

RIT Adjunct Faculty Semester Experience Survey

Number of Respondents: 116

(9/12/13)

1. With the transfer to semesters at RIT did you receive a salary increase proportional to your quarter rate?

- 40 (34.48%) - Yes
- 27 (23.28%) - No
- 21 (18.10%) - First year
- 27 (23.28%) - Not Sure

1 user did not answer

2. Given the salary bands below is your salary correctly positioned?

RIT Adjunct Faculty Rates - Updated April 2013

Undergraduate Course Rates Per Semester Credit Hour

	Min	Mid	Max
Associate*	\$621	\$826	\$1,031
Bachelor	\$762	\$936	\$1,109
Master	\$899	\$1,046	\$1,194
Doctorate *	\$1,079	\$1,254	\$1,430

*Associate Hires/Offeres Must Be Approved by the Provost

Graduate Course Rates Per Semester Credit Hour

	Min	Mid	Max
Master	\$999	\$1,133	\$1,266
Doctorate *	\$1,202	\$1,337	\$1,472

* - Provost has agreed that "or Terminal Degree" should be added



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- 50 (43.10%) - Yes
 - 17 (14.66%) - No
 - 48 (41.38%) - Not Sure

1 (0.86%) - user did not answer

3. How many years have you been an Adjunct at RIT?

34 (29.31%) - 1
11 (9.481%) - 3
5 (11.21%) - 4
8 (4.31%) - 5
4 (3.45%) - 6
2 (1.72%) - 7
7 (6.03%) - 8
0 (0%) - 9
31(26.72%) – 10 or more

1 (0.86%) user did not answer

4. How many raises have you had as an adjunct at RIT?

61 (59.59%) - 0
24 (20.69%) - 1
16 (13.79%) - 2
5 (4.31%) - 3
6 (5.17%) - 4

4 (3.45%) users did not answer

5. Did you develop the official curriculum for any of the courses you are teaching this semester at RIT?

46 (39.66%) - Yes
48 (41.38%) - No
22 (218.97%) - Partially

6. What comments and suggestions do you have related to any of the above questions?

- I was an adjunct at Nazareth for 10 years. The pay is much better at RIT !
- Salary between Quarter and Semester, by hours of teaching, is slightly less

presently than before.

- My semester rate resulted in a 22% (!) reduction over my quarter rate. I suspect this is due to the change in lab-to-class hour formula (previously 1-to-3, but now 1-to-4. There is serious concern among my department colleagues that this was not in keeping with RIT policy, but was implemented by the new program director. This has caused a significant impact on morale, as well as retention of qualified, senior adjuncts.
- Questions #3. How many years have you been an adjunct at RIT? I am a new hire this Fall. Less than a year would have been the best answer for me
- I probably should not fill this out, as I resigned. I did not get my contract until a few days before the semester started. I had 3 days to respond to the contract which offered me a salary below the one I had when I started teaching in 2001. I told the chair that I would not accept the contract, that in consideration of all the time I spend preparing, teaching and interacting with students, that I valued my time more than apparently RIT does. She countered by saying she would go to bat for me and try and get my salary restored (I have a masters, but more than 34 years of experience, publications, and have served on international committees re my discipline.) I truly believe that she would have gone to the dean and there would have been a counteroffer that gave me more, but not the original salary, which was not quite \$100 more then when I started at RIT in 2001. I am tired of being nicked and dimed. Moreover, last year, after I had verbally agreed to do a 3-quarter course, I found out on Sept 10 (long after I could have applied to another university) that the winter and spring quarter had been cancelled. I found out from the colleague who had been assigned the course. The chair never had the courtesy of informing me directly. It seemed that there was a "departmental error" but I was the one who was inconvenienced by it without any apology from RIT. I have often (along with the other adjuncts in my dept) received contracts at the 11th hour. Now I understand the chair is giving me a lot of bad press because I "pulled out at the last minute" and chose not to accept the contract that I received on August 20 (It was mailed on the 16th, but I was away until the 20th and had to reply by the 23rd). All I can say is how glad I am to have left RIT. I may be "just and adjunct," but I am not an indentured servant!!
- I teach for Interactive Adventures and our courses do not have credits. How does this influence our pay rate? I did not get paid for developing new IA courses. I do not get paid for extra travel, time and personal expenses I incur as a result of my courses.
- It's not clear to me what determines the min-mid-max bands, hence, it makes it difficult to understand the fairness of my pay.
- I have no idea where I fit in that salary chart. Contact hours, semester credit hours, quarter credit hours - who determines what we receive and how? I was told that "my" college, CIAS, just multiplied our old rate by 1.5. I won't make as much in a year as I made before.
- I don't fit the adjunct category since I have been here 29 years. My salary was fairly adjusted.
- The compensation information was poorly presented and appeared to be done as a 'last minute' item for adjuncts. I have not calculated the exact figure, but it

appears to me so far that RIT used the semester conversion as an opportunity to reduce pay for adjuncts. RIT appears to pay lip service to the importance of adjuncts. Adjuncts are not made to feel welcome, at least in my primary department. There is little communication, or encouragement of communication and interchange, with other faculty or administration. For example, in one department I'm personally aware of, the Dean sent out a recent email stating 'I'm going to start a monthly lunch meeting with faculty.' This went out to adjuncts as well. When an adjunct responded, the Dean stated (I'm paraphrasing)... 'gee, I didn't know you'd be available during the day, I'll keep you in mind.'

- For me the issue is having to travel to RIT more frequently due to the switch to semesters. The pay difference between regular and adjunct faculty is so huge that I've given up hope.
- I didn't realize that my salary was so low until I saw the chart. Disheartening.
- I love teaching and have taught at four other colleges prior to RIT. Considering contact hours, office hours and prep work, it consumes 50% of my time for 1/3 of the year. That means that with a masters degree, teaching a graduate level course, I am working at an annual equivalent of \$44,400. If RIT wants to attract and maintain good professors, there should be more consideration given to the rates, especially considering that we adjuncts are responsible for our own retirement and health care.
- Where to begin? Adjunct pay does not include time spent originating a new course. For every hour that I'm in the classroom teaching, it's about 3-4 hours of course prep for a new course spent outside of the classroom. So under the quarter system, for a new course at 30 contact hours, that's 90-120 additional hours that are unpaid just looking at the nature of current state of RIT adjunct contracts. If I was making \$2,300 for a course (under the quarter system) 30 contact hours + 120 prep hours is 150 hours divided into the base salary of \$2,300 = \$15.33 per hour. (I could work at Pottery Barn.) Secondly, the Provost's recent memo did not address a difference in salary for adjuncts who teach at the graduate level (while Tom P's email attached to this survey did). I followed up with a direct email to the Provost and never received a response. Before the start of the semester, I called HR at RIT (useless) to ask for a definitive answer on how many courses an adjunct could teach in the new semester format and if there was a cap on how many classes one could teach per semester. HR didn't have an answer and passed me off to the Provost's Office. Sue P in the Provost's Office was on planned leave so I didn't get an answer before the first week of classes. Base of question finally answered, an adjunct could teach half of a normal teaching load but the caveat would be that half a load would vary by college. What if one teaches for more than one college at RIT? No one has answered my question on whether or not there's a semester limit. Under the old quarter system, I do believe that the new beta tested SIS system could not load more than two classes per adjunct instructor. No information. New information that's under-shared with adjuncts. Third rant, "mandatory training" -- mandatory training for MyCourses updates (that magically happened over the summer) along with new SIS Early Alert training are unpaid. Adjuncts who have day jobs must leave their primary employers and attend these mandatory trainings. Now, I just attended the new Early Alert training, only to find out that there is no Early Alert system due to cost for RIT graduate students. So the hour I spent in training

(and 30 minutes driving there and 30 minutes back to my day job) were a waste of time, my own time and at no cost to RIT. There was no communication in any of the e-literature concerning the fact that Early Alert only addressed undergraduate populations. Raises -- you asked? Under my old dept. chair in the School of Art -- I was given \$100 raises as an incentive to come back each year. Wasn't much but was a nice token. With the new dept. chair of School of Art in academic year 2012-13, no raise was given. Moreover, I wrote two course conversion proposals for one course that I taught under the quarter system and one course that I wished to teach under the semester system. School of Art chair asked for them to be delivered by end of March 2013. I did these on my own time. Adjuncts should not be authoring these, period. To date, there's been no progress report on the status of these. I wasn't invited back to teach for School of Art in the fall (I'll digress in a moment) and have no idea if my services will be needed for the spring '14. Digression: I was asked to teach at the last minute for the School of Art for this fall '13. The courses that were converted that I was offered to possibly teach were all courses outside of my academic area of expertise! I was also offered other classes that other profs originated and still teach. All of this while the two courses I wished to teach were unconverted to the semester experience. It's a hot mess, frankly. I used to teach in three colleges: CIS, CoLA and CIAS. CIAS is so inhospitable as a cultural environment, that I no longer wish to teach there. Contracts: in the winter and spring quarters of '12/'13 and '13 -- contracts were consistently sent out to adjuncts late. In fact, I received my contract the evening I started teaching. As it was in my mailbox on campus and not mailed to my home, I taught my first class a) not knowing what my adjunct rate would be and b) not having signed a contract. This is a huge liability issue for RIT. There's no control over the process. HR is uninvolved in the management of the process. I also feel that the RIT Provost is unsupportive of adjuncts who teach at RIT. I feel there's a motive afoot to decrease the number of adjunct who teach at RIT. The number is about 2,000 I believe. Rewards and recognition: last year I was nominated for a "Distinguished Teaching Award for Non-tenure Track Faculty" -- it was very nice to be nominated by more than one of my RIT students. While nominated, I did not move on to the finalist round. I did go back and look at the track record of how the awards were given in the last two years -- awards go to "lecturers" -- lecturers are non-tenure track, but they're not adjuncts. They're a step up on the social rung in RIT hierarchy. So what rewards are there for adjuncts at RIT? There are none, other than one's own self-satisfaction in a job well done, praise from a dept. chair if one is lucky, and positive feedback from students. I think this survey is just the tip of the proverbial iceberg. There's a lot of clean-up work to be done. There are standards that need to be in place so that wages are fair and equitable. As to an earlier question in this survey -- did I see a raise in pay rate from quarters to semester...I'm not sure, but I think per class it's about \$100 (which given that last year I saw no rate increase from the prior year, it's really a \$50 increase!). Our School of Art dept. chair openly stated in a mandatory faculty meeting (and I don't think you can make faculty meetings mandatory for adjunct faculty) that she knew that MCC paid its adjunct more than RIT. I know for a fact UB in Buffalo pays \$5,000 per semester. Therefore, RIT becomes less and less attractive as a place to share my time, my talent and my knowledge with others. In the last 2 years, RIT has become a rather inhospitable place for adjuncts in my opinion.

- I am teaching 1.5 times longer than I was before - this means I do not have 5 extra weeks to work somewhere else or to teach another course for RIT - hence I should be receiving 1.5 times the pay I was getting before - even if the class time is approximately the same - It cost me more for gas, more time for driving, more time with students spent after class, etc. Also there was no pay to develop or redevelop the course - this was all done as an expectation of being allowed to teach the course and it did not become apparent of the time limits until August - I was initially told more material, which isn't really true because of shorter classes - it will definitely take a few semesters to get the pacing worked out.
- The salary conversion has been done very poorly and communicated even worse. Didn't receive my new rate until about a week or two before classes started. I believe the Provost has tried to centralize something that should be left to the individual colleges or at least the individual colleges given more flexibility. I don't believe you can compare the skills required, or the availability, for someone to teach engineering calculus, advanced finance or tax accounting with a liberal arts course like American history. You just are not going to get someone with a masters degree to teach some of these courses for a maximum of \$3200. I went from 33 contact hours per course under the quarter system to 39.5 hours under the semester system. This amounts to a 20% increase in contact hours, but my pay was only adjusted upwards of 14%. The result is a 6% reduction in my pay per contact hour. This certainly does not "provide equity moving from quarters to semesters" as stated in the Provost's email earlier this month.
- What is the rationale behind the values in each range? They appear to be just taken from a survey of other institutions. Was there any weight given to the experience or the adjunct, or the results of student surveys on the adjunct's performance?
- I am very satisfied with my salary/honorarium/compensation
- My experience with the semester system so far = estimated \$4,290 pay cut.
 $(\$769 \text{ quarterly rate} \times 2 \text{ lab courses} = \$4,614) \times (3 \text{ quarters}) = \$13,842$ versus
 $(\$1194 \text{ semester rate} \times 2 \text{ lab courses} = \$4,776) \times (2 \text{ semesters}) = \$9,552$
- Being an RIT adjunct is ideal for me. I don't need a living wage, benefits, or a future. A low paying, part-time, dead-end job is a welcome supplement to my pension.
- I'm not sure if this relates but I did a little math on the pay question. When teaching in the Quarter system, a single class would pay \$2500 for 10 weeks. 30 weeks for a single course would be \$7500. Now, for 30 weeks, the pay rate for a single course...same course, same credits...is \$6400. The numbers are rounded for purposes of illustration but the math is roughly right. What am I missing here about a "pay increase"?
- Is it the department head who assigns pay levels? I have an MFA, a terminal degree in my field, and over 120 graduate credits. I am also published. Cannot PhD levels of pay be decided based on individual achievement and education?
- None at this time
- I do not understand what is the Min. Mid. and Max salary
- Get competent people who work to a schedule and not a series of meetings to justify their time spent at the Institute. Treat running the college like a real

business.

- Per the topic of the pay scale, it would be helpful to understand how one might work to increase his/her pay rate. Currently, for example, I am at the mid-rate, and I would like to know how I can move to the max-rate.
- Clearly your salary bands do not take into account industry experience (36 years) or adjunct years of experience (18 years). Am grossly underpaid this term considering the extra weeks to prepare and travel and double the normal classroom size.
- look at Northwestern's adjunct pay. \$5200 to \$7350. The college continues to have required training and meetings and other little things that we do not get paid for per NYS law. If the Provost is going to follow prevailing wages he should follow prevailing laws also.
- Salary was given as "take it or leave it". No discussion. That certainly didn't make me feel very valued.
- None
- I have virtually never had a raise since I started teaching at RIT in 1987. My rate of pay is very low. But that is not why I started teaching in the first place. I wanted to help others get started in the profession I love. I wanted them to learn properly so that they could take their skills directly into the workforce. I succeeded in that goal. Many of my students secured solid positions based on what they learned in my courses. Now I would like to be paid better for the increased experience I bring to the university and its students. I would like to be of value to the college.
- I prefer to create my own syllabi but understand the rationale for a common one.
- I truly enjoy my work with the students and I have no complaints.
- None
- I'm not sure what you're looking for in the above questions (and I apologize in that I don't know exactly what I am being paid for this semester). That said, I am curious how teaching a course with lab is accounted for in adjunct pay scales. For example, I am teaching a class with (3), 1 hour lectures per week, and (2), 3 hours labs per week. If I include my 5 office hours per week, for this one class I have a total of $9 + 5 = 14$ contact hours per week with the students.
- Not teaching any classes this semester, I assumed it was because they had to work through the curriculum before bringing adjuncts.
- I have not received my first paycheck this semester; that is why on question 2 I chose 'not sure'. My contract letter specifies a higher salary, but I'm not sure if it is 'proportional' in the sense asked in 1. About question 5, I developed the syllabus for the course I'm teaching, but it is not an 'official curriculum' that other instructors need to use.
- I was a adjunct from 2004 to 2010 and I developed the official curriculum. This is my first course back since 2010 and I am teaching a different course from the previous period. Regarding question 4, I received my first raise this semester.
- I would like to see more communal activity/brainstorming happening amongst the faculty (adjunct & regular) towards the purpose of more innovation in the class room.
- I now have a dept. chair who is involving adjuncts much more.

- When hired for the course, I believe my salary was established for a bachelor's degree as indicated by the information above. Yet, I hold a master's degree + 30 credit hours.
- It was a little more difficult to make the transition from a 10 week based syllabus to a 15 week syllabus.
- Could use a review to understand the salary and how I'm doing. I've taught for 25 years (which is why I don't know how the banding works, and I really don't know how many raises I've gotten). when we taught for Henry Cook in the late 80's, the pay was once a quarter at the end, and the bi-monthly pay was instituted only later on.
- Adjunctification of higher education threatens the expertness of this profession and commitments of teachers required to spread thin between multiple institutions. I am young and satisfied to work part-time for RIT, but if this trend continues and expert albeit adjunct faculty are left out of institutional and departmental conversations, the future of RIT as an intellectually progressive and innovative university is threatened.
- The initial contract I received for teaching this semester offered 10% less salary than what I had been paid per quarter credit hours. My department chair was supportive in working a request up the chain to get equity.
- Much more prep work than anticipated.
- None
- I have not seen my paycheck, but I believe it will reflect a raise.
- Since I have worked as an adjunct faculty member at RIT for 30 years, I have received two raises and one decrease in pay. This decrease started just this semester at the Writing Commons, but has increased about twenty years ago and then again about four years ago at the NLC on the NTID side of campus. The salary band does not take into consideration years of service.
- This is the first time that I have ever been able to find a chart that tells what adjunct salaries should be. Good to know that it is standardized now.
- none
- just guessed on the raise--no real idea
- The confusion of the semester transition has really hurt my opinion of teaching as an adjunct for RIT. I have been told many different things from the Chair of the department. Things need to be better explained to the Chairs and clearly expressed to the adjuncts as well. When we point out something is incorrect we are dealt with as if we are disposable, just after we bail the department out of a bind. Within the same department, a change from one department Chair person to another, my pay has changed drastically over the 13 years I have been teaching at RIT. It goes up and down and does not depend on credits for the course or contact hours. It gives a feeling that they are just winging it.
- I have taught a variety of courses and they have been compensated differently in different departments.
- Even though the pay scale has increased for semesters, it is still not very lucrative. There are many other ways to make more money for less effort. The hourly rate, when considering the amount of time spent outside of the classroom

contact hours, generally is not very good (consultants can make upwards of \$150 per hour). For me, the incentive is to share my knowledge and teach in my chosen profession. I would love to have you pay more because I think the industrial experience that we bring to the students has a higher value than you place on it.

- Our chair did not talk to us about the pay rate changes at all - this should have been done last year before we accepted classes. I've had 1 raise in 15 years - there should be a system for adjuncts to advance in pay with experience!
- I struggle with the fact that we are not compensated for courses that we develop. Also, I feel our pay on semesters almost feels as if we took a pay cut.
- none
- I suggest that pay should be based in part on the number of students in the class. There should be a base pay for the course and then additional remuneration per student as the more students in the class the more work. Especially at the graduate level where there are more papers to grade than at the undergraduate level. My pay is at the extreme bottom of the range for my degree level. It works out to less than minimum wage given that I'm creating the bulk of the course content and lectures. In industry, I make over \$60/hour. Perhaps it will be more worth my time next year if I teach the same course and already have the course materials and lectures.

49.14% users did not answer

7. What comments and suggestions do you have related to your RIT semester experience this far? (hide answers)

- It takes a lot of time and work to prepare and rewrite lesson plans (going from quarter to semester), develop new case studies and assignments with an updated text. The added measurable time spent teaching, coaching and mentoring students is more easily tracked by RIT but pales in comparison to the many hours worked outside of the classroom in preparation, grading, reading and researching. In late August we received a letter demonstrating the "pay increase" for Adjuncts. The added time to prepare for the semester as opposed to the quarter and the corresponding .125% raise did nothing to demonstrate that Adjuncts are valued at RIT. Many of us, like myself are Alumni. I was a Master's student at RIT and the 25 year Founder and CEO of my industrial fabrication company. Last year was my first year teaching after I sold my business and I loved it! It felt like a slap in the face to be given a last minute contract, with what really resulted in a pay cut if you figure the hours spent working at preparing lesson plans. RIT's Provost needs to work in the business world for a while!
- 2.) Several other Adjuncts who also spent the summer waiting for contracts were told at the last minute that they were not going to get them. One of those people was in real need of a job. I gave my class to him so that he can make money to live by. Sadly, there are apparently many Adjuncts who actually work at several campuses just to make a living. I was fortunate enough to have made my retirement from the sale of my company and while money is not an issue with me; the obvious underpayment of RIT Adjuncts is! As an Alumni I am amazed at the

difference in Intellectual thinking on campus. We have Professors teaching business who never have stepped up to the reins of running their own company. How is it that their experience is so much more valuable than a 25 year seasoned CEO's? I don't get it! Frankly, the students pay RIT the same amount per credit hour; whether an Adjunct or Full Professor is teaching the class. Is that ethical when RIT pockets the differential between paychecks?

I'm apologize for my wordiness, Tom but I had to speak up! RIT and other College Campuses are doing Adjunct Professors and their students a disservice when they adhere to these types of policies.

- Too early to tell
- Loving not having to teach humanities classes that are 2 hours long!
- It is a lot more work and doesn't seem like adequate pay compensation.
- Not enough classrooms.
- The semester conversion process has not been well explained to me. Even though I have know about it for a while, all the programs offered on campus appear to have been target to full time faculty only.
- Regarding the compensation, being competitive with other academic institution is only part of the equation. RIT should also consider how much the adjunct is making in industry. Otherwise, I'm afraid RIT won't be able to attract talented adjunct to teach.
- Transition to semester not a problem at all.
- I think I cover it in my above commentary.
- Class time goes real quick so activities that worked in the old format do not work as well in this format - the students definitely seem way more laid back - not the same sense of urgency.
- I am used to semesters, so the change is not a problem.
- I am pleased with the treatment I have received as an Adjunct Professor.
- Let me develop/update the official curriculum. It's embarrassing to teach Image Maps to web developers in 2013.
- Please adjust the adjunct pay rates so that we don't have to accept a 3% pay cut to do the exact same amount of work. Periodic raises would be nice too.
- I like it. I can spend more time on material I think is more important and add material that I never had time for before.
- The 50-minute clasx period (as opposed to the previous 110-minute period) cuts down on interaction in a large class. (One of my classes has 32 students.)
- None at this time
- so far it is OK
- I am embarrassed to be associated with RIT and their inability to coordinate a smooth transition. Curriculum should have been established months ago. I have no idea of what classes I will be teaching this year. I have tried to be proactive and make suggestions related to class timing that would suite the options I teach but the coordinators were too overwhelmed to consider the suggestions and nothing has yet to be scheduled for the next semester. I read the pay scales and have NO idea what my rate will be. I began asking this question in summer quarter and

again the first day of class. I could not get an answer related to my pay. I guess I need to get my first pay check before I know. And this Institute is supposed to LEAD students? This is NOT the way industry - or at least a competitive /successful industry runs. We have not provided a good example to our customers. Chris De Minco

- Overall, I really enjoy teaching at RIT. The students are brilliant, and the staff and faculty have been pleasant and helpful. I particularly appreciate how accessible workshops on teaching have been to adjuncts as well as equipment (laptops) in the classrooms and for online teaching. I do, however, hope departments can increase adjunct involvement in departmental meetings. I also wish there was space within departments for adjunct offices. I currently meet with my students on a bench- which is lovely in the late spring/ early fall, not so lovely in the winter! Thank you for the opportunity to have voice.
- Certainly do not recall a survey before the school decided to switch to semesters from quarters. Students and faculty all preferred quarters. I can say that is true as I attended RIT and now teach. Now in your 4 - 5 year college experience you will take far fewer classes and not have the diversity of instruction that was offered before. This was a poor decision.
- Things have been difficult. Paperwork delays - adding me into the online system was late (after the first week of classes) - schedules not confirmed. Again - not feeling very valued as an employee that does indeed need to work other places to make ends meet. Love teaching and love my students. They have kept my frustrations at bay.
- My experience to-date at RIT has been very positive. People have been friendly in helping me to get acclimated.
- As I understand, the course I am teaching this semester used to be a three hour course that met once a week. Since the semester conversion the class now meets twice a week, splitting that time in half. So far, the demands and structure of the course would be more well suited to meet once a week for a longer class time. This would allow for the students to develop more in depth discussions regarding their assigned readings and critiques. Perhaps that will change as the semester progresses though.
- I am totally confused about what RIT is doing with my course(s). No one is communicating with me at all. I am supposedly going to be teaching a course soon but it has not been updated to the Semester format yet. It is still in Quarterly format. I can easily update it and find a new textbook to use for it, but I need to know when to do make appointments to do that. I need to plan my schedule so that I can accomplish this goal.
- N/A -- not teaching this semester.
- Positive experience thus far.
- So far, so good.
- None
- I had taught semesters at a previous adjunct position, so I'm accustomed to semester and quarter base curriculum's. That said, I believe the material I am teaching this semester is better suited to a 15 week syllabus.
- At this point, the semester is going very well.

- I love RIT. Experiencing very little difficulty in adjusting to semesters.
- Semesters drag! Poor choice. It was also a poor time to change my-courses and SIS so extensively. The administration had to be out of their mind.
- The support from supervisors and the ACS department is outstanding. Individual and group supervision is extremely helpful. Impressed by the quality of incoming freshmen skills in written language and overall ability. Also, wonderful selection of extracurricular opportunities and friendly environment.
- I am loving being at RIT; and I am especially enjoying the course I've developed a curriculum for. I have noticed a big divide between "Adjunct" and other faculty as far as training and information go. A few times I was redirected from a training session simply because I'm an Adjunct, which made little sense to me. Even with fewer classes (and status) shouldn't we be as up to speed as possible on the systems, policies, and devices at RIT so we offer our students the best we can be?
- My only comment concerns the calendar. My class is on Thursday nights. I have class on 11/21, the following week is Thanksgiving, my last class turns out to be the following week on 12/5 because classes end on WEDNESDAY, 12/11. Thursday 12/12 there is no class because finals don't start until Friday, 12/13. My final is on 12/19. So over the 6 weeks I have class every other week including the final. I am afraid I am not going to maintain continuity with the class.
- I love teaching here. Quite honestly the CAST dept has been really good to me.
- So far, not a problem.
- My 3 credit class period has moved from 4 hours a week to 3. I have learned to become more efficient, but fear that my efficiency might be at the cost of student interaction. I am not a "lecturer" in the sense that I spend great deals of time prepping or delivering monologues. I've transitioned some of the work for this class into online modes of discussion that happens outside regularly scheduled class. That's been effective, I think. I've not increased the amount of work or reading for the course since the transition - that seemed unfair.
- going well so far.
- I don't expect much pay for being an adjunct. I do it because I enjoy it.
- I really wish there was more lead time knowing if I am to teach each year/semester. I am currently teaching Fall of two semester class. I was given verbal assurance for the spring part 2, but would love to have had a contract spanning both. It has been this way since I started in 1999, contract for the fall and new contract for winter around week 10. It makes it hard when students ask which section are you teaching I would like to have you as my instructor for next quarter (now semester).
- So far so good. I wish I had been consulted on the scheduling of my class, as the split between lecture and lab portions changed from what I had worked out in the semester conversion plan last year. This has necessitated a second overhaul of my syllabus, but it's not that bad. It could be worse . . . check back.
- Having written quizzes for what is a physical activity is like testing the singing ability of students for a pottery class. No matter the outcome, good or bad, it has no reflection on the actual skills required for the course. Since it has no reflection on the actual physical skills required, it becomes a complete and utter waste of time for everyone involved.

- None
- glad to be on board
- No comments as of yet.
- it's been hectic!
- I am happy that my current staff assistant and chairperson keep me informed of school and departmental news. That was not always the case in the past.
- none
- M, W, F - 50 minute periods are challenging when engaging students in cases, debates or extended activities. We often have to hold a debriefing of the activity on the following class day, when the activity is not as fresh. I do like the fact that we can cover material in greater depth than the quarter system.
- so far so good!
- I am currently doing more work for less money.
- Students seem to be a bit too relaxed going into semesters - they don't have the energy they did in quarters when they knew they only had 10 weeks to show effort and improvement.
- none
- The faculty that I work with in my department are very welcoming and encourage collaboration. I don't feel like an adjunct in this department.

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