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.
   - [ ] Release time (Please explain): __________
   - [ ] Sabbatical - available after years of employment for a maximum of semesters
   - [X] Other (Please explain): "Focus on Fitness" - allows employees to take 30 minutes per day to exercise. Not charged time-off but required to log their time spent.

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
   - [X] Work/Life coaching - "fitness for duty consultations"
   - [X] Training and development workshops
   - [X] Conflict resolution/management
   - [X] Legal advice and assistance
   - [X] Wellness services (fitness coaches, nutritionists, smoking cessation, stress management, etc.)
   - [X] Other EAP benefits: __________

3. Other significant full-time employee benefits:
   - [X] Paid insurance benefits for spouses and/or dependents
   - [ ] 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
   - [X] Professional Development / Training
   - [X] Orientation session
   - [X] Attending student activities
   - [ ] Volunteering for student activities
   - [ ] Serving on committees

6. What responsibilities are allowed at your colleges for adjunct instructors beyond teaching?
   - [X] Office hours
   - [X] Professional Development / Training
   - [X] Orientation session
   - [X] Attending student activities

7. What percentage of an adjunct faculty member's work time is typically spent on these activities (estimate)? 3-5% est.

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?
   - [X] On-campus programs
   - [ ] Support to attend conferences that are local
   - [X] Online programs
   - [X] Support for travel to attend conferences

10. Does your college have an adjunct academy?
    - [X] Yes (Please describe what it includes)

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?
    - [X] Yes (Please describe what it includes)
    - [ ] No
    - [ ] Not sure

13. What requirements must adjunct faculty fulfill to receive the additional benefits from question #11?

COLLEGE: Panola College
Michael S. Edens [Signature] 10/03/2017

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