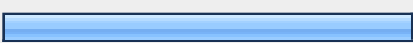

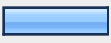




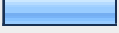

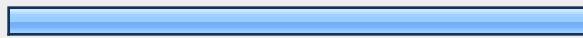


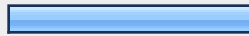


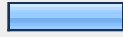







General UF Survey 2010


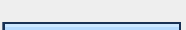

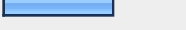
1. Which category best describes you?			
		Response Percent	Response Count
Full-Time with Tenure		63.0%	148
Full-Time on Tenure Track		11.5%	27
Part-Time (Adjunct) with Staffing Preference		15.7%	37
Part-Time (Adjunct) without Staffing Preference		9.8%	23
		<i>answered question</i>	235
		<i>skipped question</i>	0

2. Which college or center do you consider your primary workplace?			
		Response Percent	Response Count
CCC		17.9%	42
DVC		59.1%	139
SRC		4.7%	11
LMC		17.0%	40
Brentwood		1.3%	3
		<i>answered question</i>	235
		<i>skipped question</i>	0

3. Are you mainly "instructional faculty" or "non-instructional faculty"?				
			Response Percent	Response Count
Instructional Faculty		89.3%	209	
Non-Instructional Faculty		10.7%	25	
			<i>answered question</i>	234
			<i>skipped question</i>	1

4. One key issue for the District this year seems to be banked load. The District is concerned about its "banked load liability," and some faculty have also voiced concern to the UF that when a member uses years worth of banked load prior to retirement, this can be hard on the department since no full-time replacement is generally assigned. Understanding that the UF would NEVER agree to faculty giving up any banked load that has already been earned, would you support a cap on how much banked load can be used at one time (say, for example, no more than two years)?				
			Response Percent	Response Count
Strongly Support.		33.2%	75	
Support.		37.2%	84	
Oppose.		5.8%	13	
Strongly Oppose.		6.6%	15	
Not Sure or Would Depend on Other Factors.		17.3%	39	
			Please add comments to explain your answer.	57
			<i>answered question</i>	226
			<i>skipped question</i>	9

5. Would you support a cap on using banked load (that only applied to load earned and banked in the future) limiting faculty to using no more than one year's worth of load at one time, including prior to retirement?			Response Percent	Response Count
Strongly Support			27.7%	62
Support			27.2%	61
Oppose			11.6%	26
Strongly Oppose			12.9%	29
Not Sure or Would Depend on Other Factors			20.5%	46
			<i>answered question</i>	224
			<i>skipped question</i>	11

6. Have you ever banked any load yourself?			Response Percent	Response Count
Yes, I regularly bank load.			28.4%	64
Yes, I have banked load at least one time.			27.1%	61
No, I have never banked load, but I probably will in the future.			16.4%	37
No, I have never banked load, and I probably never will.			28.0%	63
Increasing funding for instructional technology.			0.0%	0
			<i>answered question</i>	225
			<i>skipped question</i>	10



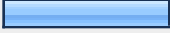
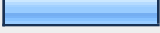

7. Would you be less likely to bank load if the District removed restrictions on paying faculty for overload at the A/C rate?

		Response Percent	Response Count
Yes, I have banked load in the past because I could not be paid A/C for the overload.		10.9%	24
Yes, although this has never really been an issue for me.		23.2%	51
No, I prefer to bank load rather than being paid A/C.		20.9%	46
No, I didn't even know there were restrictions on A/C.		10.9%	24
Not sure or don't know.		34.1%	75
		<i>answered question</i>	220
		<i>skipped question</i>	15

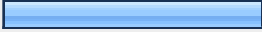
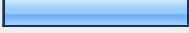



8. Many faculty and managers have voiced unhappiness to the UF about a perceived lack of fairness in lecture/lab loads. Particularly, we have often discussed that science labs and other labs that require substantial preparation and grading should not be loaded at the same rate as drop-in labs, such as English and Math labs. It's an inequity we have not successfully addressed because of the difficulty in finding funds to increase load factors. Since there does not seem to be much if any new money on the horizon, would you agree to support a slight decrease in load assigned to drop-in labs in order to pay for an increase in load assigned to teaching labs (or those with more prep and grading)?

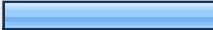




		Response Percent	Response Count
Strongly Agree		28.0%	63
Agree		32.4%	73
Disagree		10.7%	24
Strongly Disagree		9.8%	22
Not Sure		19.1%	43
		<i>answered question</i>	225
		<i>skipped question</i>	10

9. Turning to office hours, full-time faculty who are required to hold 5 office hours may currently schedule no more than 1.5 on any given day. This means that they must be on campus at least 4 days a week. Do you support this restriction?

		Response Percent	Response Count
Strongly Support		23.6%	53
Support		20.0%	45
Oppose		25.3%	57
Strongly Oppose		23.6%	53
Not Sure		7.6%	17
Please add comments to explain your answer.			74
<i>answered question</i>			225
<i>skipped question</i>			10

10. Would you support changing the rule on office hours to allow faculty to hold up to two office hours on any given day?

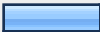



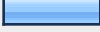
		Response Percent	Response Count
Strongly Support		39.7%	89
Support		28.1%	63
Oppose		10.3%	23
Strongly Oppose		11.2%	25
Not Sure		10.7%	24
<i>answered question</i>			224
<i>skipped question</i>			11

11. Would you support allowing all faculty (including those not teaching on-line) to hold one office hour per week on-line?				
			Response Percent	Response Count
Strongly Support			32.4%	73
Support			34.2%	77
Oppose			12.0%	27
Strongly Oppose			11.6%	26
Not Sure			9.8%	22
Please add comments.				41
<i>answered question</i>				225
<i>skipped question</i>				10

12. What other areas related to faculty load or class size would you like to see improved in our contract?			Response Count
			84
<i>answered question</i>			84
<i>skipped question</i>			151

13. Have you ever used any Family Leave for any reason? Please check all that apply.			
		Response Percent	Response Count
Yes, to care for a child.	<input type="checkbox"/>	12.5%	28
Yes, to care for a parent.	<input type="checkbox"/>	8.0%	18
Yes, to care for a spouse.	<input type="checkbox"/>	7.6%	17
Yes, to care for another family member (not a child, parent or spouse)	<input type="checkbox"/>	2.7%	6
No, not at all.	<input type="checkbox"/>	69.6%	156
No, but I had a situation where I thought the Leave should be considered "family leave" but it wasn't.	<input type="checkbox"/>	7.1%	16
Not Sure	<input type="checkbox"/>	4.0%	9
		<i>answered question</i>	224
		<i>skipped question</i>	11

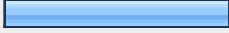
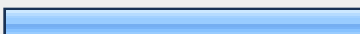

14. The District's system for allowing faculty to donate sick leave to other faculty (in the case of an extended illness) currently applies only to full-timers. One UF goal this year is to change this policy to allow part-time faculty to donate and receive sick leave. Another idea we've heard is to create a bank of sick leave from which anyone in need might draw. Would you support a plan that gave all employees one day less sick leave every year, but put the leave into a bank upon which all might draw? This would decrease a little the sick leave many faculty would have upon retirement (which counts for STRS credit), but it would increase available sick leave for those with extended illnesses.

		Response Percent	Response Count
Strongly Support		14.5%	32
Support		28.1%	62
Oppose		19.0%	42
Strongly Oppose		24.0%	53
Not Sure		14.5%	32
		Other (please specify)	55
		<i>answered question</i>	221
		<i>skipped question</i>	14






15. What other areas related to leaves would you like to see improved in our contract?

		Response Count
		35
		<i>answered question</i>
		35
		<i>skipped question</i>
		200






16. Have you published a book or article or completed any creative or scholarly project since you began working at CCCCD that is covered by copyright laws?

		Response Percent	Response Count
Yes		34.2%	75
No		55.3%	121
Not Sure		10.5%	23
		<i>answered question</i>	219
		<i>skipped question</i>	16






17. Do you agree with the following statement? Any and all work produced by faculty while working at CCCCD, whether produced on campus, in connection with a class, or on sabbatical, should be the sole property of the faculty member. The College should have no share of the copyright, even if campus facilities were used to produce the work.






		Response Percent	Response Count
Strongly Agree		49.5%	110
Agree		22.1%	49
Disagree		11.3%	25
Strongly Disagree		4.5%	10
Not Sure		12.6%	28
		<i>answered question</i>	222
		<i>skipped question</i>	13



18. Some districts have contract language that allows the District "free use" of any work (such as a textbook or instructional video) produced as part of a faculty member's sabbatical. (This does not mean students get textbooks at no cost, but that the library or media lab does not have to pay.) Would you support such a provision in our contract?

		Response Percent	Response Count
Strongly Support		12.7%	28
Support		40.0%	88
Oppose		11.8%	26
Strongly Oppose		10.9%	24
Not Sure		24.5%	54
		<i>answered question</i>	220
		<i>skipped question</i>	15

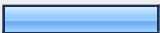

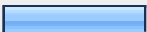
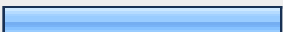
19. Would you support a contractual limit on the number of sections a full-time professor could teach on-line? (For example, an article that said no full-timer could teach more than 50% A-load on-line during any semester.)

		Response Percent	Response Count
Strongly Support		30.5%	67
Support		24.1%	53
Oppose		11.4%	25
Strongly Oppose		16.8%	37
Not Sure		17.3%	38
		<i>answered question</i>	220
		<i>skipped question</i>	15

20. Do you agree with this statement? On-line and hybrid versions of classes should have the same contractual class maximums as in-class versions of the same class?			Response Percent	Response Count
Strongly Agree			34.4%	76
Agree			25.8%	57
Disagree			13.6%	30
Strongly Disagree			4.5%	10
Not Sure			21.7%	48
			<i>answered question</i>	221
			<i>skipped question</i>	14

21. Have you ever taught an on-line or hybrid class at CCCCD?			Response Percent	Response Count
Yes			37.4%	82
No			62.6%	137
			<i>answered question</i>	219
			<i>skipped question</i>	16

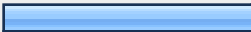
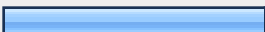



22. How would you judge the workload of teaching an on-line or hybrid class as opposed to an on-campus class? Assume, for the purposes of this question, that class is already designed and that it is not your first time teaching it.

		Response Percent	Response Count
On-Line or Hybrid classes are more work than On-Campus classes.		23.5%	51
On-Line or Hybrid classes are less work than On-Campus classes.		12.0%	26
On-Line or Hybrid classes are about the same amount of work as On-Campus Classes.		21.7%	47
Not sure or depends on the class.		42.9%	93
		<i>answered question</i>	217
		<i>skipped question</i>	18



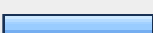
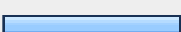

23. Please comment on any of the above questions or share with us your ideas and suggestions related to Distance Ed Policy or Intellectual Property Rights.

		Response Count
		58
		<i>answered question</i>
		58
		<i>skipped question</i>
		177



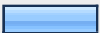

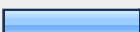
24. One additional question on benefits: would you support the District offering a voluntary "Health and Wellness" Program whereby employees and their spouses would receive a discount on their share of health insurance premiums (worth about \$500 per year per person) in return for participating? To qualify for the incentive, employees would choose an area (such as weight loss, general fitness, stress management, blood pressure, cholesterol, or smoking cessation), and then regularly report to a health counselor on progress. The general idea is that by participating, employees become healthier, which lowers premium costs for the District enough to pay for the program and the incentives and also generate additional savings for the District.

		Response Percent	Response Count
Strongly Support		38.0%	84
Support		40.3%	89
Oppose		2.3%	5
Strongly Oppose		3.6%	8
Not Sure		15.8%	35
Please add comments.			38
<i>answered question</i>			221
<i>skipped question</i>			14

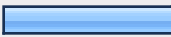
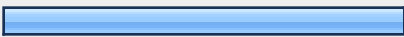


25. This year the UF added one new part-time faculty position to our Executive Board (a leadership position called Part-Time Faculty Advocate). This means we now have 19 full-time faculty and 4 part-time faculty on our E-Board. Would you support a change to our structure to add one more part-time faculty member from each campus (to raise the total number of part-timers on the E-Board to 7)? Note that we currently pay part-time reps \$150 a month, so there would be an annual cost of \$4500 to add the three new positions.

		Response Percent	Response Count
Strongly Support		12.2%	27
Support		20.8%	46
Oppose		22.6%	50
Strongly Oppose		27.1%	60
Not Sure		17.2%	38
<i>answered question</i>			221
<i>skipped question</i>			14

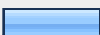

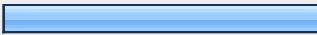
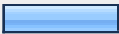
26. The California Community College Independents (CCCI), an association of 16 independent faculty unions to which the UF belongs, is considering hiring a lobbyist to advocate for us in Sacramento. This proposal would require member organizations, including the UF, to contribute financially to cover the cost of the lobbyist. Would you support an annual UF PAC contribution of \$3000-\$5000 to support a state lobbyist working on our behalf? (Note that our annual PAC revenues are about \$35,000 per year.)

		Response Percent	Response Count
Strongly Support		13.2%	29
Support		41.6%	91
Oppose		14.2%	31
Strongly Oppose		10.5%	23
Not Sure		20.5%	45
		<i>answered question</i>	219
		<i>skipped question</i>	16

27. What do you think should be the highest priority for the UF's Political Action Committee/Fund? Please rate the choices below (where 6 is your highest priority and 1 your lowest).								
	Lowest Priority (1)	2	3	4	5	Highest Priority (6)	Rating Average	Response Count
Participating in CCCCCD Governing Board elections.	6.0% (12)	5.5% (11)	13.0% (26)	14.5% (29)	27.0% (54)	34.0% (68)	4.53	200
Advocating for college funding and related issues in Sacramento.	2.0% (4)	3.5% (7)	8.4% (17)	14.9% (30)	24.8% (50)	46.5% (94)	4.97	202
Holding rallies on campus to involve students in political action.	29.1% (58)	21.6% (43)	21.6% (43)	15.1% (30)	8.5% (17)	4.0% (8)	2.64	199
Taking stands on local and statewide issues; recommending positions to our members.	6.0% (12)	21.1% (42)	19.6% (39)	22.6% (45)	22.1% (44)	8.5% (17)	3.59	199
Building relationships with local and state legislators by making endorsements and attending fundraisers.	7.5% (15)	17.0% (34)	16.5% (33)	15.5% (31)	28.0% (56)	15.5% (31)	3.86	200
Contributing to scholarships and local charities on behalf of the UF.	35.2% (70)	19.6% (39)	17.1% (34)	14.6% (29)	9.5% (19)	4.0% (8)	2.56	199
Please add comments or suggestions for the PAC.								19
<i>answered question</i>								206
<i>skipped question</i>								29

28. How satisfied are you with the representation you have received from the United Faculty in the past year?			
		Response Percent	Response Count
Very Satisfied		25.7%	55
Satisfied		61.7%	132
Dissatisfied		11.2%	24
Very Dissatisfied		1.4%	3
<i>answered question</i>			214
<i>skipped question</i>			21

29. What suggestions do you have for improving the way the UF represents you?		
		Response Count
		47
	<i>answered question</i>	47
	<i>skipped question</i>	188

30. How satisfied are you with the support you have received recently in your area from management?			
		Response Percent	Response Count
very dissatisfied		14.6%	31
dissatisfied		19.3%	41
satisfied		48.6%	103
very satisfied		17.5%	37
	<i>answered question</i>		212
	<i>skipped question</i>		23

31. What suggestions do you have for improving management at your college or in the District?		
		Response Count
		72
	<i>answered question</i>	72
	<i>skipped question</i>	163