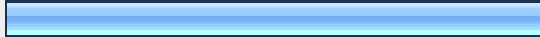






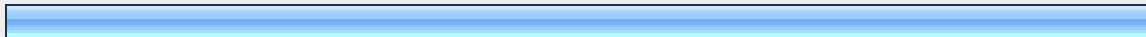

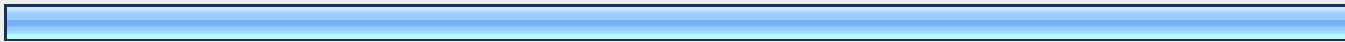
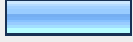




What is your gender?			Response Percent	Response Count
Male			35.0%	21
Female			63.3%	38
Transgendered			0.0%	0
I choose not to answer			1.7%	1
			answered question	60
			skipped question	0

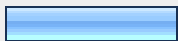
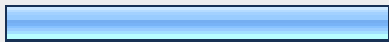
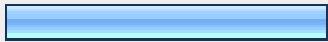



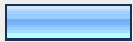
Your College (select one)			Response Percent	Response Count
Bethel College of Nursing and Health Sciences			3.3%	2
College of Business			6.7%	4
College of Education			8.3%	5
College of Engineering and Applied Sciences			5.0%	3
College of Letters, Arts and Sciences			75.0%	45
Graduate School of Public Administration			0.0%	0
Kraemer Family Library			1.7%	1
			answered question	60

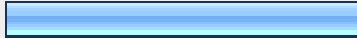




		<i>skipped question</i>	0
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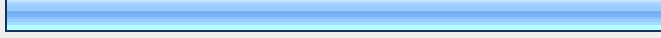



What is your appointment?			Response Percent	Response Count
Instructor			88.3%	53
PRA			0.0%	0
Research Faculty			0.0%	0
Lecturer (formerly Honorarium)			8.3%	5
 view Other (please specify)			3.3%	2
			<i>answered question</i>	60
			<i>skipped question</i>	0

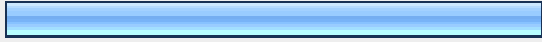
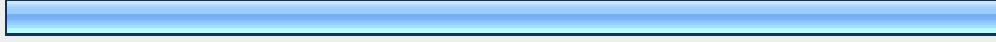
How many years have you worked at UCCS (do not include student employment unless it was teaching)?		Response Count
		60
		<i>answered question</i>
		60
		<i>skipped question</i>
		0

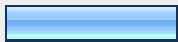
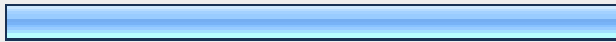



What is the FTE equivalent of your appointment (in decimals – for example, .5 is usually half-time) ?		Response Count
		60
<i>answered question</i>		60
<i>skipped question</i>		0

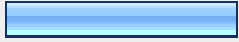
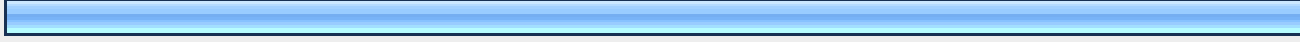
How many different classes do you typically teach in a semester (e.g. CS100, CS115, CS202, CS208 would be 4 different classes)?			Response Percent	Response Count
1			11.7%	7
2			25.0%	15
3			21.7%	13
4			20.0%	12
more than 4			13.3%	8
 view	Other (please specify)		8.3%	5
<i>answered question</i>				60
<i>skipped question</i>				0

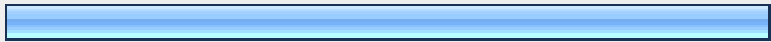

How many courses are you expected to teach during the academic year (Fall and Spring combined)?			Response Percent	Response Count
1-4			23.3%	14
5-8			63.3%	38
more than 8			8.3%	5
 view Other (please specify)			5.0%	3
			answered question	60
			skipped question	0

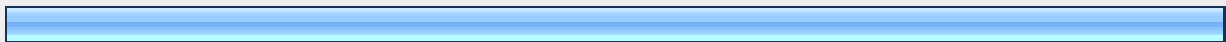
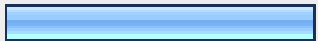
How many students do you have in all of your classes combined in an average semester?			Response Percent	Response Count
under 30			5.0%	3
30-49			15.0%	9
50 – 100			43.3%	26
over 100			33.3%	20
 view Other (please specify)			3.3%	2
			answered question	60
			skipped question	0

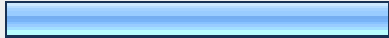



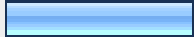
Do you teach “super sized” (50 or more students) classes or sections?			Response Percent	Response Count
Yes			35.0%	21
No			65.0%	39
			answered question	60
			skipped question	0

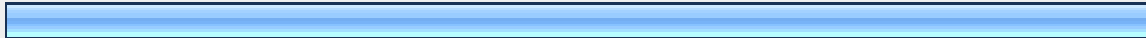

How much prep/grading time on average each week do you spend on each of your courses?			Response Percent	Response Count
2 - 3			11.7%	7
4 - 8			40.0%	24
more than 8			43.3%	26
 view Other (please specify)			5.0%	3
			answered question	60
			skipped question	0

Do you teach courses that students may take COMPLETELY online?			Response Percent	Response Count
Yes			15.0%	9
No			85.0%	51
			<i>answered question</i>	60
			<i>skipped question</i>	0


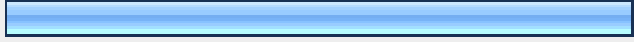
Do you teach an online section of a traditional class?			Response Percent	Response Count
Yes			50.0%	5
No			50.0%	5
			<i>answered question</i>	10
			<i>skipped question</i>	50

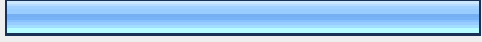
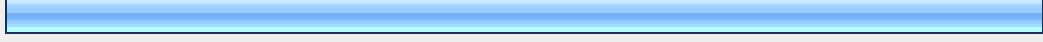
Is it your choice to teach online?			Response Percent	Response Count
Yes			80.0%	8
No			20.0%	2
			<i>answered question</i>	10
			<i>skipped question</i>	50

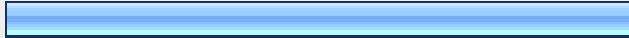

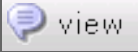

How much time do you devote to your online classes per week?			Response Percent	Response Count
2 - 3 hours			25.0%	2
4 – 8 hours			25.0%	2
more than 8 hours			37.5%	3
 view Other (please specify)			12.5%	1
			answered question	8
			skipped question	52

Do you receive additional compensation for teaching online?			Response Percent	Response Count
Yes			75.0%	6
No			25.0%	2
			answered question	8
			skipped question	52

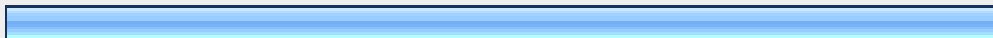

How many students on average do you teach in your online classes per academic year?		Response Count
		8
		answered question
		8
		skipped question
		52

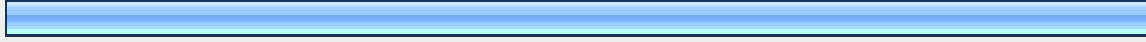
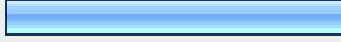


Do you ever teach during the summer?			Response Percent	Response Count
Yes			58.3%	35
No			41.7%	25
			<i>answered question</i>	60
			<i>skipped question</i>	0

Does your department expect you to teach in the summer?			Response Percent	Response Count
Yes			31.4%	11
No			68.6%	24
			<i>answered question</i>	35
			<i>skipped question</i>	25

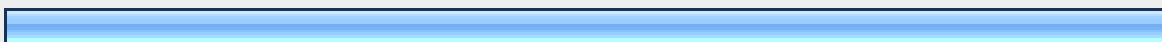
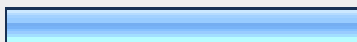
When you teach in the summer, do you receive (check all that apply):			Response Percent	Response Count
Summer lecturer wages?			41.2%	14
More than lecturers, but less than tenure-track faculty in your department?			41.2%	14
 Other (please specify)			23.5%	8
			<i>answered question</i>	34
			<i>skipped question</i>	26



Comments on summer teaching assignments:		Response Count
		15
		<i>answered question</i>
		15
		<i>skipped question</i>
		45

Do you have responsibilities other than teaching that are part of your appointment?			Response Percent	Response Count
Yes			65.0%	39
No			35.0%	21
			<i>answered question</i>	60
			<i>skipped question</i>	0

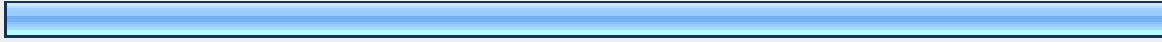
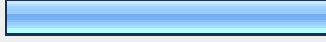




What is the nature of those responsibilities?			Response Percent	Response Count
Service within your department?			75.0%	30
Serving on campus committees?			22.5%	9
 view Other (please specify)			32.5%	13
			answered question	40
			skipped question	20

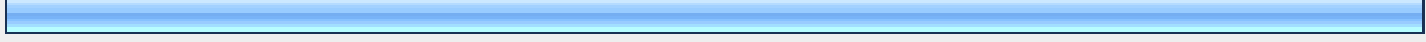



What percentage of your workload constitutes non-teaching duties (e.g. 20% of total workload)?		Response Count
		39
		answered question
		39
		skipped question
		21




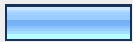
Do you think that the expectations for your non-teaching responsibilities are reasonable?			Response Percent	Response Count
Yes			76.9%	30
No			23.1%	9
			answered question	39
			skipped question	21

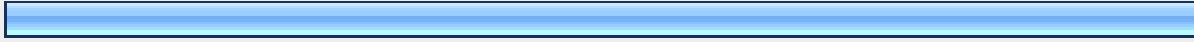



Are you able to meet these expectations?			Response Percent	Response Count
Yes			94.9%	37
No			5.1%	2
			<i>answered question</i>	39
			<i>skipped question</i>	21

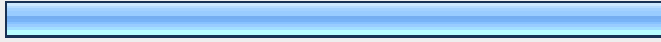
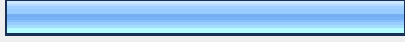



Please include any further comments on non-teaching requirements.			Response Count
			16
			<i>answered question</i>
			16
			<i>skipped question</i>
			44

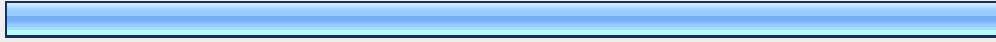
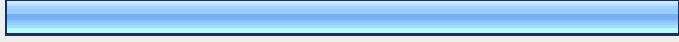

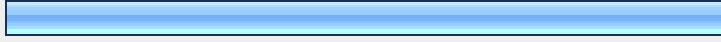
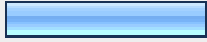
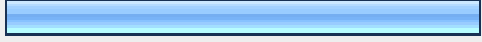

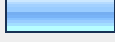



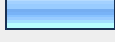
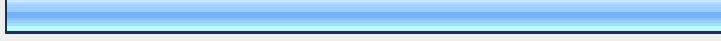



Who supervises and/or evaluates you? (Check all that apply):			Response Percent	Response Count
Department chair			76.7%	46
Tenure-track faculty			21.7%	13
Another NTTF faculty			3.3%	2
No one			3.3%	2
 Other (please specify)			13.3%	8
			answered question	60
			skipped question	0

Do you have input regarding your own teaching schedule?			Response Percent	Response Count
Yes			93.3%	56
No			1.7%	1
 Other (please specify)			5.0%	3
			answered question	60
			skipped question	0


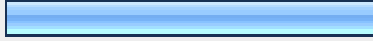
Are you assigned the teaching schedules that you prefer?			Response Percent	Response Count
Yes			86.7%	52
No			5.0%	3
 view Other (please specify)			8.3%	5
			answered question	60
			skipped question	0

Are instructors in your department included in departmental meetings?			Response Percent	Response Count
Yes			78.3%	47
No			15.0%	9
 view Other (please specify)			6.7%	4
			answered question	60
			skipped question	0

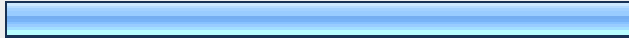


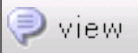
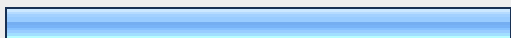
Do you share an office?			Response Percent	Response Count
Yes, with another person			43.3%	26
Yes, with 2 or more persons			26.7%	16
I'm not sure			0.0%	0
I have no office to use			0.0%	0
No			25.0%	15
 view Other (please specify)			5.0%	3
			answered question	60
			skipped question	0

Check each item on the list with which you are unfamiliar or regarding which you would not know where to find information (check all that apply).			Response Percent	Response Count
Grievance procedures		65.8%	25	
Evaluation policies		44.7%	17	
Promotion process		68.4%	26	
Faculty governance and Faculty Assembly		47.4%	18	
Orientation for campus, college		13.2%	5	
Employment Contracts		31.6%	12	
Benefits		2.6%	1	
Personnel		7.9%	3	
Campus dates and deadlines		10.5%	4	
IT procedures and policies		5.3%	2	
Library information		5.3%	2	
Required training (sexual harassment, conflict of interest, etc.)		7.9%	3	
Departmental/college teaching policies		47.4%	18	
Academic honor code and academic honesty policies		5.3%	2	
Exemplary teaching practices		34.2%	13	
Teaching with technology		2.6%	1	
			answered question	38
			skipped question	22

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Have you ever attended a new faculty orientation?			Response Percent	Response Count
Yes			75.9%	44
No			24.1%	14
			<i>answered question</i>	58
			<i>skipped question</i>	2

If yes, please explain how the orientation that you attended was helpful.		Response Count
		34
		<i>answered question</i>
		34
		<i>skipped question</i>
		26

If no, why did you not attend?			Response Percent	Response Count
I didn't know about an orientation			41.7%	5
The date/time was not convenient			16.7%	2
I didn't think that non-tenure track instructors were invited			8.3%	1
 Other (please specify)			33.3%	4
			<i>answered question</i>	12
			<i>skipped question</i>	48

What specific information do you need that you have not received?		Response Count
		14
		<i>answered question</i>
		14
		<i>skipped question</i>
		46

What do you like about your job at UCCS?		Response Count
		52
		<i>answered question</i>
		52
		<i>skipped question</i>
		8

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What specific information do you need that you have not received?		
#	Response Date	Comment
1.	Sat, 9/2/06 3:41 AM	Sick day policy
2.	Sat, 9/2/06 3:43 AM	I don't know what I don't know. If something comes up, I have always found department chair or someone to answer my questions during the six years I have been here.
3.	Sat, 9/2/06 5:20 AM	More specific information about teaching practices, evaluation procedures, opportunities for training and advancement, where to find teaching resources, campus services, ...
4.	Sat, 9/2/06 4:53 PM	I haven't yet seen a contract to sign for this academic year.
5.	Sat, 9/2/06 5:44 PM	I am interested in how (and why) the pay scale across the different University of Colorado campuses varies so much. I would also like to know more about double standards like why I am required to take sensitivieity training, at threat of being fired if I don't, and yet football coaches don't have to.
6.	Sat, 9/2/06 5:47 PM	None
7.	Sun, 9/3/06 6:34 PM	My department provides me the information I need if I ask.
8.	Sun, 9/3/06 8:12 PM	Promotion/evaluation info;
9.	Tue, 9/5/06 3:20 PM	None
10.	Wed, 9/6/06 4:49 PM	I receive information in a timely fasion from my Department and through various faculty mailing lists.
11.	Mon, 9/11/06 5:12 PM	Info about setting the web page for the course
12.	Tue, 9/12/06 9:35 PM	Policies regarding NTTF are not readily available. They should be online or in a notebook that is given to each NTTF.
13.	Tue, 9/12/06 10:45 PM	NONE.
14.	Thu, 9/14/06 1:54 PM	What are the professional policies for non-tenure track faculty? What are the differences allowed in treatment, etc. between tenure and non-tenure track.

What do you not like about your job?		Response Count
		48
<i>answered question</i>		48
<i>skipped question</i>		12

How important are the following for your job satisfaction? Please select one in each row:								
	Very important	Important	Somewhat important	Somewhat unimportant	Unimportant	N/A	Rating Average	Response Count
Salary	38.6% (22)	43.9% (25)	14.0% (8)	3.5% (2)	0.0% (0)	0.0% (0)	1.82	57
Student contact	73.7% (42)	24.6% (14)	1.8% (1)	0.0% (0)	0.0% (0)	0.0% (0)	1.28	57
Preparing course content	64.9% (37)	31.6% (18)	3.5% (2)	0.0% (0)	0.0% (0)	0.0% (0)	1.39	57
Mentoring/Supervision	22.8% (13)	33.3% (19)	22.8% (13)	14.0% (8)	5.3% (3)	1.8% (1)	2.45	57
Professional development	40.4% (23)	29.8% (17)	24.6% (14)	3.5% (2)	0.0% (0)	1.8% (1)	1.91	57
Departmental activities	7.0% (4)	29.8% (17)	36.8% (21)	22.8% (13)	1.8% (1)	1.8% (1)	2.82	57
Working with colleagues	40.4% (23)	29.8% (17)	19.3% (11)	8.8% (5)	1.8% (1)	0.0% (0)	2.02	57
Intellectual environment	59.6% (34)	29.8% (17)	8.8% (5)	1.8% (1)	0.0% (0)	0.0% (0)	1.53	57
Personal development	43.9% (25)	36.8% (21)	12.3% (7)	5.3% (3)	0.0% (0)	1.8% (1)	1.79	57
Training/support for teaching	24.6% (14)	49.1% (28)	12.3% (7)	10.5% (6)	0.0% (0)	3.5% (2)	2.09	57
Inclusion in UCCS community	28.1% (16)	40.4% (23)	22.8% (13)	7.0% (4)	1.8% (1)	0.0% (0)	2.14	57
<i>answered question</i>								57
<i>skipped question</i>								3

How satisfied are you with the following with respect to your job? Please select one in each row:									
	Very satisfied	Satisfied	Somewhat satisfied	Somewhat dissatisfied	Dissatisfied	N/A	Rating Average	Response Count	
Salary	3.5% (2)	12.3% (7)	17.5% (10)	21.1% (12)	45.6% (26)	0.0% (0)	3.93	57	
Student contact	36.8% (21)	54.4% (31)	7.0% (4)	1.8% (1)	0.0% (0)	0.0% (0)	1.74	57	
Preparing course content	42.1% (24)	50.9% (29)	7.0% (4)	0.0% (0)	0.0% (0)	0.0% (0)	1.65	57	
Mentoring/Supervision	15.8% (9)	49.1% (28)	14.0% (8)	10.5% (6)	5.3% (3)	5.3% (3)	2.37	57	
Professional development	19.3% (11)	38.6% (22)	24.6% (14)	7.0% (4)	7.0% (4)	3.5% (2)	2.42	57	
Departmental activities	12.3% (7)	42.1% (24)	17.5% (10)	15.8% (9)	7.0% (4)	5.3% (3)	2.61	57	
Working with colleagues	29.8% (17)	38.6% (22)	17.5% (10)	7.0% (4)	3.5% (2)	3.5% (2)	2.13	57	
Intellectual environment	28.6% (16)	39.3% (22)	12.5% (7)	16.1% (9)	1.8% (1)	1.8% (1)	2.22	56	
Personal development	19.3% (11)	36.8% (21)	31.6% (18)	5.3% (3)	3.5% (2)	3.5% (2)	2.35	57	
Training/support for teaching	14.0% (8)	43.9% (25)	21.1% (12)	5.3% (3)	14.0% (8)	1.8% (1)	2.61	57	
Inclusion in UCCS community	14.0% (8)	35.1% (20)	24.6% (14)	15.8% (9)	7.0% (4)	3.5% (2)	2.65	57	
	answered question								57
	skipped question								3

Are there other factors that relate to your job satisfaction (please specify):		Response Count
		24
	answered question	24
	skipped question	36

What other information about your professional needs and job satisfaction would you like the Non-Tenure Track Taskforce to know?		
		Response Count
		25
	<i>answered question</i>	25
	<i>skipped question</i>	35

General comments regarding non-tenure track teaching at UCCS:		
		Response Count
		29
	<i>answered question</i>	29
	<i>skipped question</i>	31

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What do you like about your job at UCCS?		
#	Response Date	Comment
1.	Sat, 9/2/06 3:41 AM	Making difficult concepts digestible for the students and seeing them enjoy learning new concepts
2.	Sat, 9/2/06 3:43 AM	I like working with teacher candidates and the staff in the College of Education. My students have always been wonderful and my colleagues very professional and helpful.
3.	Sat, 9/2/06 4:32 AM	Teaching young people.
4.	Sat, 9/2/06 5:20 AM	- Taking part in teaching in a growing academic community. - Having a chance to serve others through teaching and service activities.
5.	Sat, 9/2/06 12:53 PM	I admire and learn from the people with whom I work. I also believe the work I am doing is making a difference for students.
6.	Sat, 9/2/06 1:56 PM	students! I also have a great department.
7.	Sat, 9/2/06 2:25 PM	Working with students is the highlight.
8.	Sat, 9/2/06 4:53 PM	I love my subject matter, and trying to convey that to students. Interactions with students, and helping them learn are of primary importance for me. I enjoy my colleagues in the department and the opportunity to work with them to make the learning experience better.
9.	Sat, 9/2/06 5:44 PM	The freedom to TEACH! Again, I am very fortunate that my department lets its instructors experiment with techniques and topics in the classroom. At many institutions I would be given a book and syllabus and told exactly what to do. Here we are allowed to explore our own ideas. I also feel that the tenure-track faculty value the work that is done by the instructors. They seem to recognize our extended classload and lower pay and try to support our work whenever they can. I am also very happy to have the flexibility to teach a variety of classes over the year...I have a really good department.
10.	Sat, 9/2/06 5:47 PM	The student contact first and foremost! The flexibility and the support from the Department Chair, the Dean, and my colleagues.
11.	Sun, 9/3/06 5:23 PM	Nice people, generally a good schedule, and generally good students
12.	Sun, 9/3/06 6:34 PM	I love working at UCCS. The faculty and staff and chair of my department (and other departments I meet) are terrific, professional, and truly concerned with the students in every way. I really enjoy the students, even when they are having problems. Our students are of varied backgrounds, ages, and experience, all of which brings an interesting mix into the classroom. I also have the ability and opportunity to do research, of which I will take greater advantage.

13.	Sun, 9/3/06 8:12 PM	I love teaching; I like the diversity in the classroom; I like the freedom of expression in the university; I like my colleagues
14.	Mon, 9/4/06 12:11 AM	I am encouraged and fully supported while working on my PhD. I work with an exemplary Dean and Associate Dean
15.	Mon, 9/4/06 3:52 PM	I like the students, the courses I teach and my colleagues. I also have my own off-campus business that supplements my income. I work with private students that after high school graduation go on to colleges such as Harvard, Yale, Stanford etc. The students are very stimulating.
16.	Mon, 9/4/06 6:45 PM	I get to teach what I want, when I want (though certainly not where I want! I'm teaching in UH this semester!)
17.	Tue, 9/5/06 2:34 PM	Autonomy. Trusted to do the right thing. No micro-management. Not an 8 - 5 job.
18.	Tue, 9/5/06 3:20 PM	The emphasis on teaching here fits my goals. I like the trust and flexible schedule, and the commitment of those I work with to do the best job possible.
19.	Tue, 9/5/06 3:25 PM	the students
20.	Wed, 9/6/06 1:52 PM	intellectual stimulation; relationship with students and opportunity to impact their lives; autonomy; flexibility
21.	Wed, 9/6/06 2:51 PM	I enjoy my colleagues and my students. I enjoy teaching and developing/planning my courses.
22.	Wed, 9/6/06 3:39 PM	I REALLY ENJOY MY JOB AT UCCS. I HAE BEEN AT OTHER COLLEGES AND THINK THIS IS THE BEST ENVIRONMENT I HAVE BEEN IN.
23.	Wed, 9/6/06 3:56 PM	The ability to interact with sharp minds and the ability to have a lasting impact on how people perceive their world.
24.	Wed, 9/6/06 4:23 PM	Freedom
25.	Wed, 9/6/06 4:49 PM	I have another job. I have to have another job to survive. I teach because I love it. Teaching is recreation for me. I have a wonderful department. They are all excellent people.
26.	Wed, 9/6/06 6:19 PM	Students, subject matter and overall ambience
27.	Wed, 9/6/06 7:30 PM	Most things.
28.	Wed, 9/6/06 9:23 PM	I enjoy teaching a variety of courses (rather than the same one over and over). I like the challenge of pulling together good courses for my students.
29.	Wed, 9/6/06 9:25 PM	I like teaching and the students are usually receptive. I have a good relationship with most my fellow instructors, which makes for an enjoyable work environment.
30.	Thu, 9/7/06 6:42 PM	My students and colleagues My schedule (2 or 3 days per week) I enjoy teching "my" subjects

31.	Fri, 9/8/06 7:06 PM	My Department treats me very well. I love teaching and I'm able to set a schedule that works well with the rest of my life. Because of my service component, I'm able to influence the Department's "product".
32.	Fri, 9/8/06 7:46 PM	The flexibility in teaching method/style. We are allowed to create our own exams. We are given a general outline.
33.	Fri, 9/8/06 10:42 PM	Enjoy teaching classes that I know that will be useful to my students when they enter their chosen profession.
34.	Sat, 9/9/06 3:41 AM	I have been teaching my whole life and I love it.
35.	Sun, 9/10/06 12:04 AM	The students are the best part. They are eager learners.
36.	Sun, 9/10/06 10:07 PM	I enjoy teaching, and my department allows me a lot of input for my schedule and for the program.
37.	Mon, 9/11/06 3:17 AM	I love to teach and I love interaction with the students. I love my profession and the research I do as a PRA.
38.	Mon, 9/11/06 5:12 PM	Opportunity to teach. Interaction with the faculty
39.	Tue, 9/12/06 7:22 PM	working with students, interesting faculty
40.	Tue, 9/12/06 9:35 PM	I like the opportunities for growth and development. I like teaching very much. I appreciate working with colleagues who are interesting and stimulating.
41.	Tue, 9/12/06 10:45 PM	I TREASURE THE IDEA OF GIVING SOMETHING BACK TO LIFE, MY COMMUNITY, AND TO AMERICA. THE CLASS I TEACH IS INHERENT IN THE DEMOCRATIC PROCESS. AS MY STUDENTS LEARN, THEY TAKE A STEP CLOSER TO BECOME MORE USEFUL CITIZENS. I RESPECT AND TREASURE THE PEOPLE IN MY DEPARTMENT. WE HAVE A VERY HIGH QUALITY OF PROFESSIONALISM AND THAT IS EXTREMELY IMPORTANT TO ME. THE FREEDOM WITH WHICH I RUN MY CLASSES IS ANOTHER THING I FIND VALUABLE. I TEACH WHAT I CHOOSE TO TEACH, AND I TEACH HOW I CHOOSE TO TEACH.
42.	Wed, 9/13/06 7:05 PM	teaching the students
43.	Thu, 9/14/06 1:54 PM	Love the environment! Love my colleagues! Love my students!
44.	Thu, 9/14/06 3:04 PM	The students.
45.	Thu, 9/14/06 4:59 PM	I love the students, atmosphere, other instructors, my office.
46.	Fri, 9/15/06 7:39 PM	I like encouraging critical-thinking and, hopefully, making a difference in the personal and professional lives of my students. I also like the ability to do some of my prep work and grading at home.
47.	Sat, 9/16/06 12:08 AM	I love teaching and sharing my love of the biological sciences with my students, and so do many of my colleagues at UCCS. I especially enjoy interacting with like-minded faculty members in LAS who are actively looking for ways to improve

		the quality of education at UCCS. I love the library and all the electronic data bases. I love the location and small campus size.
48.	Sat, 9/16/06 5:14 AM	The students and staff. I also enjoy the freedom I have to create new curricula in some of the upper level courses.
49.	Sun, 9/17/06 7:53 PM	Teaching - the challenge of conveying information I find worthwhile as well as my excitement for my subject matter. The students (for the most part.) Being in a setting that values education.
50.	Mon, 9/18/06 3:29 PM	I enjoy teaching classes.
51.	Mon, 9/18/06 11:03 PM	My colleagues are supportive of everyone in the department and we work collaboratively. I enjoy the students. I like the combination of teaching classes and involvement in the community and on campus.
52.	Tue, 9/19/06 10:21 PM	Teaching.

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What do you not like about your job?		
#	Response Date	Comment
1.	Sat, 9/2/06 3:43 AM	The salary.
2.	Sat, 9/2/06 4:32 AM	Grading 100 lab reports a week.
3.	Sat, 9/2/06 5:20 AM	- Feeling somewhat isolated. - Minimal interaction and cooperation with colleagues. - Absence of common teaching objectives for courses taught by different instructors. I think that all students should receive a common foundation, regardless of who is teaching a particular section of a course. - Lack of objective feedback and/or evaluation criteria (using FCQs as the sole means of evaluation is not enough in my opinion). I believe that a good teacher should care more about the quality of learning he/she offers to students and less about "being liked" by students. FCQs should be one factor in evaluating faculty, but not the only one as there are many more important factors to judge the quality of teaching.
4.	Sat, 9/2/06 12:53 PM	Too few people in the department to get the job done. Focus seems to be numbers of people in seats (generating money) rather than what's best for the students and teaching needs of the instructors.
5.	Sat, 9/2/06 1:56 PM	overly crowded office space - especially when one person in our hallway has two offices for himself
6.	Sat, 9/2/06 2:25 PM	Lack of support and the perception that my college and the university does not have a clear picture of what we're trying to accomplish. It appears that many on campus have forgotten why the institution exists.
7.	Sat, 9/2/06 4:53 PM	Having to pay for parking!? I guess it's necessary. I actually love every aspect of the teaching itself, even grading papers, most of the time. Handling the logistics of a 100+ class can be a challenge.
8.	Sat, 9/2/06 5:44 PM	The Pay! It is obviously not the most important thing to me, I only wish the University system compensated (and valued) UCCS instructors as much as it does its UC Boulder and UC Denver instructors. I also wish there was a way for Instructors to receive travel funds. Although conference attendance is not required as part of our evaluation, we are still scholars and still participate in our professional organizations. I wish we could get some assistance in attending professional meetings.
9.	Sat, 9/2/06 5:47 PM	Not a thing!
10.	Sun, 9/3/06 5:23 PM	THE PAY IS A JOKE THE PAY IS A JOKE THE PAY IS A JOKE THE PAY IS A JOKE

11.	Sun, 9/3/06 6:34 PM	The pay. I have taken a deep breath here. To put it in perspective, my first year at UCCS I earned less than I did as an NIH post-doctoral fellow in 1989. In many respects, my job that I enjoy and love is a low point in my career. Can you imagine what a student would think? Get a Ph.D. and move to the bottom of the financial heap if you choose to teach and not do research. My salary (even if it is a 9 month appointment) is humiliating and insulting beyond belief. And I don't even have the fabulous view that has traditionally been the explanation for why UCCS pays such low compensation to some faculty and staff. Clearly I do not work at UCCS for the pay, but this is beginning to impact my family, and I will have to change soon. I'm am always looking for other opportunities.
12.	Sun, 9/3/06 8:12 PM	Poor pay; grade inflation; students who feel empowered to demand good grades for mediocre work; low standards in general for enforcing disciplinary policies for plagiarism; poor cpu equipment in faculty offices and the Teaching & Learning Center compared to student cpu labs; charging instructors the full rate for parking, especially in light of the fact that many commute from great distances
13.	Mon, 9/4/06 12:11 AM	I wish it paid better. It is very sad to know nurses with far less education can make more money. Until academia can be competetive with the market, it will be impossible to recruit new faculty.
14.	Mon, 9/4/06 3:52 PM	I would like to be paid more!!
15.	Mon, 9/4/06 6:45 PM	I am WAY UNDER-PAID! and WAY OVER-WORKED! I am asked to teach cutting edge courses, and the classroom space I'm given on campus does not allow me to do that successfully.
16.	Tue, 9/5/06 2:34 PM	No sick time benefit. Must come to work no matter what. Unable to take time off for necessary medical procedures - i.e., cataract surgery.
17.	Tue, 9/5/06 3:20 PM	Our department faculty keeps shrinking and the number of students is growing quickly. We are starting to have to sacrifice class size and attention to students to get the job done, and I do not like that as it goes against my personal philosophy.
18.	Tue, 9/5/06 3:25 PM	the pay
19.	Wed, 9/6/06 1:52 PM	feeling of second class citizenship at times
20.	Wed, 9/6/06 2:51 PM	As an instructor, I am not able to contribute fully in the work of the university. In other words, I'm not a professor, so while I may participate on committees (at my own "expense" so to speak), I am not expected, required or needed to take part in anything beyond instruction (and of course, we are not paid enough even for instruction, so working beyond expectations in terms of the life of the university becomes absurd). My administrative duties are limited to specific tasks needed within the department, so while I enjoy that aspect of my work, I would love to contribute more there as well.
21.	Wed, 9/6/06 3:56 PM	Lack of remuneration. Our pay is absurd.

22.	Wed, 9/6/06 4:23 PM	Not much
23.	Wed, 9/6/06 4:49 PM	My classes have grown from an average of about 30-40 students per section to about 70 students per section. It becomes difficult to personalize teaching to that many students.
24.	Wed, 9/6/06 7:30 PM	The pay, the fact that it's not permanent, the fact that, despite my Ph.D., I'm referred to as an instructor. (In many minds, the difference between a professor and an instructor is that one has a doctorate and the other doesn't. Indeed, when I taught at Iowa State and Kansas State, all Ph.D.s, temporary or tenured, were referred to as professors.) Not following this custom needlessly adds insult to injury.
25.	Wed, 9/6/06 9:23 PM	Well of course my salary makes it a challenge to return every fall and not feel I'm allowing myself to be exploited. And as my program has grown, more rigid policies and rules have been put into place (regarding required professional development, required items in my syllabus, required activities for my classes) that make me feel a bit more like a graduate teaching assistant as opposed to a professional instructor with nearly 10 years experience.
26.	Wed, 9/6/06 9:25 PM	I think we are underpaid and not respected by many tenure-track faculty who do not understand that without us, they would be teaching more classes and have less funding for their departments.
27.	Fri, 9/8/06 7:06 PM	Paying so much for the right to park within a quarter mile is ridiculous.
28.	Fri, 9/8/06 7:46 PM	The pay and hours of prep/grading time.
29.	Fri, 9/8/06 10:42 PM	Pay scale that has not changed for at least 5 years. I was told by an evaluator from a university "far" south of us that I must be a volunteer at the salary that I'm getting.
30.	Sun, 9/10/06 12:04 AM	Students who file complaints about grades. Those I have dealt with have earned failing grades and want an A or B without earning it.
31.	Sun, 9/10/06 10:07 PM	That the compensation for overloads and additional teaching (summer) will be less since I am half time.
32.	Mon, 9/11/06 1:54 AM	The faculty members in my department are nice and considerate; the students are sometimes engaged in their education (sometimes not), which is very nice. My department has very good resources to help students in the lower-level courses, and, as a consequence, to make it easier and more pleasant to teach such courses.
33.	Mon, 9/11/06 3:17 AM	I am starving to death and going further and further in debt. I will have to default on my student loans at this rate. Demands from this job will not allow another part time job. Quality in education? Sustainability? As a PRA the school takes such a large chunk of the money I bring in that it is far better for me to do these projects on my own. My motivation is to make the school better and my department better, but at some point I am going to have to consider my survival.

34.	Mon, 9/11/06 5:12 PM	Pay could have been higher
35.	Tue, 9/12/06 7:22 PM	The pay is humiliating.
36.	Tue, 9/12/06 9:35 PM	The work load is enormous. Lack of status gets old. NTTF are still seen as second class rather than a legitimate part of the faculty.
37.	Tue, 9/12/06 10:45 PM	THE DEGRADING SALARY
38.	Wed, 9/13/06 7:05 PM	Repeatedly not being given accurate information about pay issues. E.G. rates for overloads, summer teaching, contracts. Being paid less than classified employees without college degrees. We are paid like high school dropouts, yet are expected to "BE PROFESSIONALS"
39.	Thu, 9/14/06 1:54 PM	The low pay. The low morale among non-tenure faculty. The caste system.
40.	Thu, 9/14/06 3:04 PM	Lack of control over teaching schedules. Being an "at will" employee. Not feeling like I can speak up when an administrator says something I would like to make a negative remark on, because it might lead to retaliation (e.g. I might lose my job). Feeling like I am not a "full" faculty member.
41.	Thu, 9/14/06 4:59 PM	Told by dean that there is no hope, EVER, of significant wage increase. I will teach more than full time this year and still will not earn 28,000. MUCH effort and time put into teaching, little monetary reward.
42.	Fri, 9/15/06 7:39 PM	I believe that the cap for classes is too large. (The cap is 54 for mine, I believe.) When my classes are too large, it's difficult to manage discussions and give the individual attention the students deserve. Last spring, combined in all four of my classes, I had 173 students. This not only had a negative effect on the students, but it also made it difficult for me to keep up with the grading. (Grading 173 papers within a two-week period is challenging.) In addition, it made it difficult for me to remember all of my students' names. It is important that our students do not feel like just a number -- that they realize that the teachers care enough about them as individuals to remember their names. This is difficult to achieve with nearly 200 students. Lastly, I feel that teachers with large amounts of students should be paid more than those with fewer students. Obviously, more students equals more grading. I find it interesting that an instructor's pay is reduced for not meeting a number criterion when teaching overload classes, but not increased when the number is higher than average. Although I realize that money is a necessary and important consideration of a university, I hope that this need does not overshadow the importance of what is best for student education.
43.	Sat, 9/16/06 12:08 AM	The extremely low instructor's salary and the extremely high UCCS parking costs. Difficult students (always a tiny minority) often make me wish I had chosen a different profession! But I have trained myself to focus on the students who DO appreciate what I do and how I do it.
44.	Sat, 9/16/06 5:14 AM	The salary is low and the department is at times disorganized.

45.	Sun, 9/17/06 7:53 PM	The pay. The politics. Being encouraged to participate in conversations, then told that as an instructor I have not earned a voice.
46.	Mon, 9/18/06 3:29 PM	The low pay.
47.	Mon, 9/18/06 11:03 PM	Right now it's too much work. I work weekend and evenings regularly but that should change as we complete new initiatives. I enjoy the work - it's just hard to do it all well when there is so much at this time. It would be nice to be paid more.
48.	Tue, 9/19/06 10:21 PM	Pay is very low compared to other schools and national avg. It is unfortunate that UCCS chooses to do this. Faculty turn-over seems very high right now. Pay is the reason.

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Are there other factors that relate to your job satisfaction (please specify):		
#	Response Date	Comment
1.	Sat, 9/2/06 3:41 AM	A parking permit included as a faculty and staff benefit would be a low cost but practical way to increase the effective salary of those of us who buy a permit from our own funds. In fact, it is rather insulting to have to pay for our own parking. How many employers make their employees pay to park in the company lot?
2.	Sat, 9/2/06 3:43 AM	The relationship between the College of Education and the educational community in town. I am very actively involved in both and often find ways to bring the two together.
3.	Sat, 9/2/06 5:20 AM	I would like to see the following factors incorporated in the department/college teaching policies: - Commonality of course content and course objectives - Inclusion of lab sessions as part of some courses, especially for freshmen classes
4.	Sat, 9/2/06 4:53 PM	I appreciate our department head and my fellows.
5.	Sun, 9/3/06 6:34 PM	I am pleased with the opportunities I am offered by my department. I enjoy working with and have the highest regard for the faculty and staff with whom I work. I expect this to continue and even improve.
6.	Mon, 9/4/06 12:11 AM	It would be great to have free parking!
7.	Mon, 9/4/06 3:52 PM	I mentioned my off campus activities. They help my overall satisfaction.
8.	Mon, 9/4/06 6:45 PM	Again, getting the classroom space I need when I specify room requirements.
9.	Tue, 9/5/06 3:20 PM	Freedom to do my job the best way I see - I'm not told how to do it, but can get help where I need it. It's great!
10.	Wed, 9/6/06 1:52 PM	Although my department is very supportive and inclusive in regard to the instructors in our department, I still feel like a second-class citizen at times. There have been a few instances recently when I have been asked to consider heading up some campus-wide endeavor or program. Although I felt that I was probably the most appropriate person in terms of my involvement and knowledge, I have declined because I honestly did not feel that an instructor in such a position would carry as much weight and authority nor receive the respect of a tenure-track faculty.
11.	Wed, 9/6/06 4:49 PM	Excellent department. Excellent students.
12.	Thu, 9/7/06 6:42 PM	Academic Freedom
13.	Sat, 9/9/06 3:41 AM	It is very important to me that my students learn and understand the material.

14.	Sun, 9/10/06 12:04 AM	Small details like the reduced price for parking since I am on campus part of the week.
15.	Sun, 9/10/06 10:07 PM	Schedule and ability to carry benefits.
16.	Mon, 9/11/06 3:17 AM	I do not have the space needed to operate as a PRA and an instructor.
17.	Tue, 9/12/06 7:22 PM	I feel that non-tenure track are isolated from the rest of the faculty.
18.	Wed, 9/13/06 7:05 PM	ELIMINATING THE MISMATCH BETWEEN THE HIGH EXPECTATIONS OF OUR JOBS AND THE SERVICE WE PROVIDE AND THE STATUS/PAY WE RECEIVE. HAVING TO PAY 2%(\$480.00/YR)OF MY SALARY FOR PARKING AND THEN BEING TREATED LIKE A CRIMINAL BY PARKING SERVICES. THEIR GREED IS DISGUSTING.
19.	Thu, 9/14/06 1:54 PM	I don't think that tenure faculty are "monitored" in the same controlling way that NTTF are. There are certain restrictions that make the situation seem as if some NTTF are grad students instead of professionals.
20.	Thu, 9/14/06 3:04 PM	Having equipment that works in the classrooms. Sometimes the parking situation is a real downer. I am unable to come and go at will between classes, because I may not be able to find a parking place.
21.	Thu, 9/14/06 4:59 PM	Things like raises create feelings of being valued and appreciated, without them (or if they are rediculously small) employee feels used and frustrated.
22.	Sat, 9/16/06 12:08 AM	The Excel centers are fantastic!
23.	Sun, 9/17/06 7:53 PM	I wish parking was a benefit, i.e. that we didn't have to shell out a couple hundred bucks per semester to jockey for parking space. I wish it weren't so hard to get a classroom appropriate to the work we're doing. I hate trucking two suitcases from the library IT department to Science or Dwire, rolling a smart cart around, or having to call IT on my cell phone from UC in order to show a PPt in class.
24.	Mon, 9/18/06 11:03 PM	Not having enough time to be involved or attend activities and professional development opportunities on campus is frustrating.

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What other information about your professional needs and job satisfaction would you like the Non-Tenure Track Taskforce to know?		
#	Response Date	Comment
1.	Sat, 9/2/06 3:43 AM	I have never had any professional development or support for teaching. No one has ever observed me. All feedback I have received is through FCQs. Shouldn't there be ways to be given additional training if we need it?
2.	Sat, 9/2/06 5:20 AM	I'd like to know what are the optoins available to non-tenure track faculty to participate in research activities and student mentoring programs, if such programs exist.
3.	Sat, 9/2/06 12:53 PM	I think the parking policies are punitive. I have never worked anywhere as an employee where I had to pay \$450.00 and up to park and do my job. I realize all must pay this fee, but there should be a few "perks" as an employee of UCCS.
4.	Sat, 9/2/06 4:53 PM	It might be nice to have my own office, but I realize that isn't feasible now. Also, I really like my two office mates, and we get along well, so the sharing isn't much of a hardship.
5.	Sun, 9/3/06 5:23 PM	Pay us more than the janitors - allocation of resources is what fully indicates respect, thus all NTTF in LAS feel very little respect. We do the job, and I do it very well, out of our moral obligation to ourselves and our students, but that doesn't mean we are satisfied or won't leave soon.
6.	Sun, 9/3/06 8:12 PM	Orientation for new faculty needs to take place earlier/sooner (I wasn't asked until I became a full-timer, but had already been teaching for 2 years) and needs to be more practical in the sense of getting professors connected with online resources for teaching (T & L Center), reserves, course design, etc. The school needs more office space for instructors and more tenure-track jobs in the humanities
7.	Mon, 9/4/06 12:11 AM	That some of the NTTF are instructors but intend to become TTF. The NTTF issues are still of import to me.
8.	Mon, 9/4/06 3:52 PM	Do non-tenure track faculty qualify for sabbaticals?
9.	Mon, 9/4/06 6:45 PM	I would like a travel stipend so I can attend conferences and represent the university professionally. Professional growth is contingent on networking and with our low wages, we can't afford to attend these conferences on our own!
10.	Wed, 9/6/06 1:52 PM	The aspect of being an instructor that is most frustrating to me is the issue of being evaluated solely on "teaching." I regard teaching as extending well beyond what happens in the classroom. I have been offended by my chair's comments that it's unfortunate that all the hours spent advising a very active student organization, taking them to out-of-town conferences, and attempting to effect related curriculum and campus change at UCCS does not count toward my

		evaluation.
11.	Wed, 9/6/06 4:23 PM	Salary - the pay is a bit ridiculous. An assistant manager at Taco Bell makes more money than I do.
12.	Wed, 9/6/06 4:49 PM	I simply need a manageable number of students in my courses; some funding (minimal) for professional development (I publish and there are no monies for travel, etc. for non-tenured); and a living wage would greatly appreciated.
13.	Wed, 9/6/06 9:25 PM	I am of the thought that to be part of this campus community, I would like to be able to be involved in, and receive the same compensations as my tenure-track colleagues for, committee work. On my own I have attempted to do so, but the demands of committee work on top of my course load needs was overwhelming and I received nothing for doing so (does not count towards merit and no course offload).
14.	Fri, 9/8/06 7:46 PM	We should be paid for grading hours. If we are given a grader, we often have to manage a person who may or may not do the job well. We should be given the option to get paid for doing our own grading.
15.	Fri, 9/8/06 10:42 PM	Does anyone really recognize how important the Lecturers are to the University?
16.	Tue, 9/12/06 7:22 PM	Non-tenure track shouldn't be treated as an underclass.
17.	Tue, 9/12/06 10:45 PM	THERE IS A DIRECT RELATIONSHIP BETWEEN SALARY, QUALITY TEACHING, AND PROFESSIONALISM. A PERSON WHO IS OVERLY CONCERNED WITH ECONOMIC SURVIVAL CANNOT GIVE TO THEIR STUDENTS WHAT THEY SHOULD. IT'S A SIMPLE THEORY THAT SHOULDN'T EVEN ENTER INTO THE LIFE OF A PERSON WHO TEACHES. WE SIMPLY OWE MORE TO OUR STUDENTS THAT WHAT WE ARE ABLE TO GIVE.
18.	Wed, 9/13/06 7:05 PM	AFTER DISCUSSIONS WITH ADMINISTRATION, IT IS CLEAR THAT THE TALK OF COMPRESSION IS ESSENTIALLY MEANINGLESS. E.G. A MERIT + COMPRESSION RAISE OF LESS THAN 3% - IT IS A JOKE. COMPRESSION DOLLARS COME AT THE EXPENSE OF OTHER EMPLOYEES. THIS "PITS US AGAINST THEM". UNTIL THE CU SYSTEM RECOGNIZES THE PROBLEM, NOTHING MEANINGFUL CAN OCCUR
19.	Thu, 9/14/06 1:54 PM	It would be nice to be included in department meetings. This is part of what creates the caste system--those who are "in" and those who are "out."
20.	Thu, 9/14/06 3:04 PM	We need professional development. All Instructors should be provided funds to attend the Teaching with Technology conference at CU Boulder every other summer.
21.	Thu, 9/14/06 4:59 PM	Smaller writing classes would help students and allow instructors to give even more.
22.	Sat, 9/16/06 12:08 AM	A teaching assistant would be wonderful for the 170-student core course I teach!

23.	Sun, 9/17/06 7:53 PM	I would love to have more supervision regarding both course content and teaching built into the system. But it seems everyone, at every level is so overloaded that would be an imposition on the people I might ask to do it.
24.	Mon, 9/18/06 11:03 PM	It will help if there is some clarity about the policies and procedures regarding Non-tenure track faculty such as promotion.
25.	Tue, 9/19/06 10:21 PM	We need money to buy the tools we need to do our jobs.

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General comments regarding non-tenure track teaching at UCCS:

#	Response Date	Comment
1.	Sat, 9/2/06 3:43 AM	I wish I could be somehow compensated the same way as tenure-track folks. This is not really realistic, but the work I do is as valuable and those who are tenure-track seem to think I bring a lot to the environment.
2.	Sat, 9/2/06 5:20 AM	I think that UCCS can take more advantage of non-tenure track faculty by developing standard policies and clear objectives to achieve the campus vision for the students and the community. Inclusion of non-tenure track faculty in long-term objectives can serve the students community better and help NTT faculty develop a sense of belonging.
3.	Sat, 9/2/06 12:53 PM	I really enjoy the opportunity to work at UCCS.
4.	Sat, 9/2/06 5:44 PM	I feel like my department is a bit of an exception because we have so much freedom to follow our own goals and we are included in a lot of department activity. I think this is crucial to why I enjoy my position so much, and hope other departments are as inclusive.
5.	Sun, 9/3/06 5:23 PM	Be serious and pay the people
6.	Sun, 9/3/06 6:34 PM	While each non-tenure track faculty should be evaluated individually, there should be some means of compensating those who bring an extensive background to the university and who are outstanding (or really, really good) at teaching and who are willing to take on heavy loads to assist tenure track faculty as they devote their time to research and mentoring student research. Frankly, I will be doing everything I can to get back into research. This teaching bit is very much a dead-end. It's the old "Those who can, do. Those who can't, teach." And get paid less, much less. I know there is a push from administrators to have tenure track faculty teach core courses. This is an insult to faculty such as myself, who bring experience and a research background to the university and are willing to work with and prepare our least experienced students. Oh, well. Such is the lot of non-tenure track. Please note that I have always been treated as a colleague in my department--it's that little "salary" detail that is the underlying humiliation. The final word is this: while I am shown and treated with respect by my department and my colleagues, the university (or college) itself makes it clear, with my salary, that I have little value, and will never earn the respect that a tenure track faculty member has at this campus.
7.	Sun, 9/3/06 8:12 PM	Instructors need clear expectations about what is considered successful performance in the classroom, and this needs to be related to course evaluations
8.	Mon, 9/4/06 3:52 PM	I would like all of us to be paid more highly.

9.	Mon, 9/4/06 6:45 PM	The compression pay has been a step in the right direction, but I am concerned that it won't continue. Everyone seems to say, "if it continues" not "when it continues" - NTTF's salaries are SO far below what they should be - I've personally been underpaid for 7 years - can I wait another 4 years for the pay to become what it should have been 7 years ago??
10.	Tue, 9/5/06 3:20 PM	I selected the non-tenure track on purpose, wanting to focus on teaching and not on research. I would like it if some research was recognized. I do a great deal of work on teaching engineering, but because there is no place for research recognition on my evaluation form, it is something I do for free. Yes, it makes me a better teacher, but I've been on university wide working groups and asked to prepare grants with no acknowledgement at the end of the year.
11.	Wed, 9/6/06 2:51 PM	I wish you would have collected more demographic information - or at least made that optional. I think there is a perception on campus that instructors are married women with a second income from their husband, so they can afford the salary. I think it would be helpful for tenured faculty to understand that their instructors are also men and women trying to support homes and children on a salary that often cannot support homes and children. It would also be important to know how many instructors seek outside income to supplement their work here. In other words, how much is the instructor's attention diverted by work outside UCCS? I don't think instructors are dissatisfied with UCCS so much as frustrated that working here is a luxury many can't continue to afford.
12.	Wed, 9/6/06 3:56 PM	NTTF does not receive the respect we deserve for a demanding job with low wages.
13.	Wed, 9/6/06 4:49 PM	I am a UCCS graduate, grew up in Colorado Springs, and am fortunate to be contributing to my community. I like to go to work.
14.	Wed, 9/6/06 6:19 PM	If this weren't an avocation for me, my responses could well be very different.
15.	Wed, 9/6/06 9:23 PM	I very much appreciate that part time (half-time and more) non-tenure track instructors do receive full benefits. I choose to teach part-time to allow myself to take higher paying freelance work (sort of a subsidy to my teaching job, I suppose) and would probably not still be here without the medical benefits.
16.	Wed, 9/6/06 9:25 PM	I believe the most important factor is the fact that I am underpaid. Not in the "I make 50K and am not equal to my peers in business" underpaid, I mean I make 25K, can't pay my bills and do not feel my efforts at supporting this campus are recognized either by the administration that does nothing to change my wage or my tenure-track colleagues who feel I and my fellow instructors are not worth more because all we do "is teach". Where does this come from? I sat in on many Faculty senate meetings and tried to take an active role until I realized that the only way change will happen is when TT and the administration recognize our importance as faculty and as human beings. I take my job seriously, work long hours, and go out of my way to help my students, yet the Univeristy does not see fit to pay me enough to live on. Honestly, that more than anything is why I will leave this job. I will teach somewhere else or go back to the private sector rather

		than continue to be demeaned in this way.
17.	Thu, 9/7/06 6:42 PM	Since the non-tenure track faculty carries such a large (and important) load of the teaching community, I feel that more respect should be paid to us. Very salaries, high parking costs have been mentioned many times - but has anything truly been done about it? Everyone needs to feel respected and rewarded occasionally - and not just by their own immediate colleagues.
18.	Fri, 9/8/06 7:46 PM	Increase the pay...especially for those that have been doing it for more than a year.
19.	Fri, 9/8/06 10:42 PM	Is there any plan to increase our salary based on the number of years we are contributing to the university? Let us teach more than two courses (I would like to have 3). This would at least give us some more money.
20.	Mon, 9/11/06 3:17 AM	I probably won't last long here unless things change.
21.	Tue, 9/12/06 7:22 PM	There should be a way for non-tenure track to make a living wage.
22.	Tue, 9/12/06 9:35 PM	We make a huge contribution to the university but we're often not acknowledged. The university seems to use us without considering us as a legitimate sector of the faculty. I would wish our positions would be fully professionalized with pay steps and advancements we could count on. Other universities seem to do that for NTTF.
23.	Tue, 9/12/06 10:45 PM	IN EVERY WAY BUT ONE, I AM TREATED AS A RESPECTED MEMBER OF THE CAMPUS COMMUNITY. BECAUSE OF THE SALARY, I VIEW MYSELF AS HAVING THE PROFESSIONAL LIFE EXPECTANCY OF A KLEENEX. IF I WAS REGARDED AS A VALUABLE PROFESSIONAL, MY SALARY WOULD REFLECT THAT.
24.	Wed, 9/13/06 7:05 PM	I WAS TOLD THAT CU-BOULDER HAS SO MUCH HIGHER SALARIES THAN UCCS BECAUSE THEY HAVE A LARGE POOL OF CHEAP GRADUATE STUDENT LABOR TO EXPLOIT. AT UCCS THE NTTF ARE THE "CHEAP LABOR"
25.	Thu, 9/14/06 1:54 PM	I love my job!
26.	Thu, 9/14/06 4:59 PM	I will stay forever if I can afford to do so. I love it here.
27.	Sat, 9/16/06 12:08 AM	The only way I am able to remain at UCCS is by finding ways to live on less money than even a high school teacher earns per year (and they don't pay to park). Instructor salaries really stink!
28.	Sun, 9/17/06 7:53 PM	It's insulting to know that people doing the same job on other CU campuses earn so much more. It's insulting to know that many of the students we teach will earn more that we do upon graduation. Why are educators valued so little when we contribute so much to the world?
29.	Tue, 9/19/06 10:21 PM	No matter the reason to explain lack of funding, it is the issue. It cannot be denied or explained away by administration. The majority of the issues at UCCS are funding based.