

**All Faculty Association
2002-2005 Contract Survey
AFA Members: Regular Faculty**

You may remove this label before returning.

Next year AFA will be negotiating a new three-year contract with the District. In order to establish issues and priorities for the 2002—2005 Contract, AFA needs to know member needs and concerns. As an AFA member, you are entitled to help direct the negotiation process by responding to questions in this survey. There are questions at the end that solicit your input on subjects not included in the survey so that anything of importance to you can be communicated to the AFA Executive Council and Negotiations Team.

RETURN THIS SURVEY TO THE AFA MAILBOX IN BAILEY HALL BY 5:00 PM, FRIDAY, MAY 17, 2002.

Instructions: Check the box next to the answer that best represents your response to each question. In the space provided, include any comments relevant to the question. If you wish to provide more information, please attach a separate sheet with additional comments. If you have questions, please contact someone on the AFA Negotiations Team, through the AFA office, at (707) 527-4731 or afa@santarosa.edu.

A. SALARY: Since the beginning, AFA has used a ranking system to determine salaries. This has been the single most important factor in achieving raises each year – including years when there was no State COLA. Currently, we are placed at rank ten, among 108 Community Colleges, at Step 5 Class C of our salary schedule.

Yes No 1. Should we continue to use a ranking system that places us at (at least) rank ten in the state?

Yes No 2. Is there another ranking system you can identify that AFA should investigate?
If yes, please attach a description to this survey as part of your response.

B. BENEFITS: Health care premiums are on the rise; our providers (HPR and Kaiser) are raising costs. Some aspects of both plans are going to change to a certain extent. This issue has been dealt with in separate surveys, which you have received. The results of negotiations with the District on this matter will be implemented in July 2002.

Glasses can be prescribed with a specific focal length for use when working at a computer.

Yes No 3. If this option were available, would you need a pair of glasses for computer use only?

C. DEPARTMENT CHAIRS

Yes No 4. Should all departments have an elected faculty member Department Chair?

Yes No 5. Should Department Chairs be required to engage in instructional/allied student contact activities?

6. If yes, to what extent? Please express in percentage of 100% load. _____ %

Yes No 7. Do you think that you are treated fairly by your Department Chair (or equivalent)?

Yes No 8. Should all Department Chairs be required to participate in a Contract Orientation?

D. EVALUATION & TENURE REVIEW: The regular faculty evaluation process was recently changed requiring a formal departmental rotation list and a different team configuration.

Yes No 9. Does the Rotation List system seem to be working in your department?

Yes No 10. If you have participated in this new process, do you have any suggestions for improvements?
If yes, briefly describe.

E. FULL-TIME HIRING: A few other Districts have created a system that gives an in-house adjunct candidate for a full-time teaching position an advantage in hiring (for example, guaranteeing applicants an interview).

Yes No 11. Should SRJC investigate this concept?

F. HOURLY ASSIGNMENTS: Article 16 requires departments to have written procedures for notifying faculty of available hourly assignments and for making recommendations for filling those assignments.

- Yes No 12. Does your department notify you in writing before the schedule is made every semester, or intersession, regarding your desire to have an hourly assignment?
- Yes No 13. Does your Department Chair (or equivalent) follow the written procedures for making hourly assignments?
- Yes No 14. Newly passed AB2700 allows work beyond a 100% load to be counted as creditable compensation, and thus typically increases your new supplemental retirement benefits. Will this new law affect your desire to perform hourly assignments in the future?
- Yes No 15. Would it be advantageous to your department or program to have adjunct faculty performing a one-year teaching contract that might have different loads each semester (e.g., Fall 80%, Spring 40%) averaging a maximum of 60% for the year?

G. OVERLOAD BANKING: We currently have a limited overload banking provision that allows for the flexing of 26.67% of your load over a two-year period.

- Yes No 16. Are you interested in having a “full” overload banking provision that would permit a faculty member to “bank” overloads in order to earn time off later?

H. PROFESSIONAL DEVELOPMENT ACTIVITIES: Each year, SRJC sets aside four days for professional development – PDA Days. Typically two are scheduled at the beginning of Fall semester and two are scheduled sometime in the Spring semester.

- Yes No 17. Instead of the two Spring semester PDA days, would you be interested in having five PDA days in the Spring? This could be accomplished by postponing the start of the Spring semester by a week to schedule a week of professional development activities allocated, for example, to discipline-based, technology-related, or pedagogical education and/or training. (This would shorten the number of instructional days by 3, from 171 to 168 days.)

I. PROFESSIONAL DEVELOPMENT: Next year currently looks like a “slim” year for professional development funds from the State.

18. If no money is available from the State for professional development, and no money is available from the District for professional development, what critical professional development needs of yours will not be addressed during the year? Briefly describe.
19. If applicable, please estimate the approximate cost of these activities. \$ _____

J. RETIREMENT:

- Yes No 20. Are you likely in the next three years to utilize the early retirement option that allows you to retire and receive full medical and dental benefits until Medicare age, if you have reached the age of 55 with 15 years of service to the District?
- Yes No 21. Are you likely in the next three years to utilize the reduced load option that allows you to perform faculty duties at less than a 100% load, but no less than 50%, while both the District and you contribute to STRS at the 100% load rate for up to 10 years prior to retirement, if you have reached the age of 55 with 10 years of service to the District (five of which are as a full-time faculty member)?
- Yes No 22. Do you have any retirement-related concerns or issues that AFA should be aware of? If yes, briefly describe.
- Yes No 23. Should the medical/dental stipend for retirees be awarded annual increases to cover the cost of retirees’ supplemental medical and dental insurance premiums?
- Yes No 24. If you answered yes to the previous question, would you be willing to accept a slightly smaller salary increase now to provide these benefits at retirement if this were the only way to accomplish that goal?

K. SABBATICAL LEAVES:

25. Realistically, how frequently would you take a sabbatical leave if more were available?
Specify the frequency here: **Every _____ years. (7, 8, 9, 10, 11?)**

L. SALARY PLACEMENT: In recent years, the standard of living has risen in Sonoma County, particularly the cost of housing (now third highest in the nation). As a result it is getting harder and harder to attract qualified faculty to SRJC in certain disciplines at initial rates of pay offered.

26. For new hires only, what should be the maximum initial step placement level (currently it is Step 6)? **Step _____**

M. STUDENT CONSULTATION (OFFICE HOURS): The current Contract now provides for alternatives to in-the-office student consultation. Availability by scheduled phone or electronic contact can now substitute for some face-to-face meetings.

Yes **No** 27. Will you be utilizing this provision for meeting required student consultation requirements?

N. SUBSTITUTES: The Contract provides for informal substituting (“covering”) of regular and adjunct faculty assignments by other regular faculty when one must be absent. However, substitute assignments performed by adjunct faculty must be paid and “loaded.”

Yes **No** 28. Do regular faculty informally substitute for each other in your department by “covering” each other’s assignments?

Yes **No** 29. Do you know of any instance of adjunct faculty being asked to “cover” a regular or adjunct faculty assignment without pay?

O. WORKING CONDITIONS: Article 31 describes aspects of employment not included elsewhere in the Contract.

30. Please indicate areas that need improvement in **your** working environment.

1 = Top priority 2 = Middle Priority 3 = Low Priority 4 = Not a Priority 5 = Not Applicable

- _____ Access to support services for weekend classes
- _____ Access to support services for evening classes
- _____ Access to support services for summer/intersession classes
- _____ Access to instructional technology
- _____ Access to technology training
- _____ Access to parking on all District sites with same permit
- _____ Sufficient support for on-line courses
- _____ Sufficient technology support in the learning environment
- _____ Sufficient instructional support in the learning environment (TA’s, readers, etc.)
- _____ Other, briefly describe

P. WORKLOAD: AFA and the District are concluding a study regarding load factors for lab courses. Next, we will address courses with intensive writing requirements, and after that, other courses.

Lab Courses: Departments that believe that a lab course should have a different loading than that currently allocated will have the opportunity to demonstrate, by presenting evidence of work undertaken for those courses, their case for increased loading.

31. Do **you** currently teach any lab portions of courses that you believe should have a greater load factor due to:

- Yes** **No** a. Required course preparation, for the entire course prior to the course being taught:
- Yes** **No** b. Required class preparation, for the lab portion of the classes:
- Yes** **No** c. Required student assessment, due to the nature of individual student work:
- Yes** **No** d. Other factors: (Briefly describe):

Q. RANKING PRIORITIES: There are many issues presented in the body of this survey.

32. On the list below, rank these items in order of greatest importance to you.

1 = Top priority 2 = Middle priority 3 = Low priority 4 = Not a priority for me 5 = Not applicable

- _____ Maintaining at least Rank 10 in salaries
- _____ No cost to faculty for health benefits
- _____ Computer glasses
- _____ Faculty Department Chairs for every department
- _____ Require Department Chair to perform student contact activities
- _____ Require Department Chair Contract orientation
- _____ Require written notification for allocation of hourly assignments
- _____ Permit adjunct faculty to have one-year contracts
- _____ Implement a week of instruction-based PDA days in Spring
- _____ Provide money for professional development opportunities, regardless of state funding
- _____ Increase medical/dental stipend for retirees
- _____ Increase number of sabbatical leaves
- _____ Increase level of initial step placement for new faculty
- _____ Implement full overload banking procedure
- _____ Increase workload factor for lab courses requiring extra preparation and/or assessment

33. Place a check next to the three items in the list above that are of most importance to you.

R. OTHER:

34. If you could chose one thing for AFA to achieve on your behalf in the next three years with regard to terms and conditions of employment, what would it be?

35. Is there anything that is NOT currently in the Contract that you would like to see there?

36. AFA has implemented a WEB presence over the past year at www.santarosa.edu/afa/. You can find the complete Contract there, copies of the *UPDATES* and other important information. Do you have any suggestions for improvement to the website and/or the content?

37. Please let us know of any issues or concerns not addressed in this survey in the space below.

AFA will be making appointments of AFA representatives to some District-wide committees (D) and AFA Standing Committees (A). We invite your participation. Below is a list of the committees to which appointments will be made. If you are interested in serving on any of these committees, please contact the AFA office at 527-4731 or afa@santarosa.edu.

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|------------------------------------|--|--------------------------------|
| Calendar/Registration (D) | Staff Development Coordinating (D) | Communications (A) |
| District Online (D) | Staff Diversity/Affirmative Action (D) | Faculty Tech Training Fund (A) |
| Hate-Free Campus (D) | Adjunct Issues (A) | Membership (A) |
| Parking/Transportation (D) | Adjunct Faculty District Activities Fund (A) | AFA PAC (A) |
| Professional Growth Increments (D) | Benefits Issues (A) | Retirement Issues (A) |
| Sabbatical Leave (D) | Bylaws & Communications Review (A) | Workload Issues (A) |

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