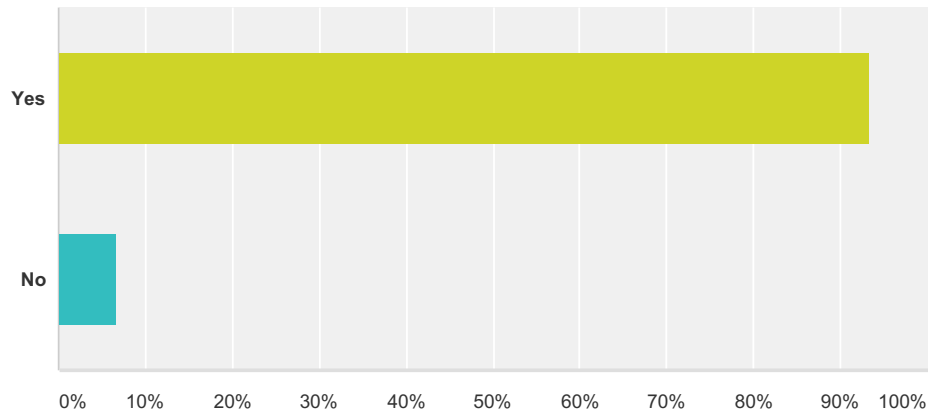


Q1 Did you receive a copy of the Contingent Faculty Handbook or have you accessed the Contingent Faculty Handbook online?

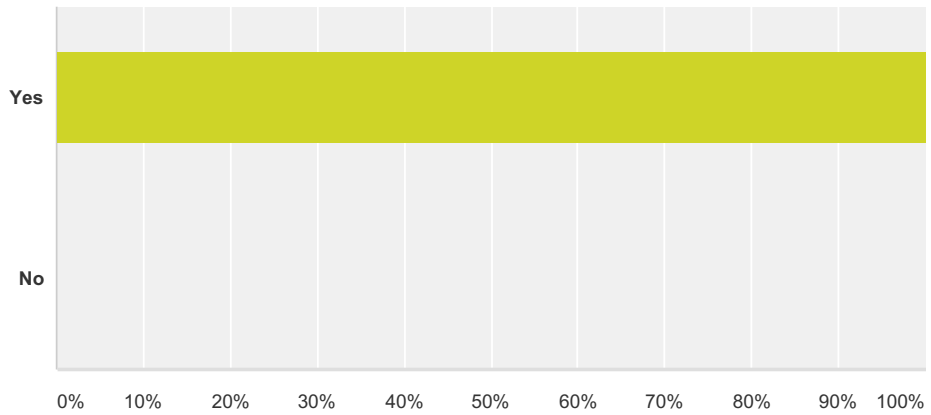
Answered: 15 Skipped: 0



| Answer Choices | Responses | |
|----------------|-----------|-----------|
| Yes | 93.33% | 14 |
| No | 6.67% | 1 |
| Total | | 15 |

Q2 Was the Handbook helpful?

Answered: 14 Skipped: 1



| Answer Choices | Responses |
|----------------|------------|
| Yes | 100.00% 14 |
| No | 0.00% 0 |
| Total | 14 |

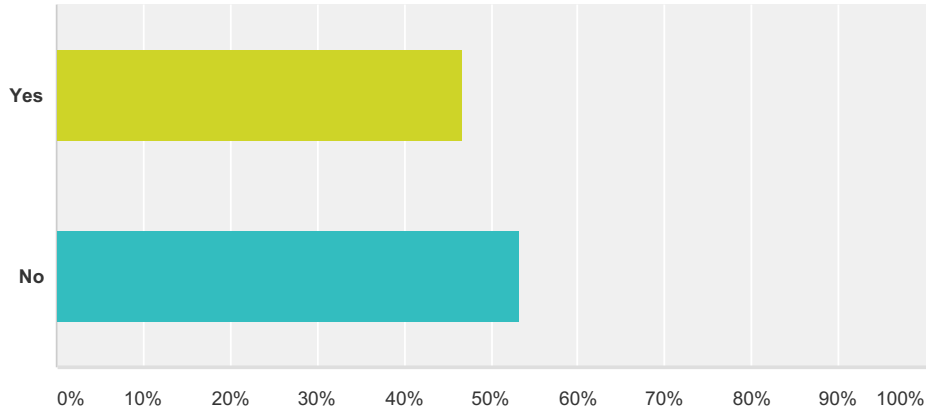
Q3 Do you have any suggestions for improving the Contingent Faculty Handbook?

Answered: 6 Skipped: 9

| # | Responses | Date |
|---|---|-------------------|
| 1 | Involve Contingent Faculty before you approve it. | 2/15/2017 1:35 PM |
| 2 | no | 2/14/2017 8:08 PM |
| 3 | Not at this time. | 2/14/2017 6:11 AM |
| 4 | too much information - I understand the legalities but my impulse is to skim when it is that long | 2/13/2017 7:42 PM |
| 5 | Not at this time. | 2/13/2017 1:52 PM |
| 6 | none at this point | 2/13/2017 1:50 PM |

Q4 Would you be interested in serving on an ad-hoc committee to work on Contingent Faculty issues?

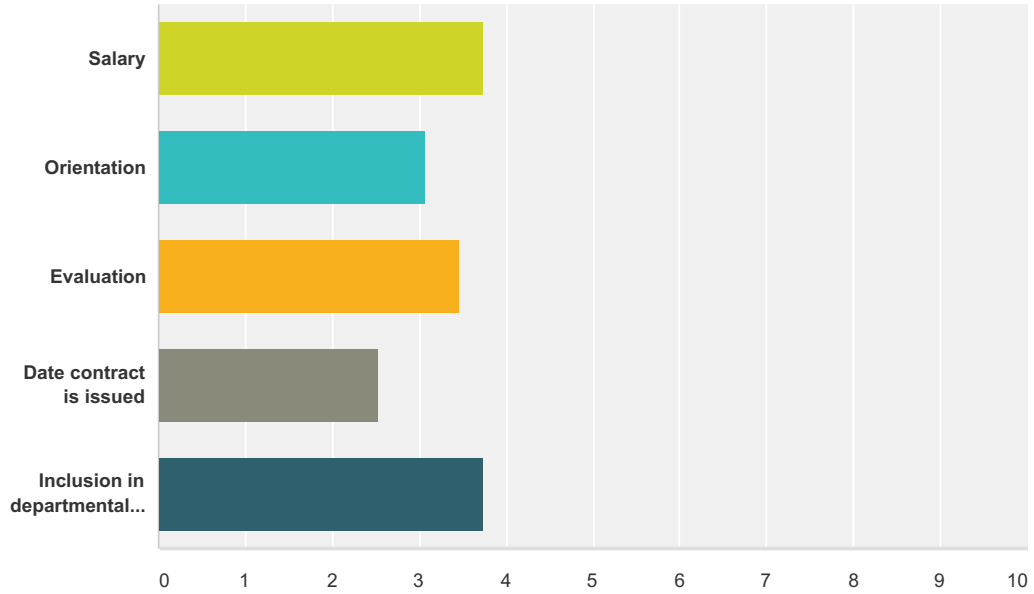
Answered: 15 Skipped: 0



| Answer Choices | Responses | |
|----------------|-----------|-----------|
| Yes | 46.67% | 7 |
| No | 53.33% | 8 |
| Total | | 15 |

Q5 Rank the following issues based on their importance to you. Rank each issue on a scale of 1-5, with 1 as lowest (not important to you), 5 as highest (very important to you).

Answered: 15 Skipped: 0



| | 1 | 2 | 3 | 4 | 5 | Total | Weighted Average |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------|------------------|
| Salary | 13.33% 2 | 0.00% 0 | 26.67% 4 | 20.00% 3 | 40.00% 6 | 15 | 3.73 |
| Orientation | 6.67% 1 | 20.00% 3 | 53.33% 8 | 0.00% 0 | 20.00% 3 | 15 | 3.07 |
| Evaluation | 0.00% 0 | 20.00% 3 | 26.67% 4 | 40.00% 6 | 13.33% 2 | 15 | 3.47 |
| Date contract is issued | 26.67% 4 | 26.67% 4 | 26.67% 4 | 6.67% 1 | 13.33% 2 | 15 | 2.53 |
| Inclusion in departmental activities | 0.00% 0 | 13.33% 2 | 33.33% 5 | 20.00% 3 | 33.33% 5 | 15 | 3.73 |

Contingent Faculty Handbook Survey

Q6 Other issues of concern?

Answered: 11 Skipped: 4

| # | Responses | Date |
|----|--|--------------------|
| 1 | As contingent faculty, I would like to be involved in research projects. I have initiated a proposal. I hope my being contingent faculty does not disqualify me from having NMHU IRB oversight. | 2/20/2017 4:57 PM |
| 2 | Communication between the campus and LV Make sure all class rooms have equipment that is operational. | 2/15/2017 1:35 PM |
| 3 | N/A | 2/15/2017 12:32 PM |
| 4 | no | 2/14/2017 8:08 PM |
| 5 | None at this time. | 2/14/2017 6:11 AM |
| 6 | Being observed for evaluation purposes (electronically) without being notified. | 2/13/2017 8:29 PM |
| 7 | lack of timely communication with the lead faculty, unclear expectations re content and outdated textbooks, lack of room for initiative or input | 2/13/2017 7:42 PM |
| 8 | Contracts not being delivered at last moment; concerns about required classes not making. | 2/13/2017 4:10 PM |
| 9 | Not at this time. | 2/13/2017 1:52 PM |
| 10 | Why do various offices phone students and tell them there is an emergency with their scholarship / tuition / enrollment (etc etc) when it can be dealt with anytime later in the day? (The concern here is how well the campus as a whole functions toward student success / progress / retention) | 2/13/2017 1:50 PM |
| 11 | Logistics; keys, IT issues, Zoom, phone, administrative, etc. i.e., the other stuff. | 2/13/2017 11:29 AM |

Contingent Faculty Handbook Survey

Q7 What resources do you need to improve your teaching at Highlands?

Answered: 10 Skipped: 5

| # | Responses | Date |
|----|---|--------------------|
| 1 | I would love to be able to have access to free text books, as opposed to having to use them on a "loan" basis from the publishers. Returning the books is too cumbersome. | 2/20/2017 4:57 PM |
| 2 | Working equipment. | 2/15/2017 1:35 PM |
| 3 | Kept updated on policy changes | 2/15/2017 12:32 PM |
| 4 | None at this time. | 2/14/2017 6:11 AM |
| 5 | -Continued training on online/ITV education aspects for contingent faculty -Better communication/collaboration with full-time staff/professors -Communication/collaboration with other contingent faculty | 2/13/2017 8:29 PM |
| 6 | just communication I think with the full time faculty in the department | 2/13/2017 7:42 PM |
| 7 | Present resources are excellent, in particular the library and D2L/Zoom. | 2/13/2017 4:10 PM |
| 8 | Continued access and mentoring from my Dept Chair, Pat Cruz. She has been a tremendous resource. | 2/13/2017 1:52 PM |
| 9 | it's all good | 2/13/2017 1:50 PM |
| 10 | Understanding of the interplay between departments, how does English work with Business, Science, Social work, etc. | 2/13/2017 11:29 AM |

Contingent Faculty Handbook Survey

Q8 Other comments:

Answered: 7 Skipped: 8

| # | Responses | Date |
|---|---|--------------------|
| 1 | I am very much enjoying working at NMHU as contingent faculty. I also love the "perk" of having free access to the Health and Human Performance Center at the SJC campus. I hope the Farmington Center grows and more tenure track faculty positions open up. | 2/20/2017 4:57 PM |
| 2 | Perhaps activities between full time and contingent faculty. Participation in curriculum development | 2/15/2017 1:35 PM |
| 3 | I would really like to have input into course content, and a chance to meet regularly with the faculty in our department | 2/13/2017 7:42 PM |
| 4 | Adjuncts are terribly underpaid. | 2/13/2017 4:10 PM |
| 5 | thanks | 2/13/2017 1:50 PM |
| 6 | Concerned about writing skills with students. Need to express themselves in written form - correctly! | 2/13/2017 11:29 AM |
| 7 | I have received excellent mentorship and assistance from professors and administrative staff. I truly enjoy the opportunity to teach for NMHU. | 2/13/2017 11:17 AM |