

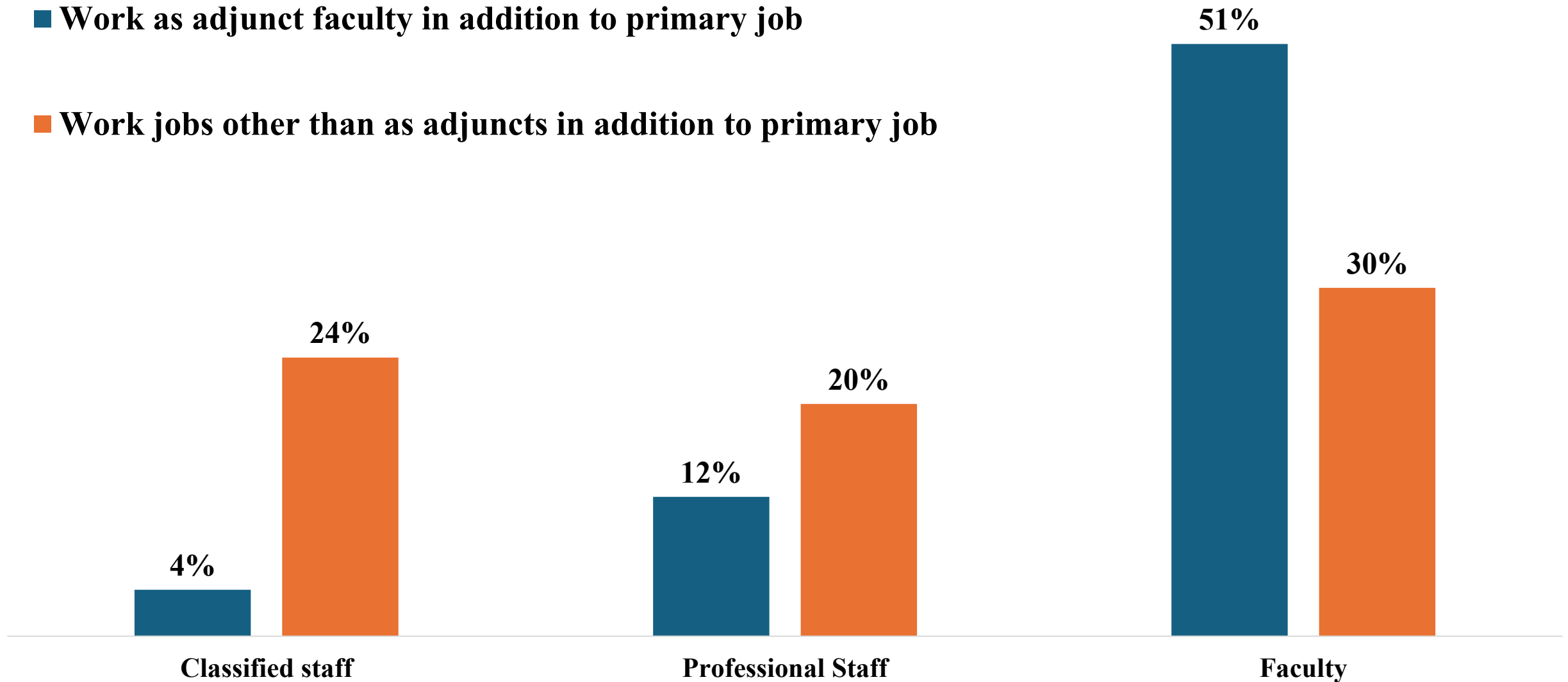
# Wages and Living Conditions of Faculty and Staff at Public Higher Education Institutions in Massachusetts

MTA designed a survey to collect data from faculty and staff at the public higher education institutions in Massachusetts. The survey was sent to over 10,000 faculty and staff, of which over 2,803 responded. The data was collected between February 26, 2025, & March 20, 2025.

The survey included questions about how staff and faculty wages and working conditions affect their ability to meet the needs of students and live their lives. The slides that follow provide an overview of the data gathered on those issues.

# Among survey respondents about 30% of staff and most faculty take on extra jobs to make ends meet

- **Work as adjunct faculty in addition to primary job**
- **Work jobs other than as adjuncts in addition to primary job**



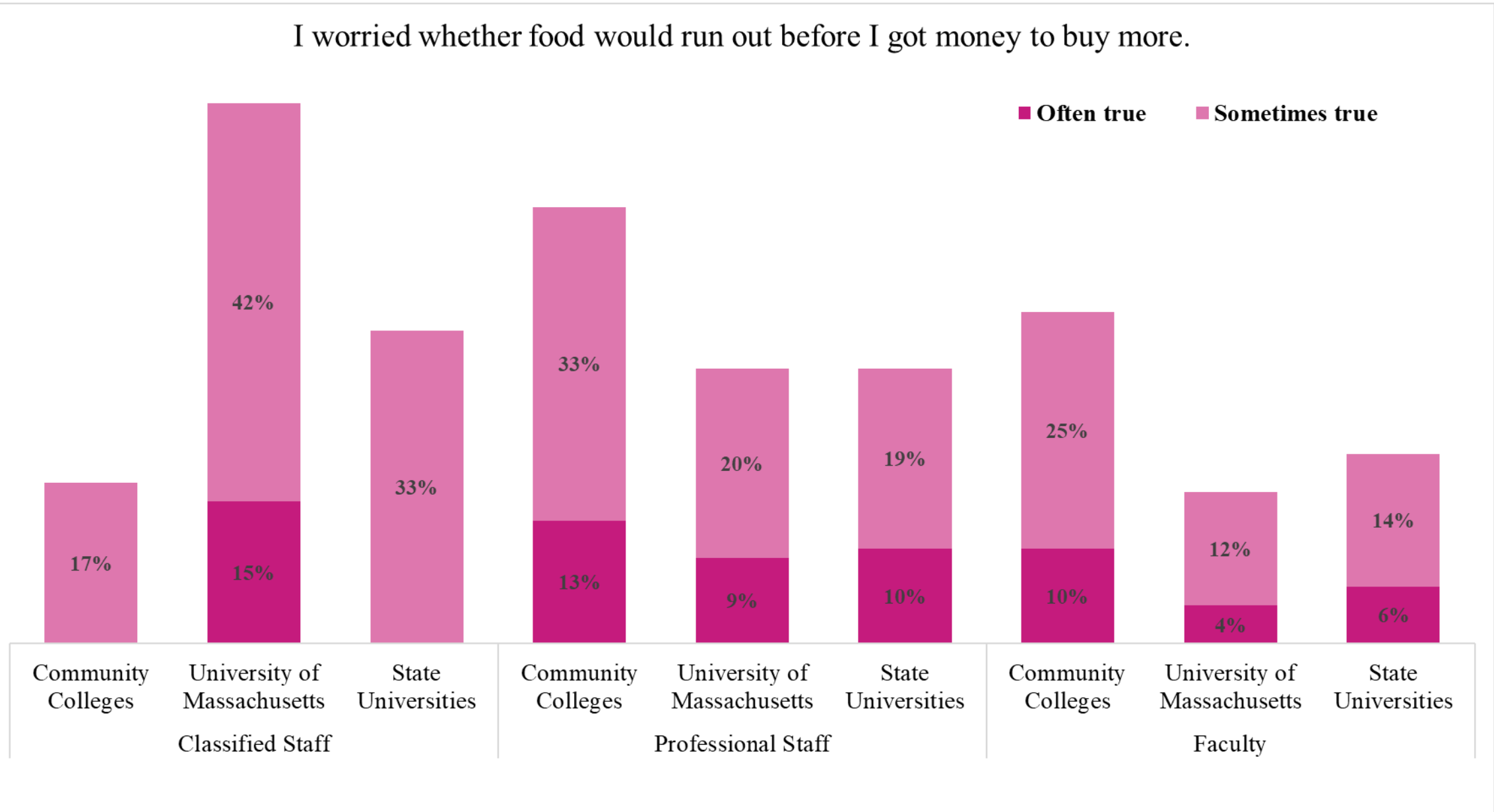
# Quotes on impact of additional jobs on work & students

- *I do not have time to provide the support that some of my students need, such as one-on-one meetings and additional office hours. Students do more poorly than they otherwise would as a result.*
- *I'm not able to take on additional responsibilities in my faculty role (e.g., mentoring students, advising student organizations, etc.). This means that students do not get real-life experience doing research or building partnerships.*
- *I don't feel fully present with my students. I worry that my reality is also discouraging them from pursuing a higher degree.*
- *I used to have more patience in explaining/reiterating things that students should know. I feel like I've gotten more curt the more tired I am.*
- *Balancing multiple jobs significantly strains the ability to dedicate time to course preparation, student interaction, and overall academic responsibilities. When additional job responsibilities take priority, it can result in fewer available hours for developing engaging lesson plans, grading, and offering meaningful guidance to students. The constant rush and divided attention not only affect the quality of teaching but also diminish opportunities for meaningful student support, potentially leading to disengagement and missed learning opportunities.*
- *This leaves me little to no time to do the work with my students I know they need. I cannot provide them with the advising they need, not just for school but for how to live this new life they are trying to claim for themselves as students.*

# 32% of respondents experience food insecurity

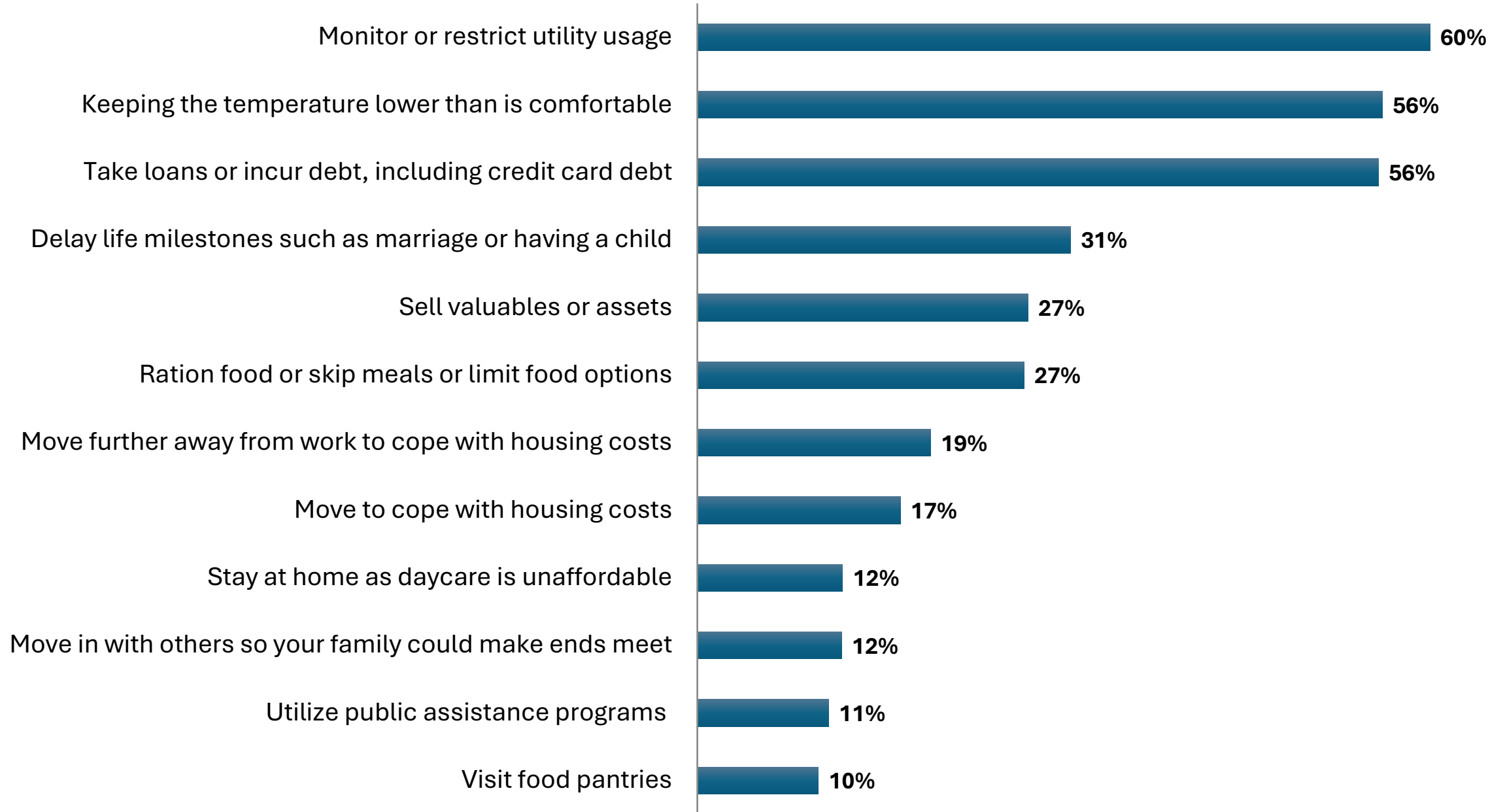
I worried whether food would run out before I got money to buy more.

■ Often true ■ Sometimes true



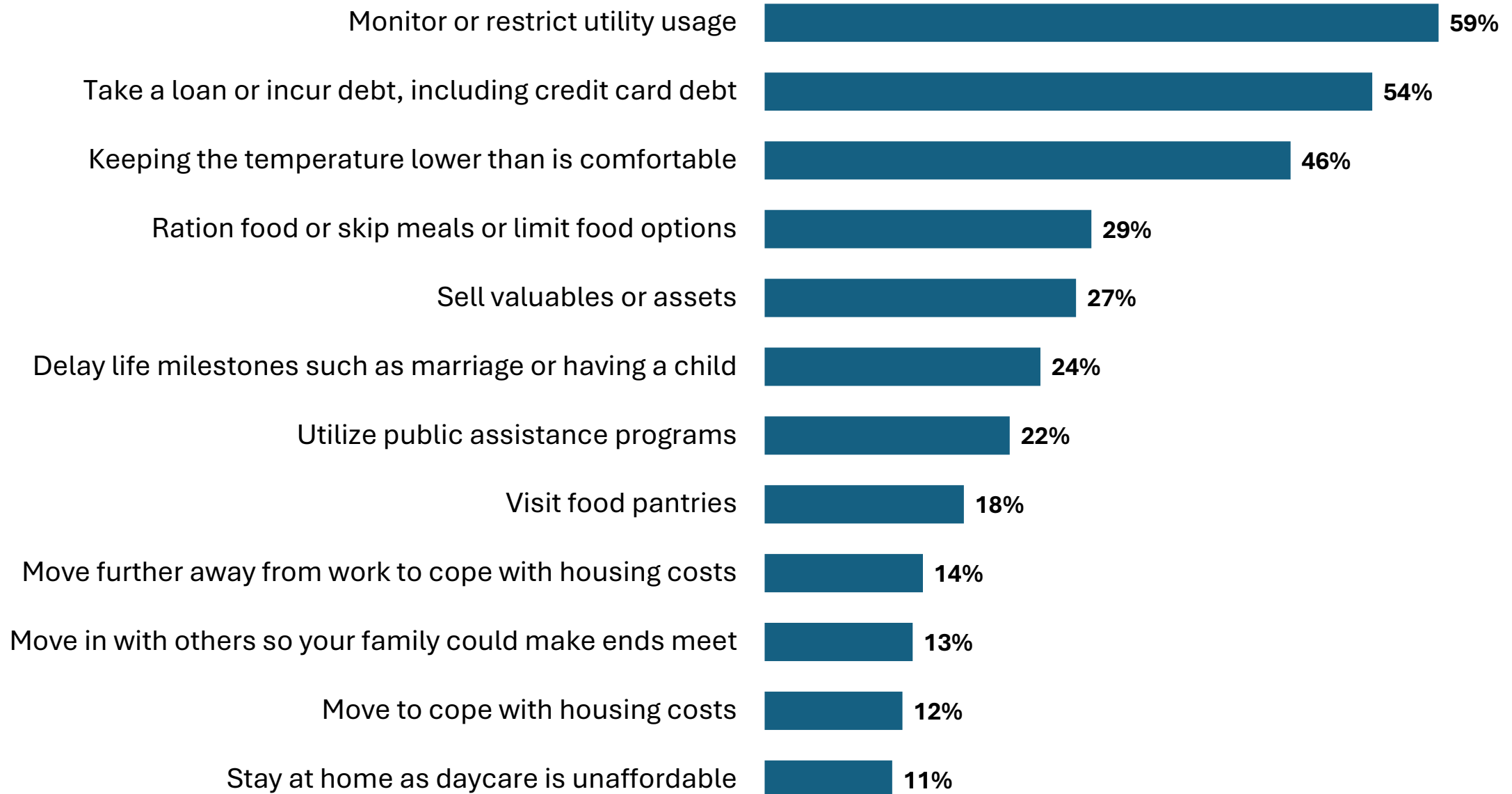
# How does inadequate pay affect workers and their families (all respondents)?

In the past three years, did you have to take any of the following actions?



# How does inadequate pay affect workers and their families (adjunct faculty)?

In the past three years, did you have to take any of the following actions?  
(If Adjunct Faculty)



# Quotes on impact of additional jobs on work and life

- *I do not have time for my own enjoyment of life, meal prep, or family time, let alone scholarly research or enrichment. This makes this a dead end job even though I am tenured and the highest rank allowed: leaving me feeling completely divested from any interest in the institution's long-term success.*
- *I work all the time, 7 days a week. I'll spend a few hours here and there throughout the week to see my kids' sports games or take them to appointments, but for their whole lives they've known me as "always working mom."*
- *I have little time with family and friends. In the winter our family struggles because I cannot work as much due to my children playing sports each weekend. I sometimes have to choose working for utilities over being there for my kids during their formative year.*
- *I'm more exhausted... I have on multiple occasions just considered leaving umass as I would make significantly more if I go full time at my per diem job, but I really like what I do here. I just wish our pay matched what others make in the same area, and I also wish that we had more flexibility. I used to be able to work from home, which was nicer, one day no commute, which resulted in being happier overall and I was able to take my break and do a chore or just make lunch instead of having to prep it to go.*
- *I have to work 7 days a week and I am exhausted and burned out. I am thinking of leaving teaching because my part time job pays significantly more and if I leave teaching I could work only one job and have a days off.*
- *I put less time into my work at UMass because I feel undervalued and underpaid.*

# Quotes on what earning a living wage would mean for adjunct faculty

- *It would be transforming for my life. Because of this life I never could have children, it destroyed my marriage because I was always working, I can't get the time off to get the medical care I need, I am constantly in overwhelming debt, I cannot advance my education. I think of ending my life on a weekly basis, because this lifestyle is so utterly hopeless. If it wasn't for therapy (which I can barely afford) I couldn't get through this life.*
- *It would mean I could care for my disabled adult child better it would mean I didn't have to live with housemates. It would mean that I didn't have to have mass health. It would mean I would have better healthcare, dental care. It would mean that I could take vacations. It would mean that I could have a newer car. It would raise my self-esteem.*
- *Not have to stress so much as to whether I will lose my home, food and have enough money for gas to get to work.*
- *My kids wouldn't have to be afraid of having to move and go to a different school cause we can't afford to live here.*
- *It would mean that my family could eat better, and that we wouldn't avoid doctors appointments.*
- *Earning a living wage would mean financial stability and reduced stress for my family. It would allow us to comfortably cover essential expenses such as housing, groceries, healthcare, and education without constantly worrying about making ends meet. With a living wage, we could also plan for the future, including saving for emergencies, investing in our children's education, and securing a more stable retirement. It would provide peace of mind, allowing us to focus more on quality time as a family rather than financial struggles. Additionally, it would reduce the need for extra jobs, leading to a better work-life balance and overall well-being.*



# Quotes on staff working multiple jobs & the impact on student success

- *With a loss of sleep it means I may not be as alert as I should be which can lead to misadvising a student.*
- *Due to the amount of work I have, things take longer than they used to or should including responding to student emails, processing reimbursement payments, processing scholarships, assisting faculty with student questions/concerns.*
- *I cannot help as many students with their academic, study, organizational and test taking skills.*
- *Assisting the volume of students and helping them succeed is difficult with the lack of resources.*
- *As a counselor I have to remind students the importance of living within your means and encouraging them to consider moving to a location in a possible future where they can live better and not struggle the way I am.*
- *Having additional jobs being more prone to burnout, and if you can't properly take care of yourself you can't serve students as well as you could if you had a healthy life/work balance.*
- *Having additional jobs can impact student success by influencing the time, energy, and support available to students. If it limits availability or increases workload stress, it may reduce direct engagement, timely feedback, or personalized support, potentially affecting student outcomes.*