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
- 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.)
- Other EAP benefits:

3. Other significant full-time employee benefits:

- Paid insurance benefits for spouses and/or dependents
- On-site childcare
- Other (Please explain): Optional Life x2 Annual Salary and Long Term Disability

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
- Orientation session
- Attending student activities

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

- Office hours
- Professional Development / Training
- Orientation session
- 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
- No
- Not sure

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

- 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)
- No
- Not sure

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

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

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

   At least 12 semester hours in past academic school year to receive 50% or more than 30 hours per week to receive 100%.

**COLLEGE:** Trinity Valley Community College