Adjunct Faculty Equity

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Questions

- Rationale for “Adjunct” title at UC
- Perception of “Adjunct” title to outside UC
- Is there any disparity in the frequency to use “Adjunct” title by Department, University (within UC), or Career Stage (Assistant-Associate-Full)?
Adjunct Faculty (APM Definition)

- **280-4 Definition (Adjunct Professor Series)**
  “...(1) to individuals who are predominantly engaged in research or other creative work *and who participate in teaching*, or (2) to individuals who contribute *primarily to teaching* and have a limited responsibility for research or other creative work…”

; Adjunct professor series is **NOT** “Research” professor series.

- **280-16 Restrictions (Adjunct Professor Series)**
  Professional Researchers who *teach less than one course a year*, or equivalent, on a regular basis *should hold a Lecturer title* in conjunction with the research title.

; For PhD adjunct faculty at UCSF, *teaching is not* their primary contribution as faculty.

- **There is NO Research Professor Series in the UC System**, which is uncommon at many other university systems.

- **Research (Scientist) Track (or Professional Researchers)**, which does exist, does not have comparable compensation plans.
Perception of “Adjunct” Title

- In general, “adjunct” faculty is considered
  - Part-time teaching faculty who does have other appointments.
  - This perception sometimes creates confusion to funding agencies about the title when “adjunct” faculty seek research funding.

A Wikipedia entry (under “Professor”) describes “Adjunct Professor” as “Someone who does not have a permanent position at the academic institution. This may be someone with a job outside the academic institution teaching courses in a specialized field; or it may refer to persons hired to teach courses on a contractual basis (frequently renewable contracts)...”
Data (as of 11/07-01/08)

- Data
  - Counts of Adjunct faculty at UCSD, UCLA, and UCSF (3 largest among UC) by Departments, and the total AAMC counts
  - Counts of Adjunct faculty by degrees (MD, PhD, MD-PhD) at the three SOMs
  - Counts of Adjunct faculty at UCSF by Departments and Career Level (Assistant-Associate-Full)
  - Data were collected and provided by Russell Fitzgerald (SOM Academic Affairs).
Fractions of Adjunct Faculty
(November 2007)

- UCSD: 184 Adjunct, 846 AAMC Total, 21.7% Adjunct, 846 AAMC Total
- UCLA: 342 Adjunct, 2150 AAMC Total, 15.9% Adjunct, 2150 AAMC Total
- UCSF: 312 Adjunct, 1740 AAMC Total, 17.9% Adjunct, 1740 AAMC Total
This means, for example, that 56.4% of adjunct faculty at UCSF are PhDs.

This also indicates that “adjunct” faculty at these 3 SOMs mainly function as primary researchers, not teaching contributors.
Fractions of Adjunct Appointments by Degree Type at UCSF (January 2008)

This means, for example, that 41% of core PhD faculty at UCSF are “Adjunct”.
UCSF Departments with >5 PhD Adjunct Faculty

- Anesthesia & Perioperative Care (6, 100% core PhD faculty)
- Epidemiology & Biostatistics (11, 38%)
- LPPI: Instr. & Research (13, 54%)
- Medicine (49, 78%)
- Neurological Surgery (6, 32%)
- Neurology (11, 46%)
- OB/GYN & Reproductive Sciences (6, 55%)
- Pediatrics (7, 78%)
- Radiology (22, 54%)
- Surgery (9, 53%)
Counts of “Adjunct” faculty at UCSF by Career Level (January 2008)

Can this possibly affect recruitment at Assistant Professor level?