in those colleges. Slightly more than a quarter of these respondents held a doctorate, and 12 percent had completed other degrees that would be considered “terminal” (for example, an MFA, MLS, JD, or MBA). By contrast, 56 percent of respondents employed at doctoral and research universities held a doctorate, 24 percent a master’s, and 15 percent a terminal professional degree.

The CAW survey data also provide extensive information about the working conditions of full-time non-tenure-track faculty members. Unfortunately, we do not have comparable data on the working conditions of other full-time faculty members, since with the demise of the National Study of Postsecondary Faculty there is no longer a comprehensive national survey that examines faculty working conditions and careers. The CAW data do provide a strong indication, however, that for these respondents a contingent academic position is not simply a “temporary” way station on the road to a tenure-track faculty career. Seventy-nine percent of the respondents who provided their ages were thirty-six or older, and a majority were at least forty-six. Eighty-seven percent had been teaching in a contingent position for at least three years, and 39 percent had been teaching off the tenure track for ten years or more. This finding among the CAW survey respondents confirms the careful analysis of mobility between non-tenure-track and tenure-track positions by Jack Schuster and Martin Finkelstein in their authoritative 2006 book, *The American Faculty*, based on 1998 data: “The preliminary evidence suggests that for the most part these fixed-term full-time appointments seem to constitute a discernibly different career track from that of traditional, tenure-eligible appointments.”

Perhaps the most significant characteristic of full-time non-tenure-track employment is that it extends only for a specified number of semesters or years; these positions are frequently referred to as “term” or “contract” appointments. Respondents to the survey were asked the length of their current appointment: one year was by far the most common period, reported by 57 percent. Three years was the second most common length of appointment (17 percent), and 9 percent of respondents were employed only for a single term. An additional 6 percent reported five-year appointments, and 4 percent were employed for longer terms. Appointments of less than a year (covering only one quarter or semester) were far more common in associate’s degree colleges, where they were reported by a quarter of respondents. In doctoral and research universities, three-year appointments were more frequently reported than elsewhere. But for the majority of non-tenure-track faculty members, there is no formal guarantee of job security beyond the current academic year. Although we know from anecdotal reports that “one-year” appointments are frequently renewed year after year, it is the lack of a longer-term commitment by the employing institution that makes these appointments contingent and that constrains the academic freedom and undermines the effectiveness of the individuals holding them.

Survey respondents were asked about the mode of instruction employed in the courses they were teaching in fall 2010, and a large majority (77 percent) taught only on-site courses, as opposed to those offered at a distance or with both on-site and distance components. However, respondents from associate’s degree colleges were more than twice as likely to teach at least some courses where they were not on site with their students. (Owing to the difficulty in defining “main” versus...