Please indicate supplemental benefits available to full-time faculty members at your institution in the following areas.

1. **Release time (Please explain):**
   - Check if available for teaching full load to perform administrative duties (Chair, Director, etc.)
   - Check if available after years of employment for a maximum of semesters
   - Check if other (Please explain):

2. **Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty:**
   - Check if Financial education and services
   - Check if Outreach, assessment, and referral services for alcohol or chemical dependency
   - Check if Work/Life coaching - “fitness for duty consultations”
   - Check if Training and development workshops
   - Check if Conflict resolution/management
   - Check if Legal advice and analysis
   - Check if Wellness services (fitness coaches, nutritionist, smoking cessation, stress management, etc.)
   - Check if other EAP benefits:

3. **Other significant full-time employee benefits:**
   - Check if Paid insurance benefits for spouses and/or dependents
   - Check if On-site childcare
   - Check if Employees health insurance is ER paid

4. **In light of ACA/TRS changes what are the maximum hours adjunct faculty can work?**
   - Check if 19 clock hours

5. **What responsibilities are **required** at your colleges for adjunct instructors beyond teaching?**
   - Check if Office hours
   - Check if Professional Development / Training
   - Check if Orientation session
   - Check if Attending student activities

6. **What responsibilities are **allowed** at your colleges for adjunct instructors beyond teaching?**
   - Check if Office hours
   - Check if Professional Development / Training
   - Check if Orientation session

7. **What percentage of an adjunct faculty member's work time is typically spent on these activities (estimate)?**
   - Check if Attending student activities

8. **Are adjunct faculty allowed to join the full-time faculty organization?**
   - Check if Yes
   - Check if No
   - Check if Not sure

9. **What professional development does the college provide to adjunct faculty?**
   - Check if On-campus programs
   - Check if Online programs

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

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

12. **Are some adjunct faculty eligible for additional benefits or considerations after they have worked at the college for a period of time?**
    - Check if Yes (Please describe what it includes)
    - Check if No
    - Check if Not sure

13. **What requirements must adjunct faculty fulfill to receive the additional benefits from question #12?**
    - When an adjunct faculty's teaching load for a semester exceeds 19 clock hours, a term contract that includes benefits may be offered.

**Please return completed form to:**
Carole Hawkins, TCCTA, E-Mail: chawkins@tccta.org
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