



[Survey Listing](#) :: Analyze Survey

Analyze Survey: RIT Adjunct Survey

Total Submissions: 95

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1. How old are you?

20-30	7.37%
31-40	13.68%
41-50	28.42%
51-60	31.58%
>60	18.95%
Did Not Answer	0%

2. Are you male or female?

male	77.89%
female	22.11%
Did Not Answer	0%

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

Less than one	7.37%
1-2	9.47%
3-4	25.26%
5-9	30.53%
10-14	12.63%
15+	14.74%
Did Not Answer	0%

4. What is your current rank?

Lecturer	8.42%
Instructor	23.16%
Assistant Professor	2.11%
Associate Professor	0%
Professor	5.26%
Do not have a rank	58.95%
Did Not Answer	2.11%

5. At what rank were you hired?

Lecturer	6.32%
Instructor	23.16%
Assistant Professor	4.21%
Associate Professor	0%
Professor	4.21%
Do not have rank or not informed of rank	61.05%
Did Not Answer	1.05%

6. Which of the following applies to you?

Sole support of self	14.74%
Sole support of self and household/family	29.47%
Contributory support of self and/or household/family	54.74%
Did Not Answer	1.05%

7. Which of the following applies to you (Check all that apply)?

I have full-time teaching employment in addition to my adjunct position at RIT	9.47%
I have full-time non-teaching employment at RIT in addition to my adjunct position at RIT	7.37%
I have full-time non-teaching employment elsewhere in addition to my adjunct position at RIT	35.79%
I also have part-time/adjunct teaching employment at only one other institution	15.79%
I also have part-time/adjunct teaching employment at more than one other institution	12.63%
I have part-time non-teaching	

employment in addition to my adjunct position	13.68%
My adjunct position at RIT is my only employment	13.68%
I am retired from full-time teaching	7.37%
I am retired from a non-teaching career	8.42%
Did Not Answer	2.11%

8. What is your educational level?

Doctorate (Ph.D., Ed.D., Psy.D., J.D., M.D. etc)	18.95%
A.B.D. (all doctoral work completed except dissertation)	1.05%
Master's (terminal – no higher degree available in your field)	14.74%
Master's (non-terminal)	44.21%
Bachelor's	17.89%
Associate	0%
Professional Certification	2.11%
Non-Degree	1.05%
Did Not Answer	0%

9. Do you have a terminal degree in your field of expertise?

Yes	32.63%
No	67.37%
Did Not Answer	0%

10. Are you currently pursuing a terminal degree?

Yes	7.37%
No	90.53%
Did Not Answer	2.11%

11. Would you desire a full-time teaching position at RIT if one were available to you?

Yes	70.53%
No	29.47%
Did Not Answer	0%

12. Do you desire a full-time teaching position at another institution?

Yes	38.95%
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No 57.89%
 Did Not Answer 3.16%

13. How many courses are you teaching at RIT during the current quarter?

1 53.68%
 2 31.58%
 3 6.32%
 4 or more 3.16%
 Did Not Answer 5.26%

14. How many courses do you teach at RIT during a typical year? (Choose best answer)

One 4.21%
 Two to Three 47.37%
 Four to Five 26.32%
 Six to Seven 13.68%
 Eight or more 8.42%
 Did Not Answer 0%

15. How many different courses (different course titles/numbers) have you taught at RIT?

One 12.63%
 Two 22.11%
 Three 18.95%
 Four 9.47%
 Five 11.58%
 Six or more 25.26%
 Did Not Answer 0%

16. Over the past three quarters, what is the average student enrollment per RIT class taught?

1-10 3.16%
 11-20 46.32%
 21-30 24.21%
 31-40 22.11%
 41-60 4.21%
 61-80 0%
 81-100 0%
 More than 100 0%
 Did Not Answer 0%

17. For the aggregate of courses you taught at RIT, what percentage of the materials used in those courses (projects, assignments, handouts, lectures, tests) are your original work?

0-25% 15.79%
 26-50% 20.00%
 51-75% 20.00%
 76-100% 43.16%
 Did Not Answer 1.05%

18. Over the past three quarters, what is the average number of hours of out of class preparation (grading, writing, lab setup, advising, record keeping) you worked per course section taught?

1-5 5.26%
 6-10 20.00%
 11-15 18.95%
 16-20 8.42%
 21-30 12.63%

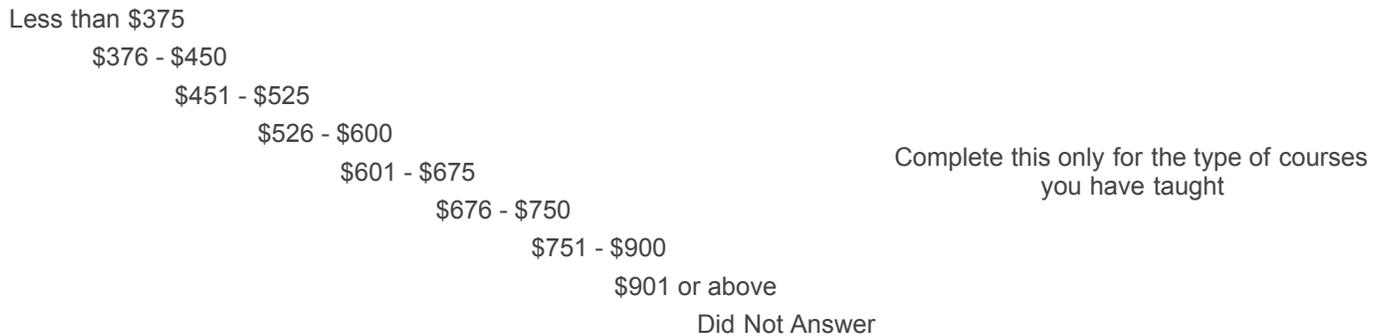
>30 33.68%
 Did Not Answer 1.05%

19. How many course sections (all course numbers x number of sections) would you estimate that you have taught at RIT since first hired? (84 responses)
 84 responses. Click [here](#) to read them.

20. Do you teach (check all that apply)?

Undergraduate courses (1st and 2nd yr) 68.42%
 Undergraduate courses (upper level) 52.63%
 Graduate courses 33.68%
 Educational Development courses 1.05%
 Other... [6.32%](#)
 Did Not Answer 2.11%

How much are you paid per credit hour for the RIT courses that you teach (note: pay per credit hour = per course pay / # credits for the course)?



Pay Range	Undergraduate courses (lower level)	Undergraduate courses (upper level)	Graduate Course	Educational Development courses	Zero-Credit Hour Course	Other
Less than \$375	4.21%	2.11%	3.16%	9.47%	10.53%	32.63%
\$376 - \$450	0%	0%	0%	0%	0%	0%
\$451 - \$525	2.11%	6.32%	4.21%	25.26%	8.42%	4.21%
\$526 - \$600	2.11%	0%	1.05%	1.05%	3.16%	11.58%
\$601 - \$675	0%	0%	0%	0%	0%	0%
\$676 - \$750	0%	0%	0%	0%	0%	0%
\$751 - \$900	1.05%	0%	0%	1.05%	0%	0%
\$901 or above	0%	0%	0%	0%	0%	0%
Did Not Answer	1.05%	0%	0%	3.16%	0%	0%
Total	26.32%	48.42%	68.42%	100%	97.89%	94.74%

27. Are you invited to attend departmental faculty meetings?

Yes 43.16%
 No 55.79%
 Did Not Answer 1.05%

28. To the best of your knowledge, would you be welcomed at a departmental faculty meeting?

Yes 74.74%
 No 23.16%
 Did Not Answer 2.11%

My views on department issues are:

Strongly Disagree
 Disagree
 Agree
 Strongly Agree
 Not Applicable
 Did Not Answer

11.58%	7.37%	38.95%	16.84%	22.11%	3.16%	 29. Considered
25.26%	17.89%	16.84%	7.37%	26.32%	6.32%	 30. Expected
32.63%	17.89%	9.47%	0%	31.58%	8.42%	 31. Required
28.42%	12.63%	17.89%	5.26%	29.47%	6.32%	 32. Relied Upon

For the next five questions, please rate your adjunct position to date in the following areas:

Very satisfied
 Satisfied
 Somewhat satisfied
 Dissatisfied
 Very dissatisfied
 Did Not Answer

0%	20.00%	33.68%	29.47%	15.79%	1.05%	 33. Salary
2.11%	8.42%	9.47%	30.53%	41.05%	8.42%	 34. Benefits (health insurance, retirement, tuition waiver, etc.)
7.37%	27.37%	17.89%	27.37%	16.84%	3.16%	 35. Facilities (office space, computer access, phone service, email account, etc.)
8.42%	46.32%	29.47%	7.37%	7.37%	1.05%	 36. RIT Integration (liaison with campus community, receipt of written materials, announcements, inclusion in activities, etc)
6.32%	34.74%	40.00%	9.47%	7.37%	2.11%	 37. College Integration (liaison with college community, receipt of written materials, announcements, inclusion in activities, etc)
16.84%	32.63%	28.42%	15.79%	4.21%	2.11%	 38. Department Integration (liaison with department, receipt of written materials, announcements, inclusion in activities, etc)
0%	17.89%	28.42%	20.00%	22.11%	11.58%	 39. Representation by Academic Senate

40. Which additional benefits would you like to see offered to RIT adjuncts (Check all that apply)?

Self –paid health

insurance (pre-tax deduction)	21.05%
Health insurance paid or partially paid by the university	43.16%
Dental insurance	40.00%
Life insurance	21.05%
Retirement plan with college matching funds	63.16%
Free reserved parking	69.47%
RARES discount card (good at many local businesses)	24.21%
Other...	<u>13.68%</u>
Did Not Answer	3.16%

41. If RIT were to offer you health insurance, would it be:

The sole insurance for myself only	15.79%
The sole insurance for myself and my family or household	14.74%
A supplement for other insurance that I have for myself only	9.47%
A supplement for other insurance that I have for myself and my family or household	51.58%
Did Not Answer	8.42%

42. If given a choice of additional benefits or higher adjunct pay, would you choose:

Additional benefits	15.79%
Higher pay	83.16%
Did Not Answer	1.05%

43. Are you enrolled in the RIT supplemental retirement plan?

Yes	7.37%
No	90.53%
Did Not Answer	2.11%

44. When did you receive your class assignments for this quarter?

More than 3 months in advance	16.84%
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Between 1 and 3 months in advance	42.11%
Between 2 weeks to 4 weeks in advance	27.37%
Less than 2 weeks in advance	6.32%
Did Not Answer	7.37%

45. Are you given a written contract or a letter of appointment for each quarter that you teach?

Yes	86.32%
No	11.58%
Did Not Answer	2.11%

46. Did you have a course cancelled or reassigned away from you in the past year?

Yes	22.11%
No	75.79%
Did Not Answer	2.11%

47. If so, how much notice were you given?

Less than 3 days	2.11%
Between 3 days and 7 days	5.26%
Between 8 days and 14 days	5.26%
More than 14 days	12.63%
Did Not Answer	74.74%

48. Do you feel that you should be paid for preparation time for courses cancelled or reassigned away from you with less than two weeks notice?

Yes	70.53%
No	17.89%
Did Not Answer	11.58%

49. How far do you commute weekly to teach at RIT?

0—25 miles	67.37%
26—50 miles	18.95%
51—75 miles	3.16%
76—100 miles	2.11%
101—125 miles	0%
126—150 miles	2.11%
Over 150 miles	4.21%
Did Not Answer	2.11%

50. Please feel free to add your comments about teaching as an adjunct at RIT (use reverse if needed): (47 responses)

47 responses. Click [here](#) to read them.



RIT Adjunct Survey

How many course sections (all course numbers x number of sections) would you estimate that you have taught at RIT since first hired?

1. [6]
2. [7]
3. [50]
4. [one section]
5. [6]
6. [15]
7. [75]
8. [10]
9. [8]
10. [8]
11. [2]
12. [1]
13. [22]
14. [10]
15. [15]
16. [8]
17. [5]
18. [30]
19. [5]
20. [20]
21. [40]
22. [5]
23. [10]
24. [2]
25. [35]
26. [6]
27. [20]
28. [8]
29. [20]
30. [18]
31. [Since first hired as an adjunct (bad question) 20]
32. [over 45]
33. [8]
34. [178-180]
35. [3]
36. [65]
37. [7]
38. [30]
39. [55]
40. [20]
41. [30+]
42. [22]
43. [No idea, it has been 38 yrs. worth]
44. [7]
45. [23]
46. [three]

- 47. [20]
- 48. [6]
- 49. [4]
- 50. [30]
- 51. [11]
- 52. [24]
- 53. [7]
- 54. [50+]
- 55. [12]
- 56. [25]
- 57. [30]
- 58. [60]
- 59. [8]
- 60. [12]
- 61. [13]
- 62. [one]
- 63. [9]
- 64. [60]
- 65. [7]
- 66. [200+]
- 67. [5]
- 68. [2]
- 69. [3]
- 70. [30]
- 71. [10]
- 72. [8]
- 73. [18]
- 74. [200]
- 75. [35]
- 76. [16]
- 77. [25]
- 78. [10]
- 79. [1]
- 80. [90]
- 81. [40]
- 82. [18]
- 83. [over 100]
- 84. [7]



RIT Adjunct Survey

Please feel free to add your comments about teaching as an adjunct at RIT (use reverse if needed):

1. [When you divide the pay for an adjunct contract by the number of hours typically worked, the pay per hour is far less than what can be made in the industry. This makes the retention of professionals as adjuncts very difficult.]
2. [I think RIT is an excellent place to work as an adjunct professor. I would hope someday I can work full time in my Department.]
3. [I don't need representation or a self-proclaimed advocate who represents me without ever asking me anything.]
4. [I would take the retirement with matching before more pay, otherwise more pay over other benefits.]
5. [Materials received for classes are generally sub-par and sometimes outdated.]
6. [I have been an adjunct since 1984 by choice. I really like the level of student I teach and the morning hours. For the first 15 years I was very involved in the department, but now focus my energy on my students.]
7. [There is very little support given to me as an adjunct - little feedback, no direction in terms of syllabus or curriculum or expectations. In addition, I teach in a field(photography) that requires a very expensive and ever-changing list of required hardware and software. It is very difficult to keep up with technology. Stronger support in this area - equipment, laptops and software - would make a huge difference.]
8. [It would be nice to see long adjunct service rewarded with lecturer position appointments after a set number of consecutive terms. I feel that I am being abused by the system because I am local. My classes are among the most demanded within my college and yet I get no reward for this. I have been teaching for over five years for as many courses as the school can legally hire me. I think the school ought to recognize my value and honor it rather than abuse my strong commitment to the students that keeps me teaching. My student evaluations are always glowing and positive yet my Dean feels that that is inconsequential. In addition, as a local resource and a graduate of the schools MFA program that according to her I could never and I quote "rise to the top" ie. she will never hire me out right. Yet I am good enough to continually re-hire. I would say that if RIT hires an individual to teach for more than 2 years the same courses then that individual ought to be hired as a regular faculty member, not Tenure tracked but Lecturer and paid on par with full faculty of equal experience for courses taught.]
9. [In my situation, I continually pay out of pocket for additional certifications related to dance and or fitness. It would be fair if RIT paid for all or part of the cost of the training.
I love teaching at RIT, I do appreciate the tuition benefits, the pay/course could be much higher.]
10. [I should not that this Quarter I am a Lecturer. This is so because I am teaching at American University in Kosovo. However, I have been given no expectations that I would be a Lecturer, not an Adjunct, if I return to RIT.

My biggest complaint about the Adjunct status is actually not salary or working conditions. In addition to my adjunct duties, I work in the Academic Support Center. Although I do not consider this a long-term option, right now I am making a decent salary (but one, of course, without benefits).

Rather, my biggest complaint is that that there is no clear-cut career advancement for adjuncts. More specifically, I have all the necessary credentials and experience for a full-time position. (Note: since coming to RIT, I have finished my doctorate). I have, so far, waited patiently and in vain for a full-time slot to open.

To get to the point, I have been happy at RIT and would like to continue, but am not sure if there is a future. In conclusion, I would love if adjuncts were given a clear picture of future expectations. I realize that the adjunct is a transient position. But I feel the Institute misses out when it fails to utilize (i.e. pay for) the talents of its adjunct staff.]

11. [Overall, I feel that RIT and my department have been VERY fair to me during the past 12 years that I've taught here. The department is scheduling classes for me a full year in advance. I've only have one course cancelled, and that was about 5 years ago.]
12. [I am an RIT alum (MBA 1977) who would love to teach here full time. I teach Business courses and was encouraged to apply for a FT position - UNTIL I mentioned that my Doctorate is not from an AACSB institution! Because of that (in my opinion) ridiculous rule, RIT Business School will not consider me for a FT tenure position... but will still hire me to teach two courses every quarter! My experience and my evaluations indicate that I would perform very well. It's very FRUSTRATING!!!]
13. [My main area of complaint is the parking...I am a retired individual and can not believe that I do not have the courtesy of free parking a reasonable distance from where I teach....some days I carry in over 50 pounds of books etc. (since I have no office) from the out skirts of lot H to buildings 6, 9 or 1...I have never been treated this shabbily

in this regard. RIT should be ashamed.]

14. [I enjoy the students very much. they are very committed and though they don't always have their readings done, they do have the best of intentions and work hard to participate in discussions, etc. the faculty and dept. chair are very friendly and sharing.]
15. [I am interested in learning more about your initiatives in this area. Many issues raised with academic senate are valid. Pay rates are unequitable. Experience means little or nothing. There is no accountability for classes and their content. A tenure track position opened in the department, I didn't make it through the first "cuts" applying for the job I currently do. No interview was even offered. I would like to know results of this survey if possible.]
16. [I would like free tuition and health and retirement benefits]
17. [Question 42 is a "no win" type of question. Pay for an adjunct is horrible, and the total lack of benefits is unconscienable -- especially in light of amount of money RIT takes in per course. For example, according to the 05-06 RIT Bulletin, RIT charges \$503/cr. hr. x 4cr x 40 student = \$80,480 per class. That is using tuition costs from 3 years ago (the most current Bulletin that I have) and using the lowest amount of tuitiion for a part-time student. Thus, in a class of 40, RIT has the potential of making \$80k (or more). I, on the other hand, with two doctorates, earn less than \$75/student (and that is without any benefits).

Next, this is the first time that I have ever heard of the RIT "supplemental retirement plan" and I've been at RIT as adjunct for over 10 years. Do they do any matching, or is it simply like having a IRA or Roth IRA? Or is there something more to it?

Also, I have two doctorates, teach in COLA, and receive less money per credit hour than people with lesser degrees in other colleges. When I said something to the administrators in COLA, they said they could not do anything about it because based on the amount of money the COLA receives, it has to divide it up in a manner to pay for all their adjuncts regardless of the qualifications of the teachers. Thus, I make less than people with just masters degrees in other colleges.

And when I requested an opportunity to meet with the Dean about a full-time teaching position, I was told that "you need to write a book." Between teaching classes at up to three different colleges during the same quarter/semester, when am I suppose to get the time and money to write my book. (Will RIT help?)

Finally, when I did apply for full-time positions (especially as a person of color), one occasion, when I did not even receive an interview (after all the talk about the need for diversity), I sent a letter to the Office of Cultural Pluralism requesting that they look into the search process. I was told that admittedly there were problems on campus, but please "be patient." That was ten years ago.

On the second occasion, after going through the interview process, I was told that RIT decided to stop the search because of changes in the strategic plan (whatever that is suppose to mean). I have also applied for other positions but have not received an interview. I am still being patient...]

18. [MCC has an adjunct salary schedule which increases regularly with negotiated contracts. There is also a process for promotion (adjunct instructor, assistant professor, associate professor, even "full" adjunct professor) which one becomes eligible for every four years. Each promotion brings a modest raise. At RIT we just keep getting the same offer (in CLA, anyways) year after year, no matter what the cost of gasoline, etc. To papaphrase a revolutionary slogan: Millions for Buildings, Not One Cent for Adjuncts! Thank you for the survey.]
19. [It'd be nice if RIT offered full-time, permanent COLA positions to qualified adjuncts. If the college needs so many sections of writing courses taught year after year, it should commit to hiring a few more permanent instructors.]
20. [I would like to see a variety of visitor or other short term appointments made at half time or full time wages for qualified adjuncts.

I would like a shared place to leave materials and to meet with students.

I would like to be treated as a serious professional.

I would like the students in my classes to have the same support as they would have in a regular class]

21. [(see reverse side - just kidding)]
22. [I have taught on and off for a total of 10 years (over a period of 15 years). The adjunct faculty contract salary offered to me has basically not changed over the years, even though during the same period of time the inflation rate has increased by double digits and student tuition at RIT has also increased by high double digits.]
23. [I'm pleased to be able to teach at RIT and continually look for ways to contribute to the wider campus community,

but I do not like that sense of being "expendable" or a second-class campus citizen. The most aggravating part, besides the low pay, is to arrange my family's schedule in advance, including vacation time, only to have my RIT class cancelled at the last minute, and with no compensation for either the work already done in preparation or the time set aside to be available to RIT.]

24. [I teach in the school of Packaging and for the areas under their control, they do a very good job in making me feel valued and appreciated. If it were not for their positive feedback, I would likely not continue.

Two areas of concern: I am in my 5th year as an adjunct professor and my pay is the same now as it was in 2004. Primarily, I do not do this for the money, but as the cost of everything else goes up, it would be nice to receive a little extra compensation year over year.

The other concern is the fact that I will not even be considered for a full time position without a PHD (even though I would be willing to work towards one). I am told this is an RIT policy for which I believe the students and the RIT brand suffer. Those of use with 20 years+ of industry experience will deliver a better product (students) to the market than a person with a PHD and limited industry experience. I feel there is little debate here based on my observations and feedback from my students.

Thank you for your time.]

25. [I have been an adjunct at RIT for over 20 yrs. My greatest complaint concerns the amount we are paid to teach. While my classes were once a part of the College of Continuing Education, I recieved periodic raises. For the past 15 or so yrs my classes were transferred to another college on campus. This college does not give pay raises to adjuncts. I have been working for the same stipend per class per quarter for the past 15 yrs inspite of inflation and the raising cost of living no salary adjustments have been made. This I find to be deplorable. The bottom line for me is this, I can take it or leave it. I have no other options. Yet, my classes have more than doubled in terms of enrollment and I find the students to be less qualified and prepared for higher education. I have a friend who began teaching at RIT less than a year ago. He teaches at another college on campus. He was hired at the same rate I have been making for the past 15 yrs, and within the past 6 months he has recieved enough in pay raises so that he now makes more than I do.]
26. [Free Reserved Parking and an automatic cost of living annual raise would be great.]
27. [Some questions don't apply - teach over distance]
28. [I truly enjoy it. One issue not discussed here is that there is no opportunity to identify teaching opportunities in any of the other colleges/departments at RIT. It appears to us that each department secludes their adjuncts in order to ensure their availability when the department needs us but it also leaves us open to not having teaching opportunities. It is also nearly impossible to find teaching opportunities during the summer quarter.]
29. [In my particular department (as may be the case in many others), the adjunct instructors far outnumber the full-time faculty. We are teaching Applied music courses which require that we teach each individual student in our section one-on-one, each week of the quarter. We do NOT meet for one or two class meetings of 2-3 hours each week, but, in my case, provide 12-14 hours of individual instruction each week. Due to the specific nature of the work we do, we are compensated far below the market rate for our skill levels and abilities and the nature of music instruction is to be paid by each student by the hour (as in a private studio) at a rate ranging from \$40-60. As I comput my current compensation, my average is \$15-19 per lesson. In addition, we have no support from the college for the work we do in regard to facilities, equipment, departmental support or long-range planning. We are a growing program that is hemmed in by inadequate space and resources. As the number of students interested in the courses increases exponentially each quarter, we are unable to expand our sections or provide adequate space in which they can practice and hone the skills that we work so hard on in each individual lesson. I understand that my situation is unique, but there is absolutely no consideration given by the college to the nature of what we do or to the interests and needs of the students we serve. we are most certainly on the bottom rung of the ladder as adjunct instructors and as I have discovered over the past 5 years, there is absolutely no interest in changing the status of our situation in regard to compensation, facilities, or growth. We provide a unique experience to our students and provide a link to students from disparate programs/colleges who would never come into contact with one another otherwise. I have noticed a extremely high rate of retun with my students as they become interested in the auxilliary programs that can provide cohesion to their experience at RIT.]
30. [Full tuition waiver would be invaluable to me. My college has raised the level of education required to apply for full-time employment to a PhD. Also, I am not even mentioned on the department's faculty web page after continually teaching courses and developing courses for the past 3 years. I also do not have a rank other than adjunct.]
31. [I have no complaints regarding my Department Chair; she is considerate of my needs as an adjunct and is always open to suggestions. I feel that she consistently works to my benefit and therefore to the benefit of my students. RIT, however, can do more to help its adjuncts. That so many schools (unofficially of course) do not consider their adjuncts for advancement to full time tenure track positions speaks to a national prejudice regarding adjuncts as being only worthy of consideration as lower tier mercenaries, presumably because we have devalued ourselves by

- settling for less. This is usually the first of a considerable number of hoops to be jumped through to make the instructor experienced and therefore properly credentialed. Much time and preparation, and no small amount of creative energy are expended in what is often an enthusiastic and altruistically loyal exercise in service to the school and its students. This should not be rewarded with polite indifference and condescension when we step up to apply for the very jobs we have sometimes help craft. Rather the opposite should be mandated: first and preferential consideration should be given to adjuncts when considering applicants for full time, tenure track employment (particularly when such jobs fall within the specific skill sets and experience of said instructors). What does it say for an institution of higher learning that hires a work force responsible for teaching close to half of its classes, though concurrently considered unworthy of full time employment and pay, tenure and benefits? I should also note, I am uncertain of my official "rank" at the college; I believed myself to be an "adjunct professor", an option not available in the selection above. Also, the courses I have had cancelled in the past have only been through lack of the requisite number of students required for the classes to run; they were new offerings and not well advertised and accordingly not surprising in their eventual cancellation. My chair was very forthcoming regarding the progress in these cases. Factored in also with my "courses taught" are independent studies which I arrange with certain students, and for which I receive no pay (this is actually not a concern for me as I schedule these meetings concurrent with extant classes for which I am properly compensated). Thank you for giving me the opportunity to voice my concerns.]
32. [I love teaching but it makes no economic sense any more. It distracts from my self-employed business. The lack of support from the school is discouraging. They supply the class requirements and let you on your own.]
 33. [I was a fulltime professor for over 30 years and retired; I now teach one course each regular quarter ONLINE ONLY, so many of the questions (e.g, weekly commute time) do not apply. I do not know how much is paid me per credit; I receive a lump sum listed in the letter of appointment. The amount paid, however, has not increased in the past several years.]
 34. [I have worked since 1981 and the rate of pay has remained the same]
 35. [Thank you for getting our feedback.]
 36. [Overall I have been very satisfied with my Adjunct experience at RIT.]
 37. [I did it seven quarters, 2003-07, I was fine with it in general. I think the pay scale is low, and was disappointed that in 5 years it never changed, even after I received extremely strong student evaluations (best of all courses in my department 2 of the last 3 quarters I taught). I did appreciate the tuition reimbursement that is available after 3 quarters, but I had to discover that on my own, no one offered it up even though they knew I had a son here. I now work here full time as of Dec 1, so I left a few questions above blank, and tried to answer all the rest from my perspective when I was an adjunct prior to that. The two primary leaders I reported into treated me very well, I never felt like an outsider.]
 38. [Thank you for your advocacy.]
 39. [The majority of credit hours in the college of business are taught by adjuncts. There appears to be no supervision, no praise or blame for our efforts. No offices are currently available; computer support is minimal and begrudged. Many of us teach at night when there are neither administrators nor staff around to help us with problems. So there is the "real" college which operates during the day with smaller numbers of daytime students but full-time faculty and staff who meet and plan. And then the "shadow" operations--albeit with more credit hours than the "college"--seemingly unmanaged and unsupervised, which occur when the sun goes down. Little wonder that the college has enrollment problems.]
 40. [As a full professor at a local community college, I am paid significantly more per credit hour than at RIT. I make more teaching a three credit course there than I do teaching a 4 credit course at RIT. I have never been told my rank and, as far as I know, whatever I started out as I still am.]
 41. [Reserved parking should be given freely to ALL faculty. The adjunct office has no phone, no printer, and is across campus from my classrooms. Other than that I love teaching at RIT.]
 42. [While I have been told that I am at the highest rate of pay for an adjunct based upon my degree, I have been at the same rate for my entire five years here, and respectfully believe that I am due a pay increase.]
 43. [We need reliable office space, big enough to meet with students, with access to computers. Right now my students have to meet me in Wally's or in a hallway.]
 44. [As a full time faculty member I was paid more than twice as much for the same course I am teaching as an adjunct, and I had a budget and a teaching assistant.]
 45. [I taught one course at SUNY Brockport and RIT is Heads and Tails above. I feel valued at RIT especially by students and Professors.]
 46. [For my circumstances, RIT has been very good, though it seems to me that there should be some means to bank tuition benefits. I have taught very many RIT courses, often two or three at once, then none for one or more quarters due to department needs. I don;t have time to use tuition benefits when I'm teaching!]
 47. [A choice between higher pay or additional benefits (such as health care and retirement benefits) might be a good way to increase moral but offer flexibility]