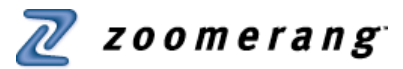


ADJUNCT FACULTY SALARY AND BENEFITS SURVEY Spring 2011



Results Overview

Date: 5/23/2011 12:05 PM PST
 Responses: Completes
 Filter: No filter applied

Below are 14 questions that solicit your opinions on benefits, ongoing negotiation topics, and future retirement plans. Your responses will help AFA establish issues and priorities for negotiations in the next three to five years. There are links to brief discussions of these questions in the email that directed you to this survey. If you feel that you do not have an adequate understanding of an issue to answer a question with confidence, feel free to leave it blank. At the end of the questions, a place is provided for written comments. Please complete the survey by 12 noon, Monday, May 23. Survey results will be posted on the AFA Web site shortly thereafter. Thanks for participating!

Personal

1. Which best describes your faculty status?

I am adjunct faculty with typically at least a 40% load in at least one semester or summer term.		135	69%
I am adjunct faculty with typically less than 40% load but at least 15% in at least one semester or summer term.		44	23%
I am adjunct faculty with typically less than a 15% load in all semesters or terms.		16	8%
Total		195	100%

2. Which describes your current length of service (uninterrupted by a break of more than two consecutive semesters)?



Less than five years.		32	16%
At least five years but less than fifteen years.		94	48%
Fifteen years or more.		70	36%
Total		196	100%

3. Which best describes your assignment location?

All or most of my assignment is on the Santa Rosa campus.		139	71%
All or most of my assignment is on the Petaluma campus.		21	11%
All or most of my assignment is at the Public Safety Training Center, Shone Farm, or other off-campus location.		10	5%
My assignment is typically divided between two or more locations in the District.		25	13%
Total		195	100%





4. Which best describes your online experience at SRJC?

I am currently teaching at least one class online (includes hybrid classes).		26	13%
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I have taught at least one class online in the past (includes hybrid classes).		16	8%
I have never taught an online class.		154	79%
Total		196	100%

Benefits




5. Which best describes your participation in a SRJC medical benefit group plan?

I am enrolled in the Kaiser group plan under the Adjunct Medical Benefits Program (AMBP).		49	25%
I am enrolled in the SISC Blue Shield group plan under the AMBP.		10	5%
I am not enrolled in the AMBP, but I would like to be.		38	20%
I am not currently enrolled in the AMBP, and I do not wish to be.		97	50%
Total		194	100%

6. Which best describes your coverage under the AMBP?




Single.		38	19%
Double.		14	7%
Family.		9	5%
I am not enrolled in the AMBP.		134	69%
Total		195	100%

7. Which best describes your opinion on how the District should handle cost increases to the SRJC medical benefit group plans in the next 3-6 years?

Establish annual plan deductibles.		51	31%
Increase copays for services and prescriptions.		70	42%
Redirect additional faculty salary to cover the cost increases.		45	27%
Total		166	100%

Negotiations and Budget

8. Which best describes your opinion on the District's hiring of new replacement contract faculty as increasing numbers of contract faculty retire in the next 3-6 years?

All contract faculty should be replaced as they retire.		54	28%
The number of replacements should be reduced moderately in response to the budget crisis.		85	44%
The number of replacements should be reduced significantly in response to the the budget crisis.		31	16%

No opinion.		22	11%
Total		192	100%

9. Which best describes your opinion on the District's hiring of management positions (such as the current hiring in process for the Petaluma Student Services Dean or EOPS Director)?

All management positions should be filled as they become open.		4	2%
The number of management replacements should be reduced moderately in response to the budget crisis.		65	34%
Unless absolutely essential to the welfare of the college, no management positions should be filled until faculty positions are fully restored to pre-budget-crisis levels.		111	57%
No opinion.		14	7%
Total		194	100%

10. Which best describes your opinion on the increase in faculty efficiency?

Faculty efficiency should increase in response to the budget crisis with no adjustment to faculty compensation.		20	11%
Faculty efficiency should increase in response to the budget crisis, and faculty should be compensated for the resulting increase in workload.		117	62%
Faculty should return to pre-budget-crisis efficiency benchmarks, with a resulting decrease in compensation.		10	5%
No opinion.		41	22%
Total		188	100%



Retirement and Related

11. Which describes your current age?



50 or younger.		51	26%
51 - 54.		24	12%
55 - 58.		32	16%
59 - 62.		42	22%
63 or older.		37	19%
Decline to state.		9	5%
Total		195	100%

12. Which best describes your current retirement plan?



I plan to retire in three years or less.		15	8%
I plan to retire in more than three years but less than five years.		10	5%

I do not plan to retire for at least five years.		59	31%
I have not set a retirement date goal.		107	56%
Total		191	100%

13. Which best describes your opinion about Social Security as a retirement plan option?

I would like to have the option to choose Social Security as my SRJC retirement plan.		97	52%
I am not interested in having the option to choose Social Security as my SRJC retirement plan.		88	48%
Total		185	100%

14. Which best describes your interest in the State Disability Insurance Program (SDI)?

I would like to be covered under the SDI program, which would be paid for through adjunct faculty payroll deductions.		88	49%
I am not interested in the SDI program.		91	51%
Total		179	100%

Comments