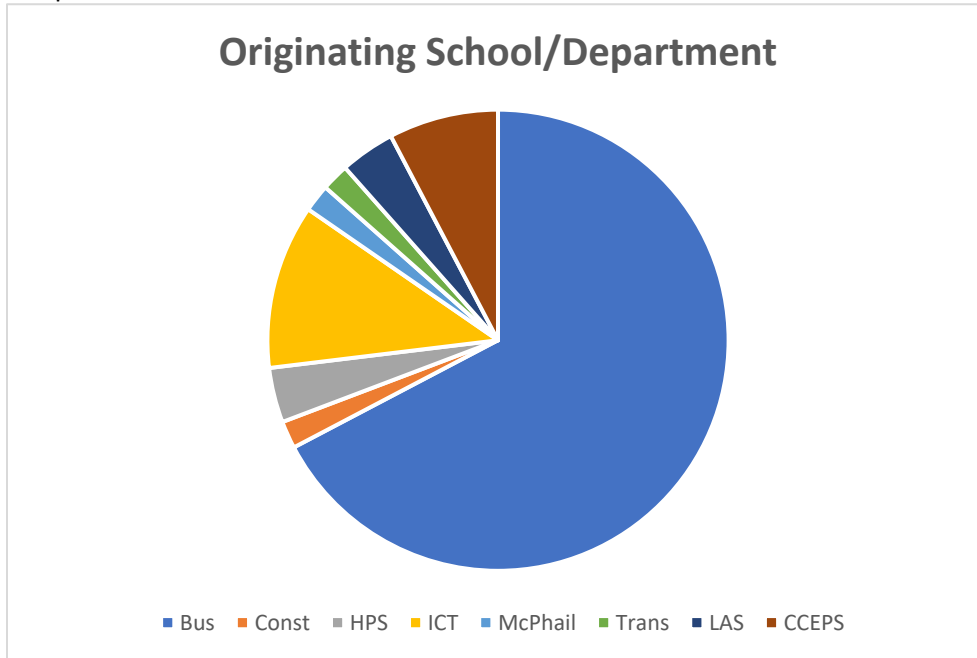


# SAIT Adjunct Faculty Survey

## Summary of Results

May 2021

- 54/132 responses
  - 34/54 are on hourly contracts
  - 11/54 are on per course contracts
  - 9/54 are on per student contracts
- 67% of respondents were from School of Business

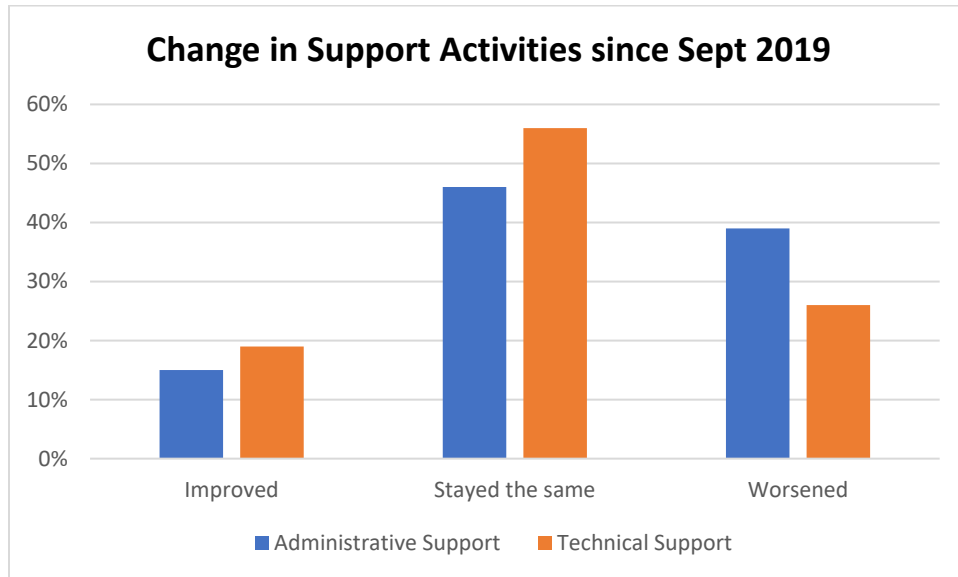


- Respondents were evenly distributed between in-person, synchronous online, and asynchronous online modalities
- Half of instructors have taught long-term (5 or more years)
  - 72% of faculty have never received a pay increase in that time

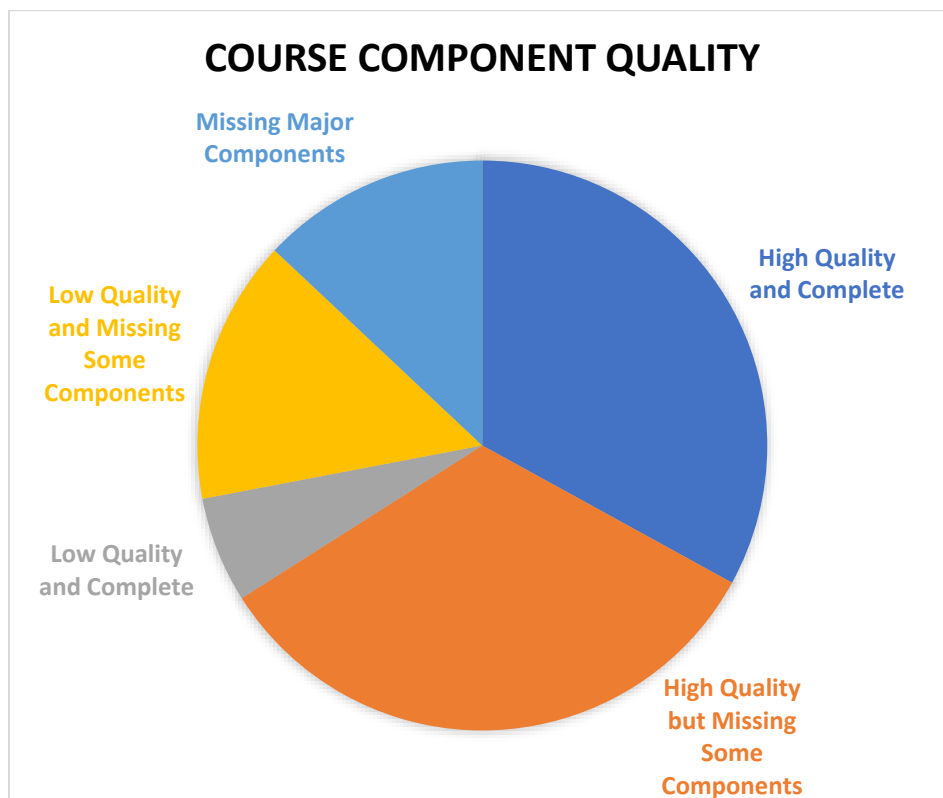


In fall 2019, SAIT implemented a new structure for Con Ed, Distance Ed, and online courses that involved the creation of CDARI and CCEPS (Centre for Continuing Education and Professional Studies). Since this change:

- 39% report the administrative support activities (onboarding, contract submission, payroll, etc.) has worsened, while 46% feel it has stayed the same, and 15% feel it has improved.
- 26% report the technology support activities (student proctoring set-up, course shell loads, D2L support, etc.) has worsened, while 56% feel it has stayed the same, and 19% feel it as improved.



- 1/3 of instructors feel the course contents (course shell, readings, teaching materials, assessments, etc.) they are given are high quality and complete, 1/3 report they are high quality but missing content, and the remaining 1/3 think they are deficient (low quality and/or missing major components).



**Comments from our members:**

*I do feel we have moved away from teaching as a priority to revenue generation as the priority.*

*Since the new structure started it's almost impossible to reach anyone by phone and emails are poorly responded to by some people in key positions.*

*I resigned after completing my last course about three weeks ago. I felt it was not worth my time for the amount I was paid.*

*No policy of who gets what class. No connection to team/office/manager.*

*The new setup allows no team cohesion. Everyone is competing against each other which has cancelled the community feel.*

*There should be a standard 10 business days prior to class start date cancellation agreement - as we could have booked other work but declined. This is the same for online/in person and virtual deliveries. Some corporate cancel the day before and we do NOT get paid ANYTHING. There is NO connection/team feeling. We are a number, not a member of a team.*

*\*\*Work is not given out fairly. Some instructors continually get the majority of the courses, when I have the same if not BETTER qualifications/student reviews. What is process for assigning classes? No feedback when not awarded course. This needs to CHANGE!!!\*\**

*All in all, my experience as a contractor is a whole lot of work for garbage pay.*

*Better onboarding is definitely necessary.*

*The virtual teaching option is awesome. The biggest issue is the best instructors have moved their teaching skills due to the pay.*