1. Please indicate supplemental benefits available to full-time faculty members at your institution in the following areas.
   (Y) Release time (Please explain)  Provide for projects, program coordination, etc.
   (Y) Other (Please explain)  Unpaid developmental leave after being employed full-time for two consecutive years.

2. Please indicate Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty. Indicate items which apply to your institution.
   (Y) Financial education and services
   (Y) Outreach, assessment, and referral services for alcohol or chemical dependency
   (Y) Work/Life coaching - “fitness for duty consultations”
   (Y) Training and development workshops
   (Y) Conflict resolution/management
   (Y) Legal advice and analysis
   (Y) Wellness services (fitness coaches, nutritionist, smoking cessation, stress management, etc.)

3. Other significant full-time employee benefits:
   (__) Paid insurance benefits for spouses and/or dependents
   (__) On-site childcare
   (Y) Other (Please explain)  Alamo Colleges District pays 50% of spouse and dependent health insurance premium.

4. In light of ACA/TRS changes what are the maximum hours adjunct faculty can work? ______

5. What responsibilities are required at your colleges for adjunct instructors beyond teaching?
   (__) Office hours
   (__) Professional Development / Training
   (__) Orientation session
   (__) Attending student activities
   (__) Volunteering for student activities
   (__) Attending commencement
   (__) Serving on committees

6. What responsibilities are allowed at your colleges for adjunct instructors beyond teaching?
   (Y) Office hours
   (Y) Professional Development / Training
   (Y) Orientation session
   (Y) Attending student activities
   (Y) Attending commencement
   (Y) Serving on committees

7. What percentage of an adjunct faculty member’s work time is typically spent on these activities (estimate)? ______

8. Are adjunct faculty allowed to join the full-time faculty organization? (__) Yes  (__) No  (X) Not sure

9. What professional development does the college provide to adjunct faculty?
   (Y) On-campus programs
   (Y) Online
   (Y) Yes (Please describe what it includes)
   (__) No  (__) Not sure

Orientation to Alamo Colleges District, benefits information, Covey training, learning summits, workshops in the meta-profession of teaching

10. Are all adjunct faculty eligible for additional benefits, beyond a per-course stipend? (N) No

11. Are some adjunct faculty eligible for additional benefits or considerations after they have worked at the college for a period of time?
    (Y) Yes (Please describe what it includes)
    Full-time adjuncts receive full benefits

12. What requirements must adjunct faculty fulfill to receive the additional benefits from question #12?
    _Teach 12 more semester hours per semester to be eligible for full benefits. Retirement plan eligible when teaching 10
    or more semester hours.

COLLEGE:  Alamo Colleges District