PLEASE READ CAREFULLY:
We are providing colleges with a way to include information about benefits beyond the data gathered in previous surveys. The information requested below will be reported in the online version of the survey.

1. Please indicate supplemental benefits available to full-time faculty members at your institution in the following areas.
   (x) Sabbatical - available after 2 years of employment for a maximum of 2 semesters
   (x) Other (Please explain): Supplemental life insurance at one times annual salary, AD&D insurance at two times the annual salary. Tuition and fee reimbursement for courses at CTCD and other institutions.

2. Please indicate Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty. Indicate items which apply to your institution.
   (x) Financial education and services
   (x) Outreach, assessment, and referral services for alcohol or chemical dependency
   (x) Work/Life coaching - "fitness for duty consultations"
   (x) Training and development workshops
   (x) Conflict resolution/management
   (x) Legal advice and analysis
   (x) Wellness services (fitness coaches, nutritionist, smoking cessation, stress management, etc.)
   (x) Other EAP benefits: We continue to offer special events for professional development and faculty technology training.

3. Other significant full-time employee benefits:
   (x) Paid insurance benefits for spouses and/or dependents
   (x) On-site childcare
   (x) Other (Please explain): We offer bookstore discounts, free access to the fitness center, annual Health/Wellness fair and annual Fitness Challenge.

Offer two hours of paid wellness time to utilize the fitness center each week. Professional membership and license/certification fees are paid if they are related to their faculty teaching position.

4. In light of ACA/TRS changes what are the maximum hours adjunct faculty can work? 19.5 includes class/lab hours and prep time.

5. What responsibilities are required at your colleges for adjunct instructors beyond teaching?
   (x) Office hours
   (x) Professional Development / Training
   (x) Orientation session
   (x) Attending student activities
   (x) Attending commencement
   (x) Scheduling committee meetings

6. What responsibilities are allowed at your colleges for adjunct instructors beyond teaching?
   (x) Office
   (x) Professional Development / Training
   (x) Orientation session
   (x) Attending student activities
   (x) Attending commencement
   (x) Scheduling committee meetings

7. What percentage of an adjunct faculty member's work time is typically spent on these activities (estimate)? 2%

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

9. What professional development does the college provide to adjunct faculty?
   (x) On-campus programs
   (x) Online programs
   (x) Support to attend conferences that are local
   (x) Support for travel to attend conferences

10. Does your college have an adjunct academy? (x) Yes (Please describe what it includes)
         (x) No
         (x) Not sure

11. Are all adjunct faculty eligible for additional benefits, beyond a per-course stipend?
    (x) Yes (Please describe what it includes)
    (x) No
    (x) Not sure
    (x) Supplemental Pension Plan

12. Are some adjunct faculty eligible for additional benefits or considerations after they have worked at the college for a period of time?
    (x) Yes (Please describe what it includes)
    (x) No
    (x) Not sure
    (x) Educational Benefits and TRS if teaching 20-29 hours per week

13. What requirements must adjunct faculty fulfill to receive the additional benefits from question #12?
    Educational Benefits authorized after they have taught 10 classes

COLLEGE: Central Texas College District, Holly Jordan, Director, HR, 254-526-1128, Fax 254-526-1924

PLEASE RETURN COMPLETED FORM TO:
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