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

   (x) Release time (Please explain:)
   The number of hours release time is based on the approval of the Provost or Chancellor.

   (____) Sabbatical - available after _______ years of employment for a maximum of _______ semesters

   (____) Other (Please explain:)
   The Employee Assistance Program is available for qualifying employees, spouse, and their dependents.

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.)
   (____) Other EAP benefits:

3. Other significant full-time employee benefits:

   (____) Paid insurance benefits for spouses and/or dependents
   (____) On-site childcare
   (x) Other (Please explain:)
   100% Contribution toward medical plan; 50% contribution toward dependent medical plan; state matching ORP or TRS; Fica/Medi-employer contribution

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
   (x) 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?

   (____) Office hours
   (____) Professional Development / Training
   (x) Orientation session
   (x) Attending student activities
   (____) Volunteering for student activities
   (x) Attending commencement
   (____) 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  (x) No  (____) Not sure

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

   (x) On-campus programs
   (____) Online programs
   (____) Support to attend conferences that are local
   (____) Support for travel to attend conferences

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?

    Not applicable

COLLEGE:  Texas State Technical College

PLEASE RETURN COMPLETED FORM TO:
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IMPORTANT! COMPLETED FORM IS DUE BY OCTOBER 18, 2017.