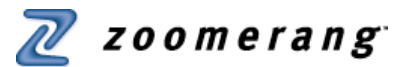


CONTRACT FACULTY SALARY AND BENEFITS SURVEY

Spring 2011



Results Overview

Date: 5/23/2011 12:04 PM PST
 Responses: Completes
 Filter: No filter applied

Below are 19 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 contract faculty.		147	76%
I am contract faculty and I also typically have an overload assignment of 20% or less.		29	15%
I am contract faculty and I also typically have an overload assignment of more than 20%.		18	9%
Total		194	100%

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

Less than five years.		29	15%
At least five years but less than fifteen years.		64	33%
Fifteen years or more.		100	52%
Total		193	100%

3. Which best describes your assignment location?

All or most of my assignment is on the Santa Rosa campus.		149	78%
All or most of my assignment is on the Petaluma campus.		28	15%
All or most of my assignment is at the Public Safety Training Center, Shone Farm, or other off-campus location.		4	2%
My assignment is typically divided between two or more locations in the District.		9	5%
Total		190	100%




4. Which best describes your online experience at SRJC?

I am currently teaching at least one class online (includes hybrid classes).		28	14%
I have taught at least one class online in the past (includes hybrid classes).		14	7%
I have never taught an online class.		152	78%



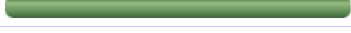

Total	194	100%
-------	-----	------

Benefits






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

I am enrolled in the Kaiser group plan.		90	46%
I am enrolled in the SISC Blue Shield group plan.		101	52%
I am not enrolled in any SRJC medical benefit group plan.		3	2%
Total		194	100%



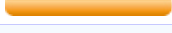
6. Which best describes your coverage under the SRJC medical benefit group plan?

Single.		46	24%
Double.		51	26%
Family.		94	48%
I am not enrolled in any SRJC medical benefit group plan.		3	2%
Total		194	100%




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

Increase current premium cost sharing by faculty.		41	22%
Establish annual plan deductibles.		26	14%
Increase copays for services and prescriptions.		80	42%
Redirect faculty salary to cover the cost increases.		21	11%
No opinion.		22	12%
Total		190	100%






8. Do you wish orthodontia to be added to the list of current dental services?

Yes.		38	20%
No.		112	58%
No preference.		43	22%
Total		193	100%

9. Do you wish the full cost of composite fillings for all teeth to be covered by the dental plan at the applicable coverage level (60% in Year 1, 70% in Year 2, or 90% in Year 3)?





Yes.		124	64%
No.		30	16%
No preference.		39	20%
Total		193	100%

10. Which best describes your opinion on how the District should handle increased dental benefit expenses (either from rate increases or from adding services described in 8 and 9 above) in the next 3-6 years?




Lower the percentage levels of coverage for services.		24	13%
Lower the maximum annual benefit (currently \$1750 per person).		37	19%
Do not add new services.		90	47%
Redirect faculty salary to cover the increases.		15	8%
No opinion.		24	13%
Total		190	100%

Negotiations and Budget



11. 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.		78	40%
The number of replacements should be reduced moderately in response to the budget crisis.		103	53%
The number of replacements should be reduced significantly in response to the the budget crisis.		10	5%
No opinion.		3	2%
Total		194	100%

12. 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.		1	1%
The number of management replacements should be reduced moderately in response to the budget crisis.		63	32%
Unless absolutely essential to the welfare of the college, no management positions should be filled until contract faculty positions are fully restored to pre-budget-crisis levels.		130	67%
No opinion.		0	0%
Total		194	100%

13. 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.		37	19%
Faculty efficiency should increase in response to the budget crisis, and faculty should be compensated for the resulting increase in workload.		123	65%

Faculty should return to pre-budget-crisis efficiency benchmarks, with a resulting decrease in compensation.		6	3%
No opinion.		24	13%
Total		190	100%

14. Which best describes your opinion on the sabbatical leave program during the budget crisis?







The program should continue in accordance with the existing contract.		63	33%
The program should be suspended as long as faculty salaries continue to be reduced from pre-budget-crisis levels.		123	64%
No opinion.		6	3%
Total		192	100%

15. Which best describes your opinion on the criteria for granting sabbatical leaves if the program were to continue during the budget crisis?





Sabbatical leaves should continue to be awarded based solely on seniority, given that a faculty member's leave proposal reaches a set threshold of merit.		83	43%
Sabbatical leaves should be awarded based competitively on the merit of the faculty member's proposal, given the faculty member reaches a set threshold of seniority.		90	46%
No opinion.		21	11%
Total		194	100%

Retirement and Related

16. Which describes your current age?




50 or younger.		71	37%
51 - 54.		27	14%
55 - 58.		34	18%
59 - 62.		34	18%
63 or older.		26	13%
Decline to state.		1	1%
Total		193	100%

17. Which best describes your current retirement plan?




I plan to retire in three years or less.		40	21%
I plan to retire in more than three years but less than five years.		26	14%
I do not plan to retire for at least five years.		68	36%
I have not set a retirement date goal.		57	30%

Total	191	100%
-------	-----	------

18. Which best describes your planning with respect to reduced load?

I plan to exercise my right to go on a reduced load before retirement.		36	19%
I do not plan to exercise my right to go on a reduced load before retirement.		40	21%
I have not made plans with respect to the reduced load option.		115	60%
Total		191	100%

19. Which best describes your planning with respect to the Early Retirement Option (ERO)?

I plan to exercise my right to the ERO.		30	16%
I do not plan to exercise my right to the ERO.		46	24%
I have not made plans with respect to the ERO.		116	60%
Total		192	100%

Comments