33	Equal payfor equal work.	11/17/2014 2:03 PM
34	Pay increase based on years of service	11/17/2014 1:27 PM
35	Parking! For the benefit of my students, I frequently carry in a quantity of teaching materials as well as student papers. A "Faculty Zone" or even "15-minute Loading Zone" for adjuncts would be greatly appreciated. Why does an classified employee have a reserved parking spot when they probably arrive early (before the parking lot is full) and carry in nothing besides possibly a purse?	11/17/2014 12:26 PM
36	Communications with adjuncts are awful. I have no idea what the benefits or resources are.	11/17/2014 11:42 AM
37	The Affordable Care Act has helped me to get health insurance as an individual, so I am not without that benefit any longer. My biggest concern is with the lack of compensation for professional development. The pay rate is also a point of contention because I have to always guage how much time and effort I give to students and class preparation according to my hourly rate. There are plenty of times that my hourly rate comes out to \$10 an hour because of the time I need to put into grading, research, or other preparatory activities. That causes some frustration and resentment after a few years.	11/17/2014 11:03 AM
38	Paid time for professional development and conferences	11/17/2014 9:33 AM
39	A road to faculty position. For those of us who want to make this a career the uncertainty from semester to semester of teaching load is a big challenge as well as the large space between paychecks.	11/17/2014 8:40 AM
40	Opportunities to transition to full-time	11/16/2014 9:36 PM
41	Pay affects everything else. You can't take advantage of Profoessional devleopment when you have to teach too many classes in order to survive financially.	11/16/2014 7:16 PM
42	To have a fair treatment for adjunts and leave many privileges for full timers. Oftently, they discriminate adjunts to benefit the full timers. For example, the full timers have the privilege of choosing the best times to teach and in the summer the full timers teach up to 13 credits plus they get their regular salary	11/16/2014 1:33 PM
43	I just want job security and consistent pay.	11/14/2014 8:10 PM
44	full-time faculty should treat adjuncts with respect rather than just ignoring us.	11/14/2014 1:28 PM
45	More full-time positions for current adjuncts who work a full-time load (or more) anyway.	11/14/2014 11:36 AM
46	Adequate physical space!!!!	11/14/2014 11:25 AM
47	With the addition of CETL our Professional Development has improved.	11/14/2014 11:14 AM
48	Traet me as at least as well as a Wal-Mart employee	11/14/2014 11:10 AM
49	RELEVANT professional development, not EDU-Speak drive!!	11/14/2014 9:42 AM
50	It is difficult to feel good about administration because they lie so frequently and control us through fear. We are always afraid to say anything, to ask for help, because it might get us in trouble. It is an unhealthy work environment in every way except for our devotion to our students. That is what is healthy.	11/14/2014 8:39 AM
51	Your ability to be assigned classes depends on how well the chair likes you. Nothing else.	11/14/2014 7:06 AM

52	Having the opportunity to evaluate my boss	11/13/2014 10:01 PM
53	Two sick days per semester	11/13/2014 7:05 PM
54	The opportunity to becomes full-time after so many years and credits taught. Loyalty should count for something.	11/13/2014 6:18 PM
55	classroom technology that works, getting paid enough that I don't have to work 3 jobs which leaves me no time to meet with students or provide adequate feedback.	11/13/2014 11:02 AM
56	"Teacher's lounge" for drop in, cross-discipline, informal social contact and conversation	11/13/2014 8:31 AM
57	It makes my life harder to teach for CCD than help. People who are less experienced and more degreed than me are allowed to teach classes that I have LIVED. I am completely underwhelmed with being adjunct w/ CCD.	11/13/2014 8:01 AM
58	I am paid so poorly for the work I do.	11/12/2014 9:58 PM
59	I make about minimum wage teaching.	11/12/2014 7:24 PM
60	Remove limits designed to keep adjuncts from qualifying for benefits	11/12/2014 4:15 PM