At Rutgers, instructors are required to distribute the Student Instructional Ratings Survey to each section they teach. The most important item for procedures such as tenure review is “I rate the teaching effectiveness of the instructor as....” Students provide a rating from 1 (Poor) to 5 (Excellent). I have graphed the results from my five years of teaching at Rutgers. Within each cluster of four, the leftmost bar is my average rating, the second is the average for all instructors for the that course that semester, the third is the mean of scores for all math courses that semester, and the fourth bar gives the mean of scores for all courses of the same level as my course. I have marked the semesters when I served as a teaching assistant and only handled weekly recitation sessions.