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

- (___) Release time (Please explain:)
- (x) Sabbatical - available after 5 years of employment for a maximum of 2 semesters
- (___) Other (Please explain:)

2. Please indicate Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty. Indicate items which apply to your institution.

- (___) Financial education and services
- (___) Outreach, assessment, and referral services for alcohol or chemical dependency
- (___) Work/Life coaching - “fitness for duty consultations”
- (___) Training and development workshops
- (___) Conflict resolution/management
- (___) Legal advice and analysis
- (___) Wellness services (fitness coaches, nutritionist, smoking cessation, stress management, etc.)
- (x) Other EAP benefits: Fitness Center, health fair, fitness programs

3. Other significant full-time employee benefits:

- (___) Paid insurance benefits for spouses and/or dependents
- (x) On-site childcare
- (___) Other (Please explain:)

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
- (___) Attending commencement
- (___) Attending student activities

6. What responsibilities are **allowed** at your colleges for adjunct instructors beyond teaching?

- (x) Office hours
- (x) Professional Development / Training
- (x) Attending commencement
- (x) Attending student activities

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
- (x) No
- (___) Not sure

9. What professional development does the college provide to adjunct faculty?

- (___) On-campus programs
- (___) Online programs

10. Does your college have an adjunct academy?

- (___) Yes (Please describe what it includes)
- (x) No
- (___) Not sure

11. Are all adjunct faculty eligible for additional benefits, beyond a per-course stipend?

- (___) Yes (Please describe what it includes)
- (x) No
- (___) 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?

- (___) Yes (Please describe what it includes)
- (x) No
- (___) Not sure

13. What requirements must adjunct faculty fulfill to receive the additional benefits from question #12?

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**COLLEGE:** Kilgore College