

# UNITED FACULTY

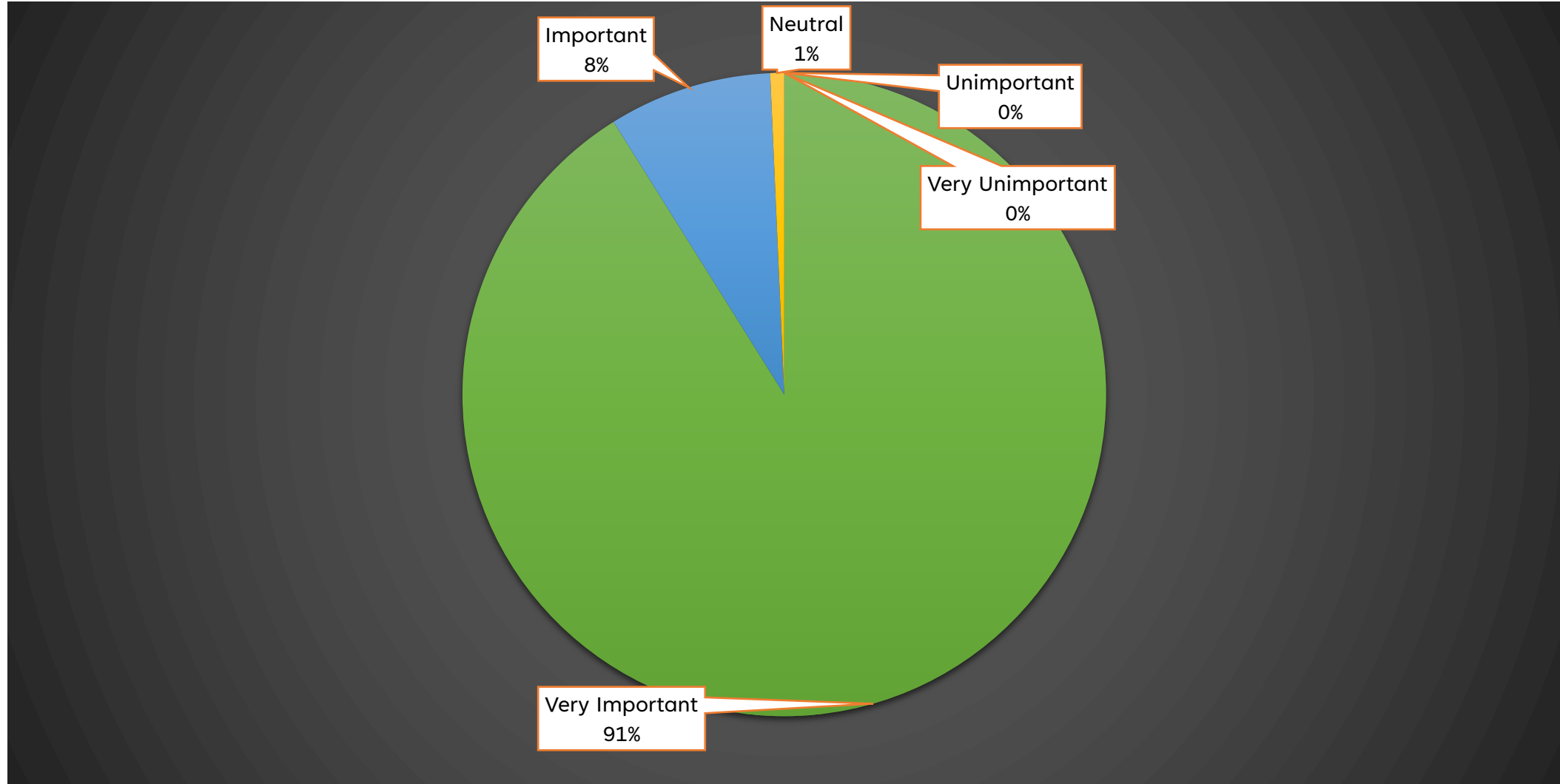
## SURVEY

### *FALL 2023*

#### **TURNOUT:**

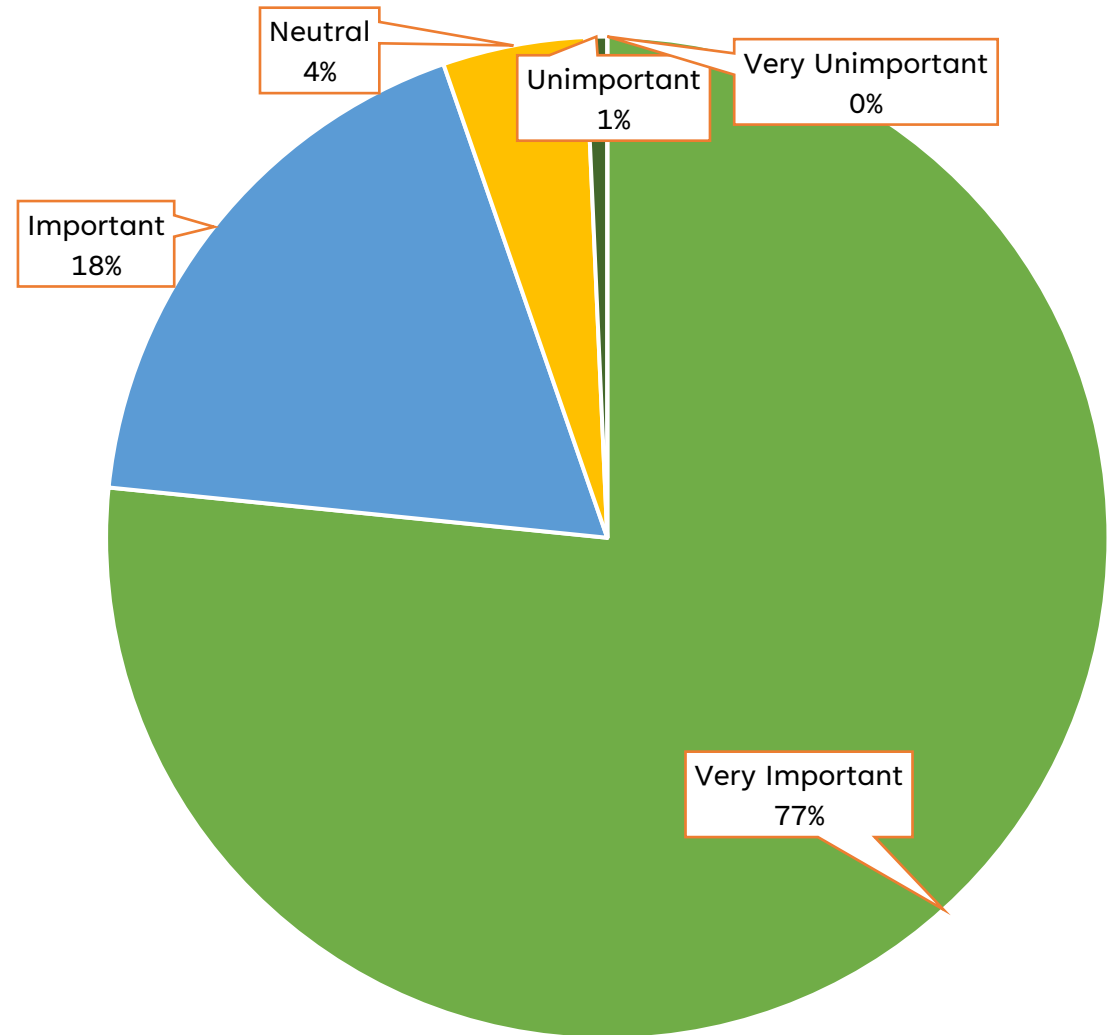
- 306 (63.1%) of 485 electors voted
- 12% more than the previous survey

# FULLY FUNDED COLA GUARANTEE

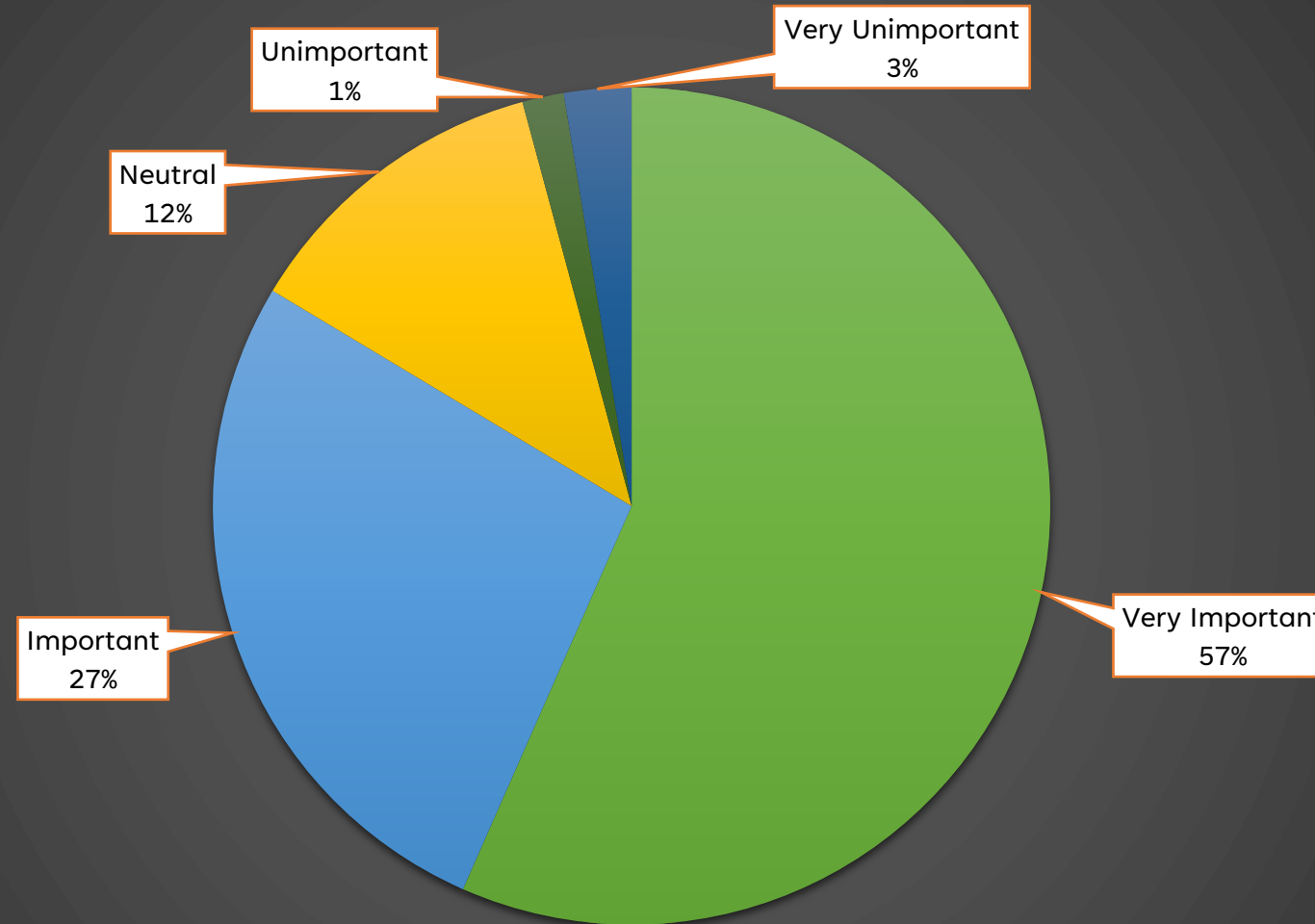


# SALARY RANKING IN THE TOP THREE OF OUR SEVEN COMPARABLE DISTRICTS

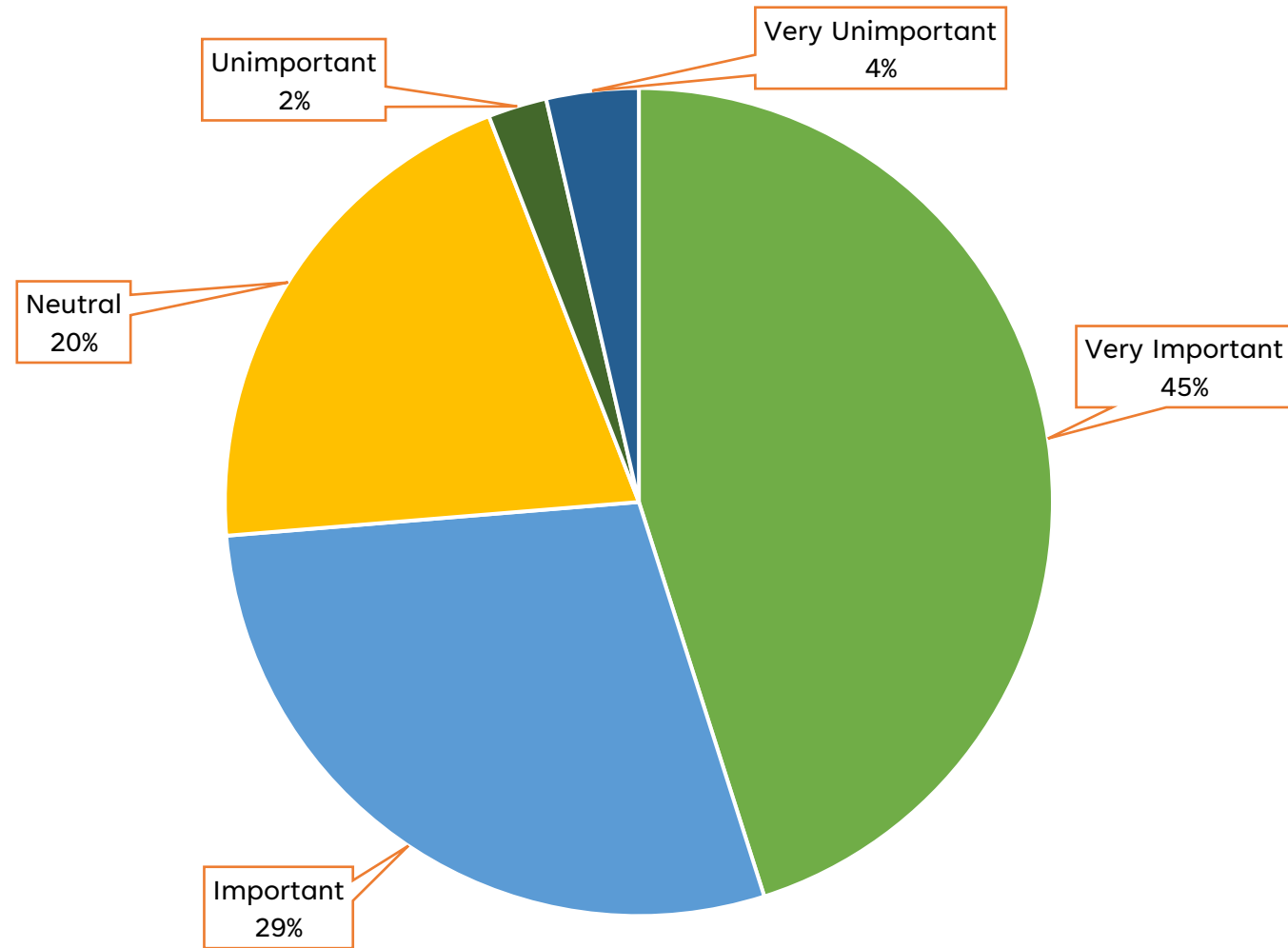
- Cerritos CCD
- Coast CCD
- Long Beach CC
- Mt. San Antonio CCD
- Rancho Santiago CCD
- Riverside CCD
- Rio Hondo College



# OVERLOAD PAY INCREASE RANKING IN THE TOP THREE OF OUR SEVEN COMPARABLE DISTRICTS

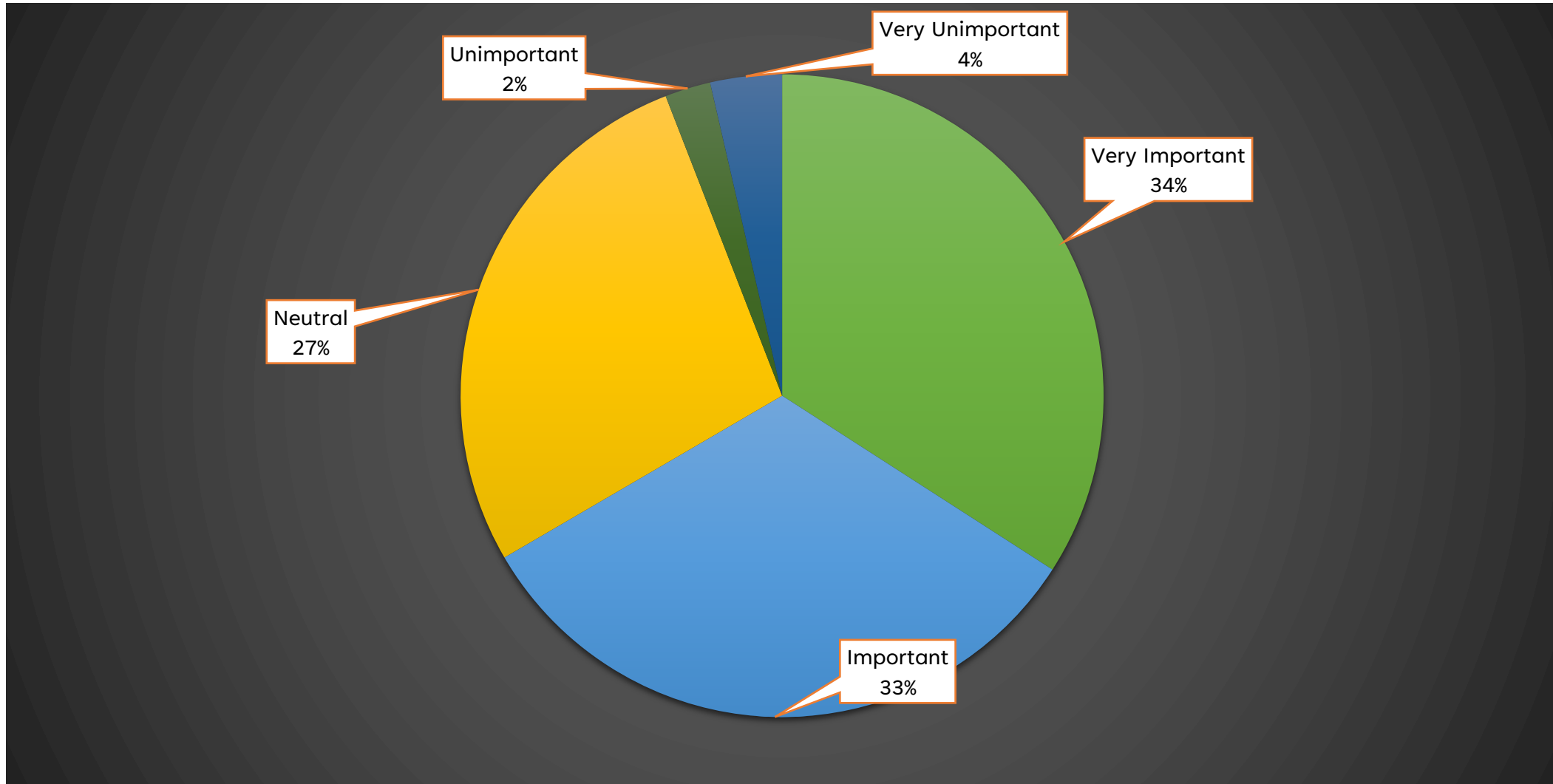


# INTERSESSION (SUMMER AND WINTER) PAY INCREASE RANKING IN THE TOP THREE OF OUR SEVEN COMPARABLE DISTRICTS

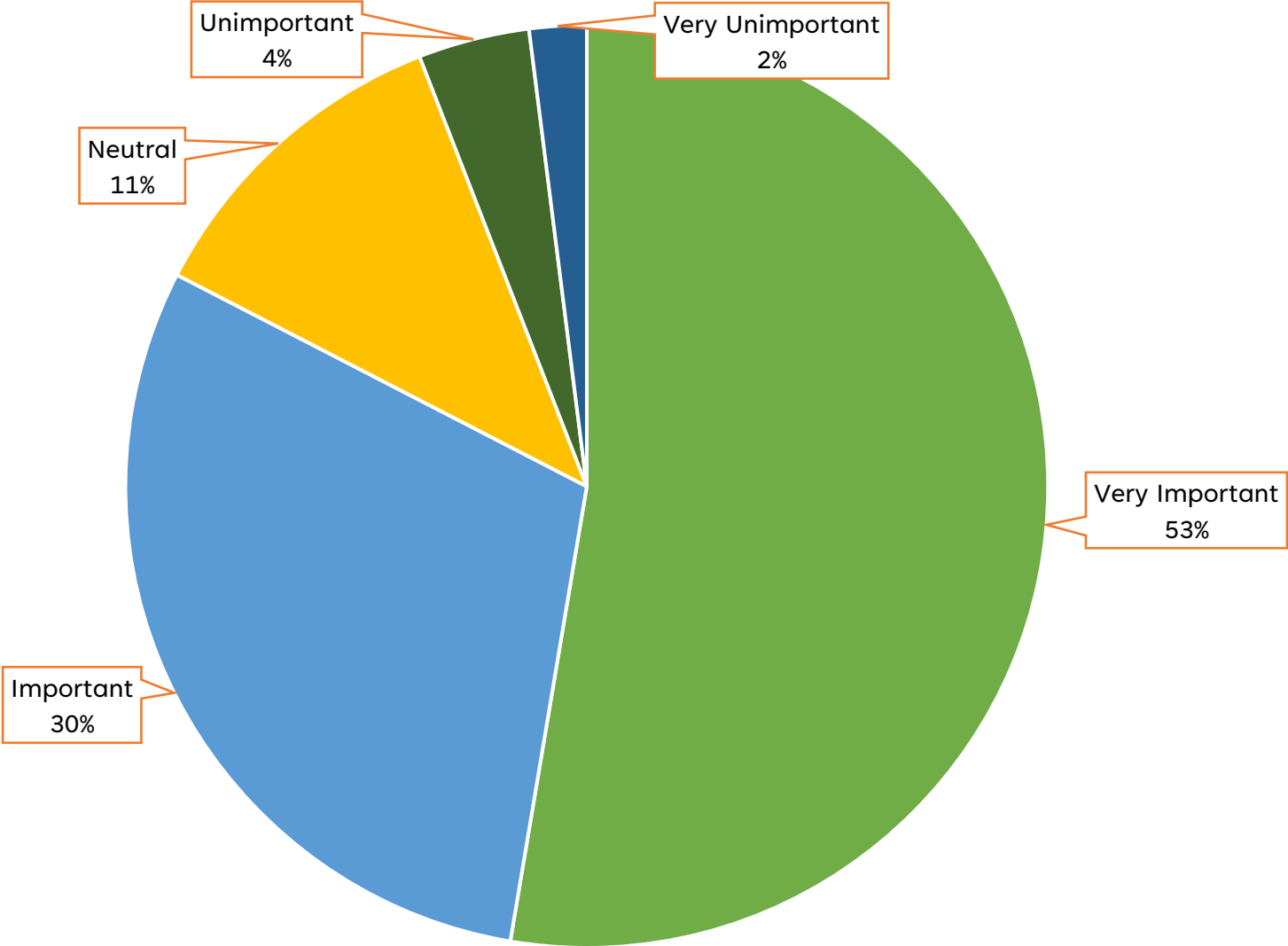


# PROFESSIONAL EXPERT PAY INCREASE

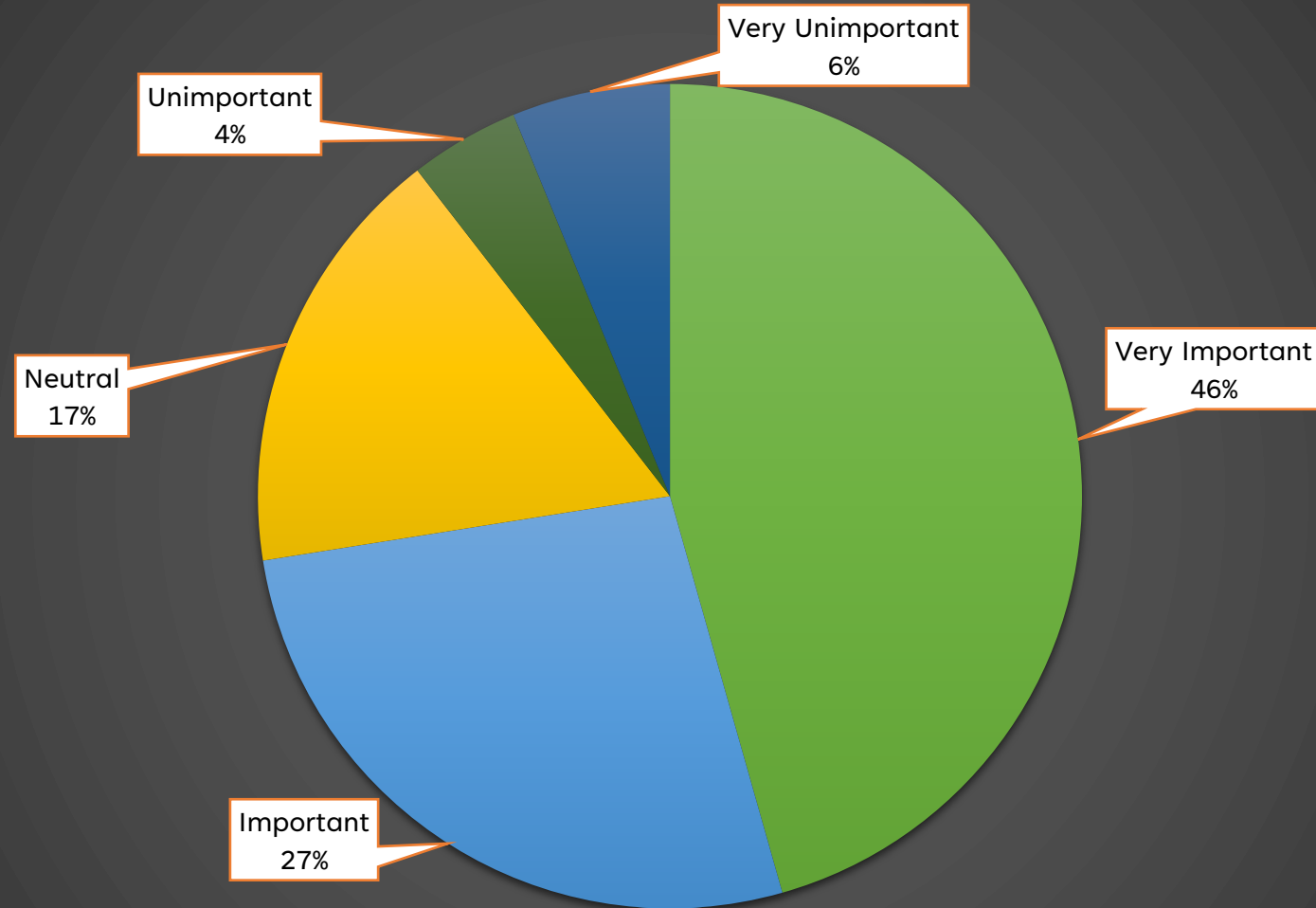
(CURRENT AVERAGE PAY IS \$40.00 PER HOUR)



# DISTRICT PAID DENTAL AND VISION INSURANCE FOR EMPLOYEE PLUS DEPENDENTS

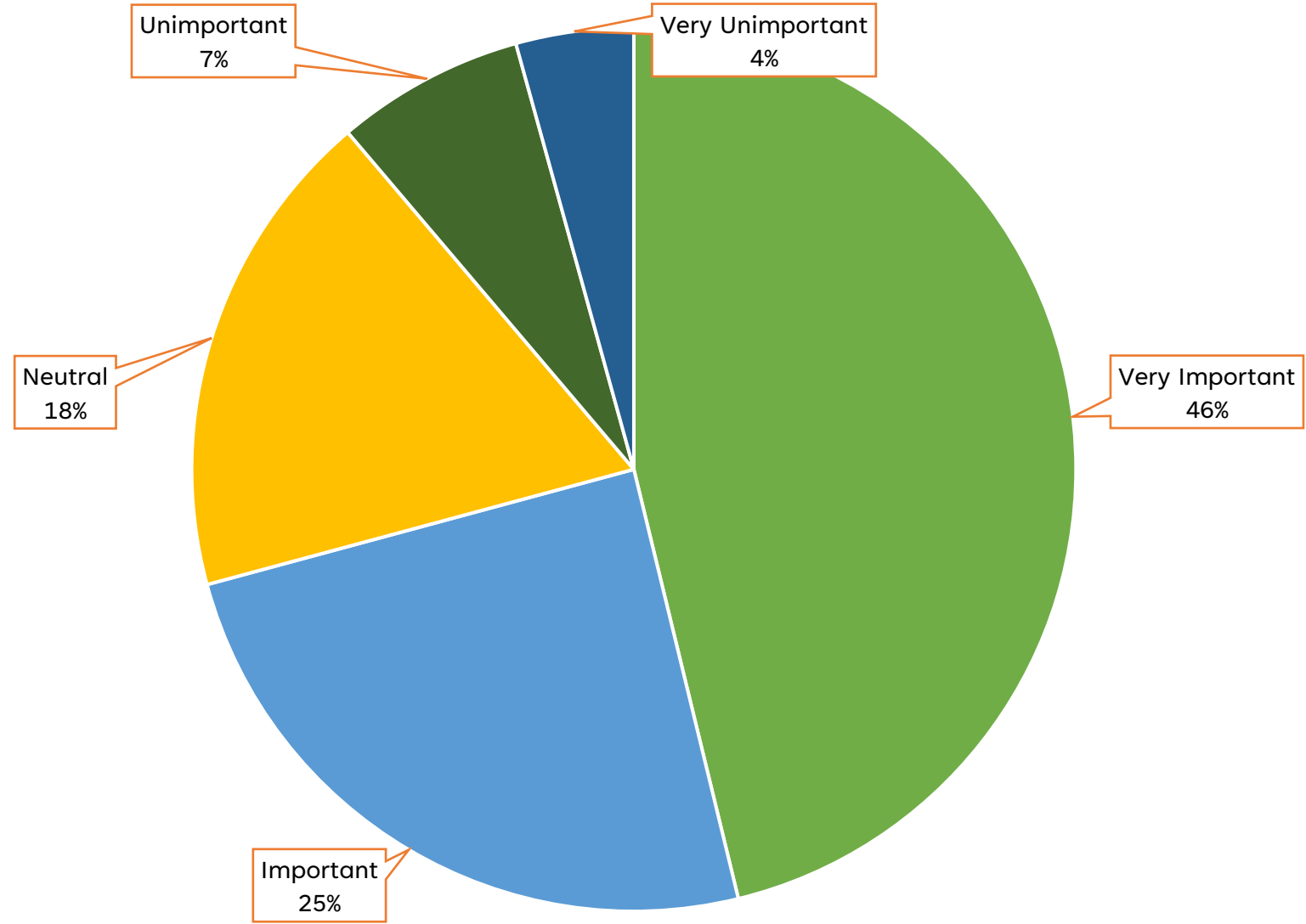


# INCREASE IN DISTRICT CONTRIBUTION FOR DEPENDENT MEDICAL COVERAGE

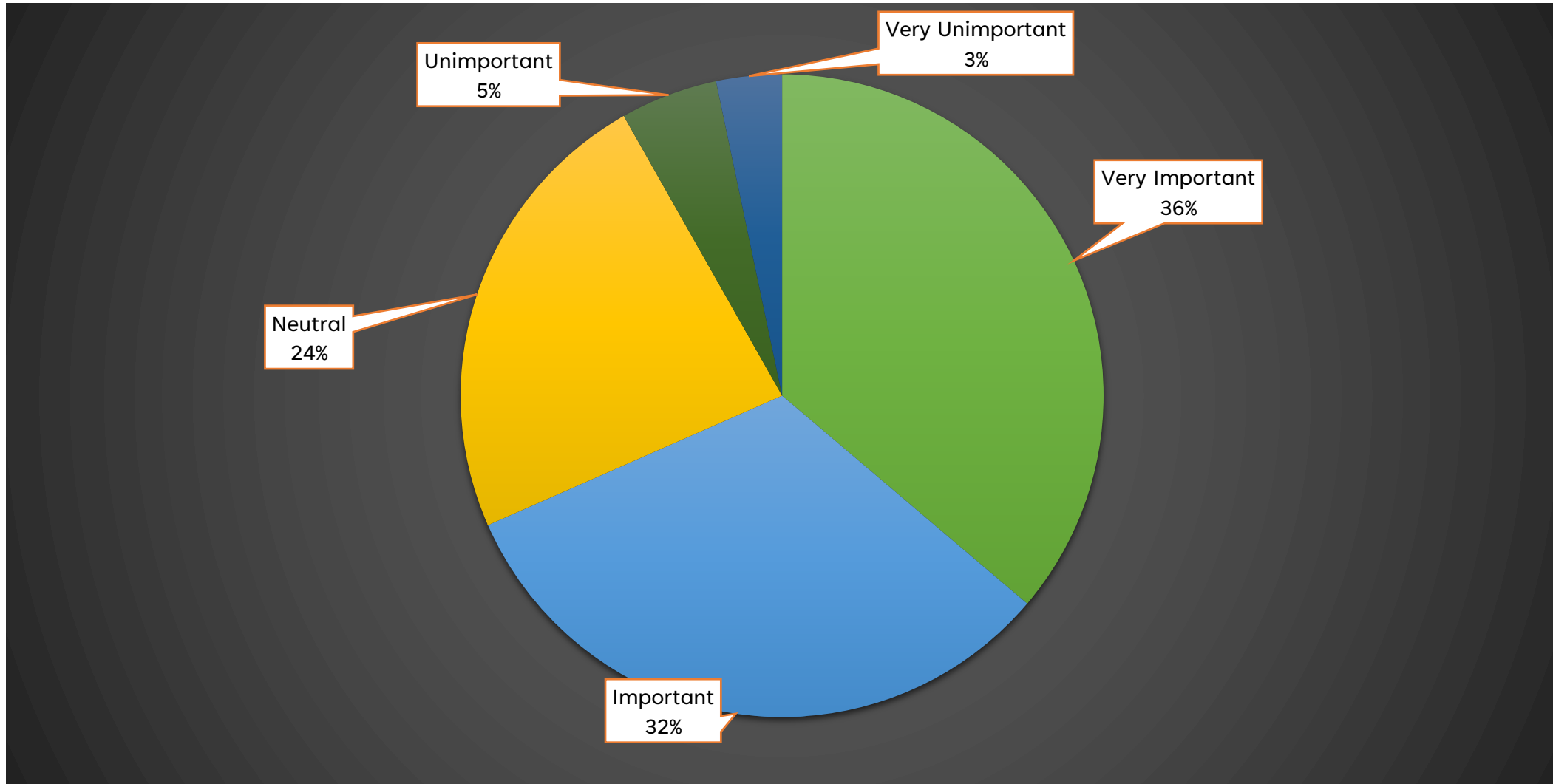




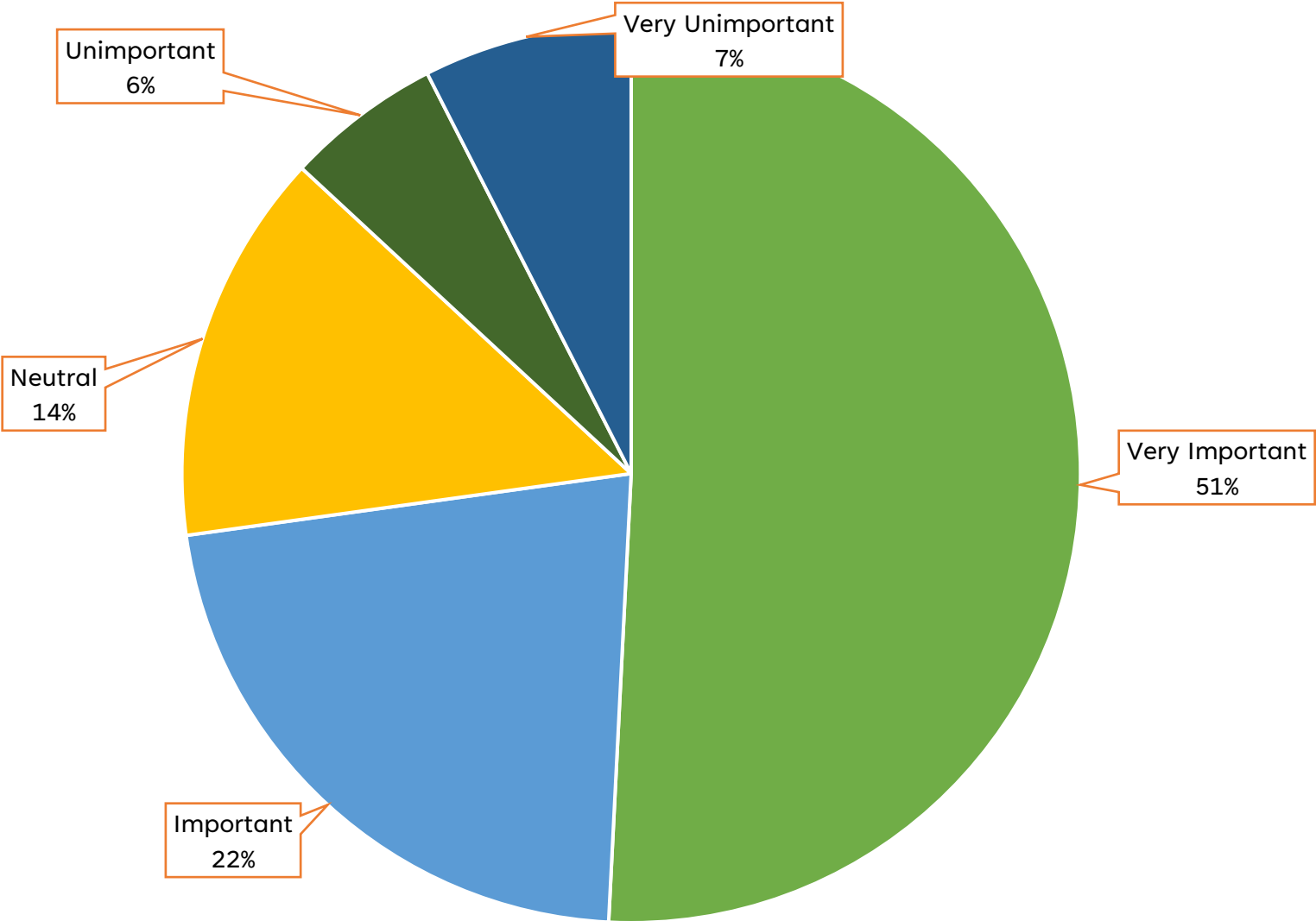
# LONGEVITY BONUSES EVERY THREE YEARS AFTER YEAR 25



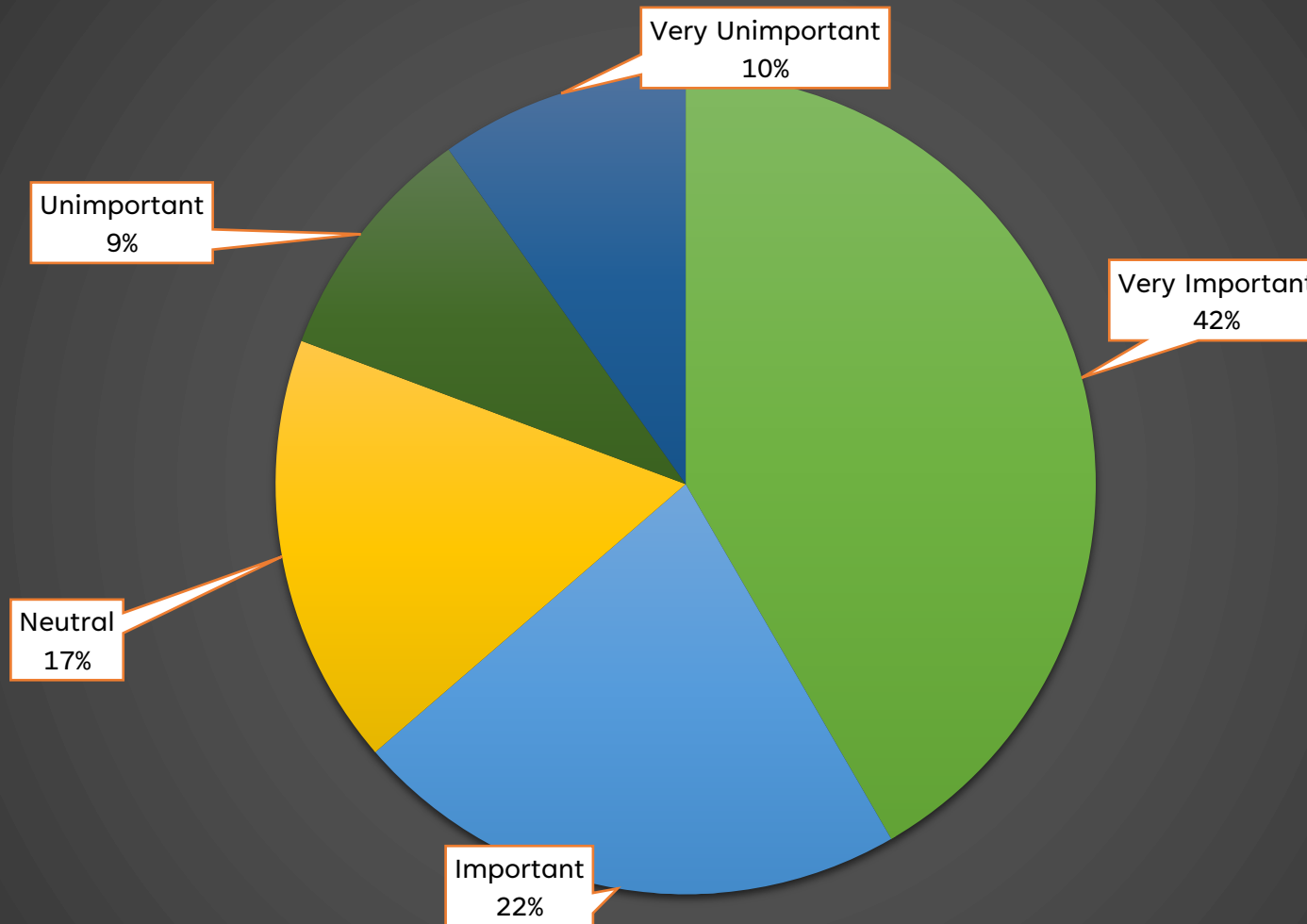
# DEPARTMENT COORDINATOR REASSIGNED TIME RUBRIC FOR EQUITABLE COMPENSATION



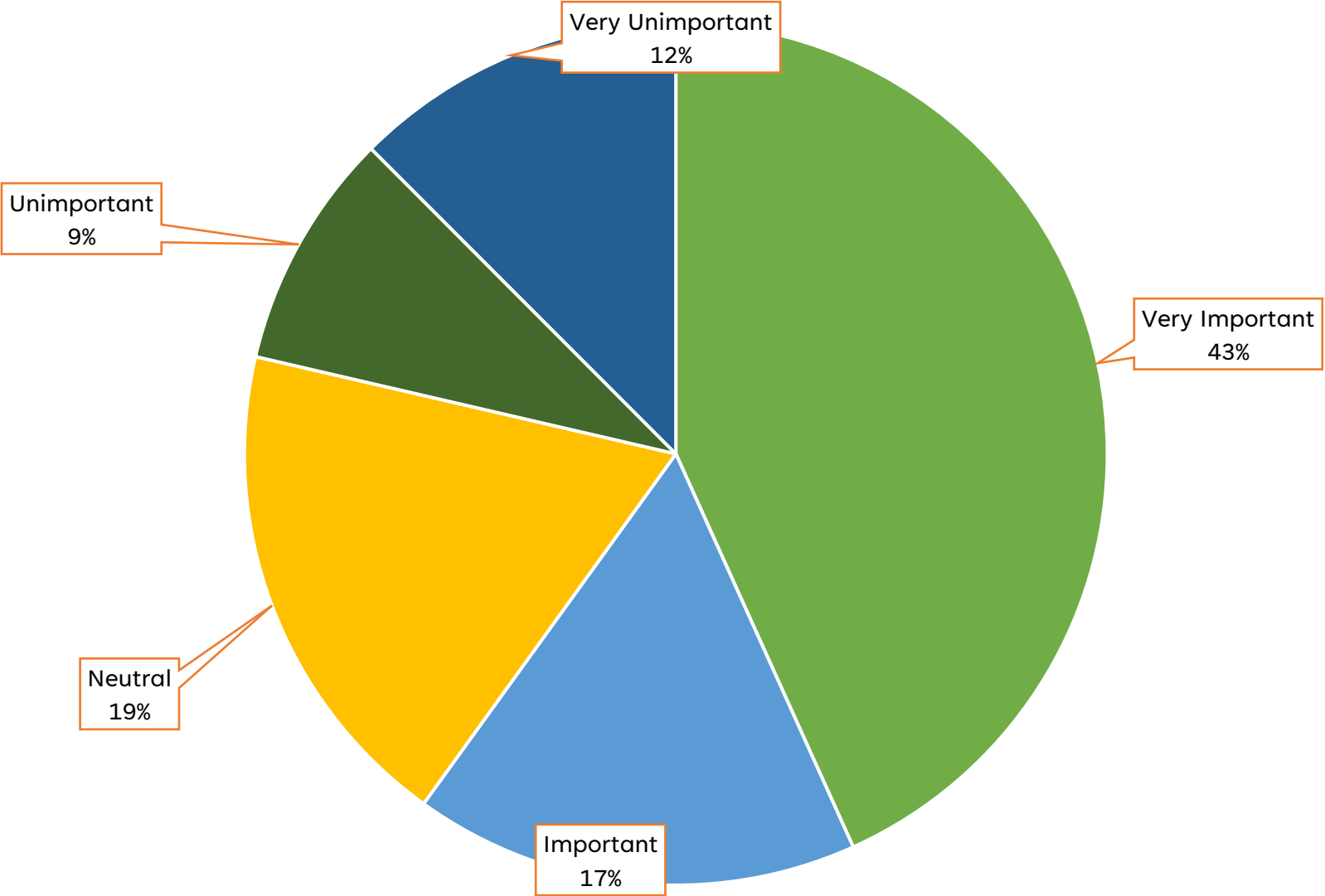
# HOW IMPORTANT IS A VIRTUAL OPTION FOR FLEX DAY?



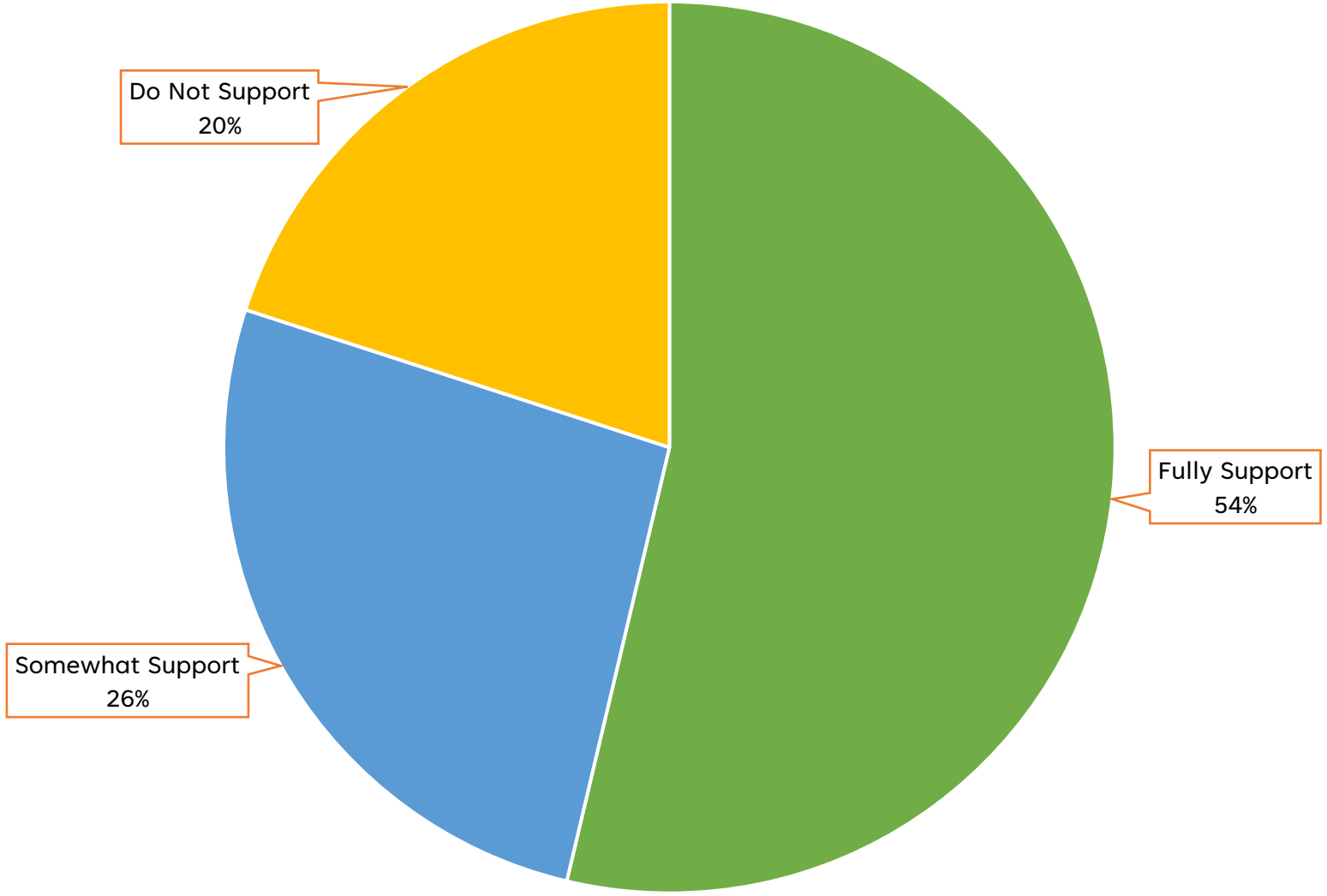
# HOW IMPORTANT IS A VIRTUAL OPTION FOR OPENING DAY/CONVOCATION?



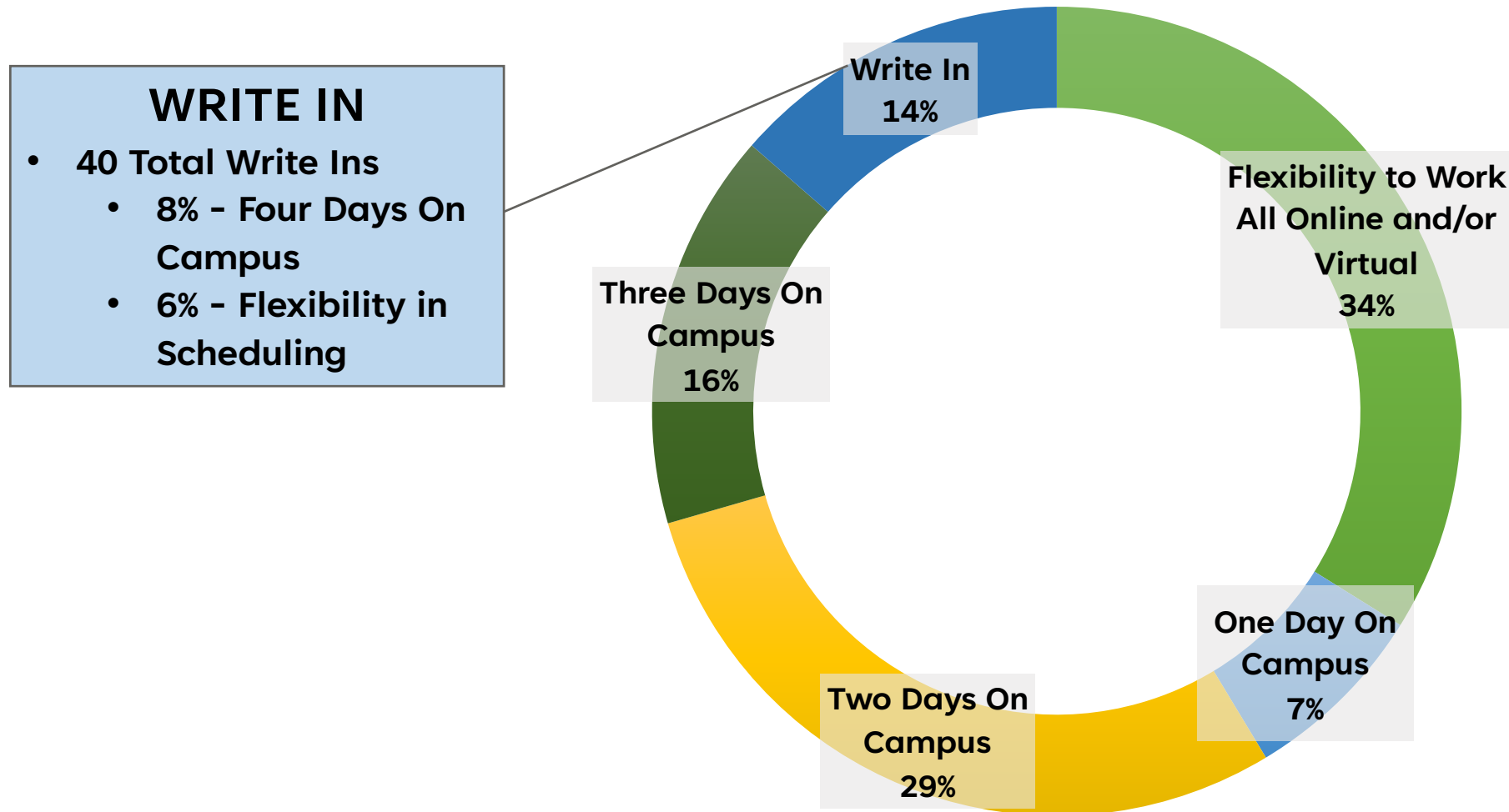
# HOW IMPORTANT IS A VIRTUAL OPTION FOR DIVISION AND DEPARTMENT MEETINGS?



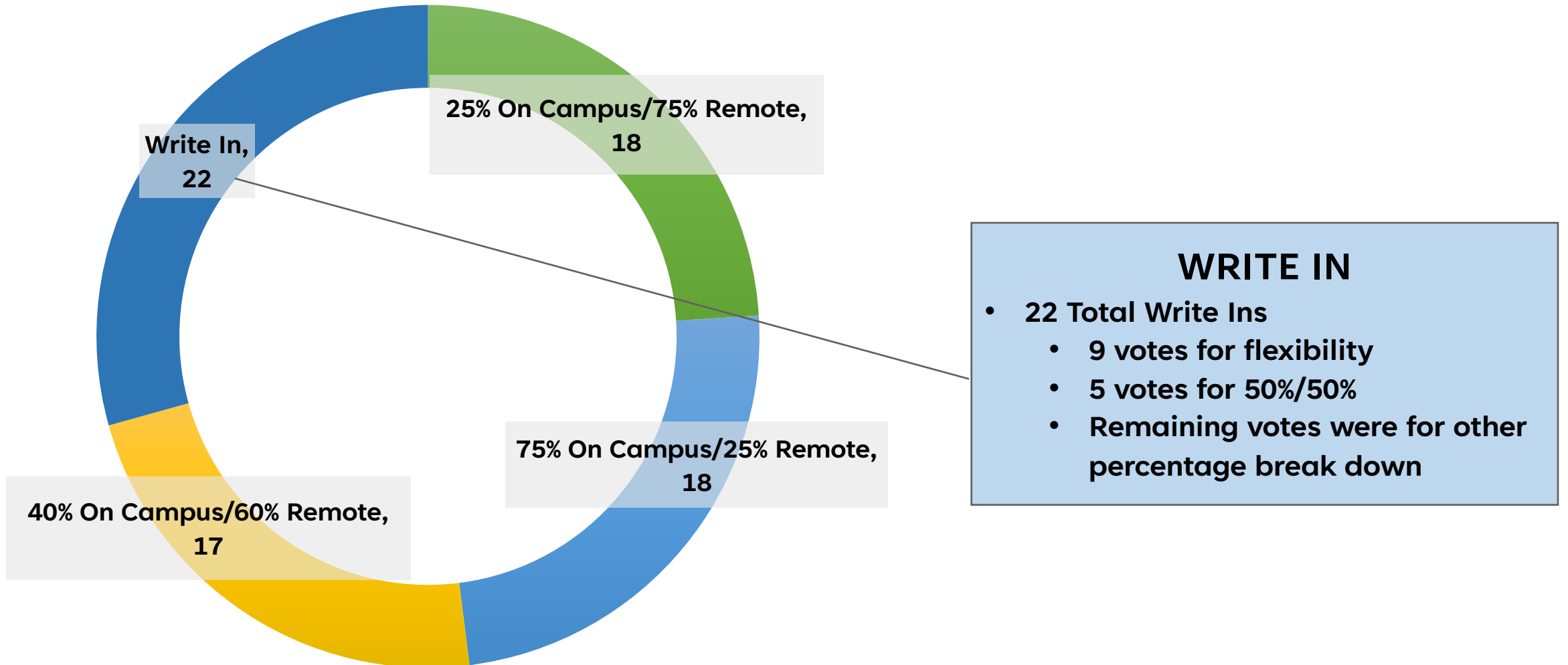
# ONLINE/ZOOM/VIRTUAL FLEXIBILITY



# WHICH SCHEDULING OPTION WOULD YOU PREFER FOR YOURSELF?

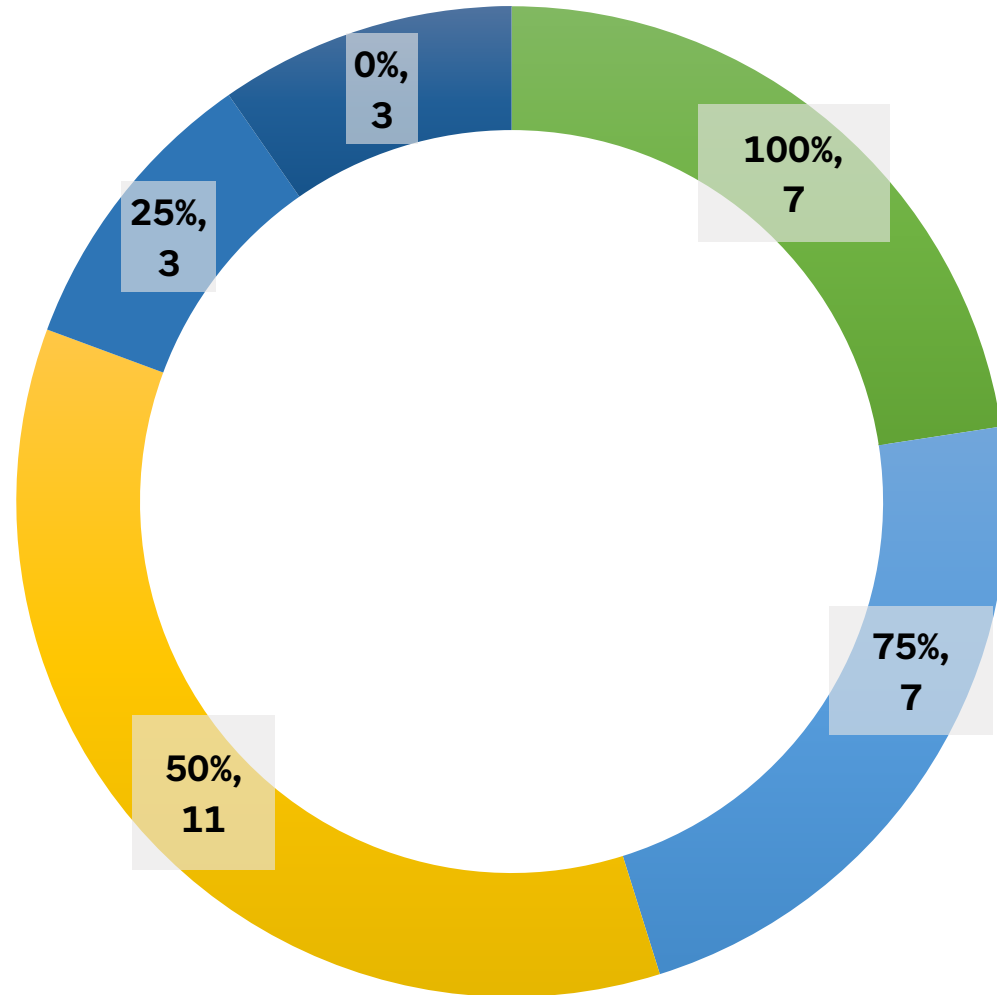


# COUNSELING FACULTY ONLY: WHICH COUNSELOR WORKING SCHEDULE DO YOU BELIEVE BEST MEETS THE NEEDS OF STUDENTS SEEKING COUNSELING SERVICES?

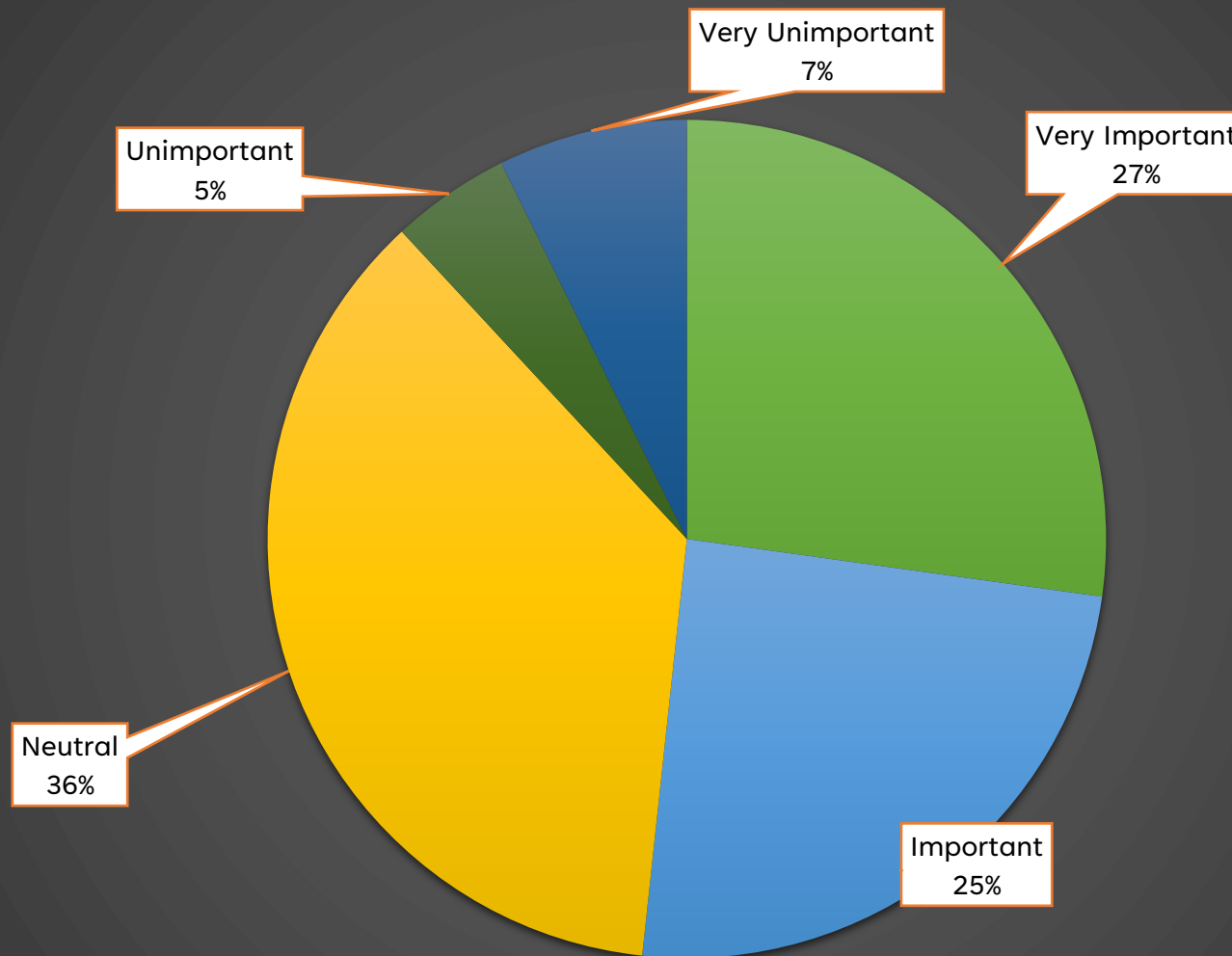




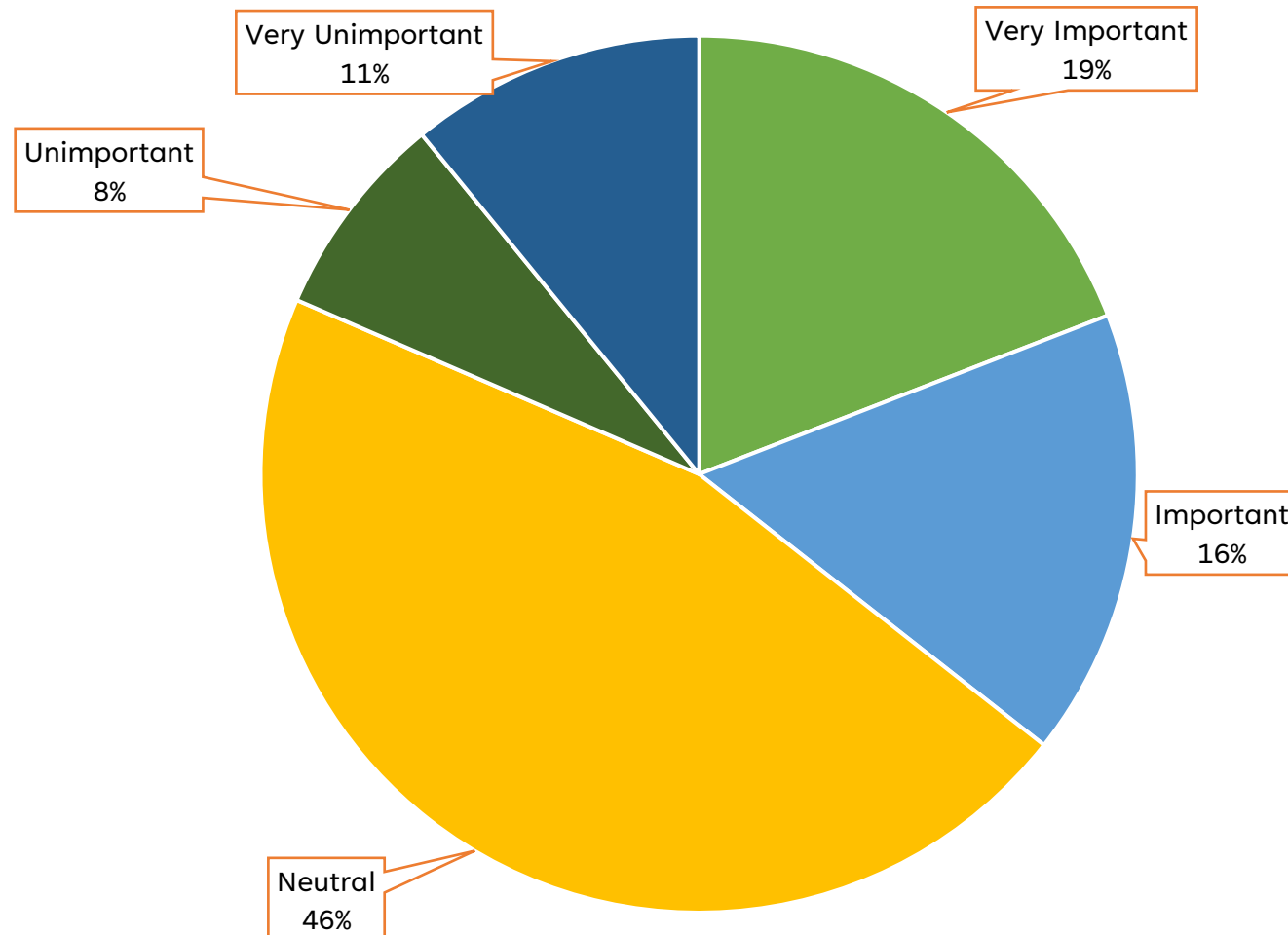
LIBRARIAN FACULTY ONLY: OTHER THAN IN-PERSON REFERENCE  
DESK SHIFTS OR LIBRARY INSTRUCTION SESSIONS, WHAT  
PERCENTAGE OF YOUR DAILY RESPONSIBILITIES CAN BE CONDUCTED  
REMOTELY?



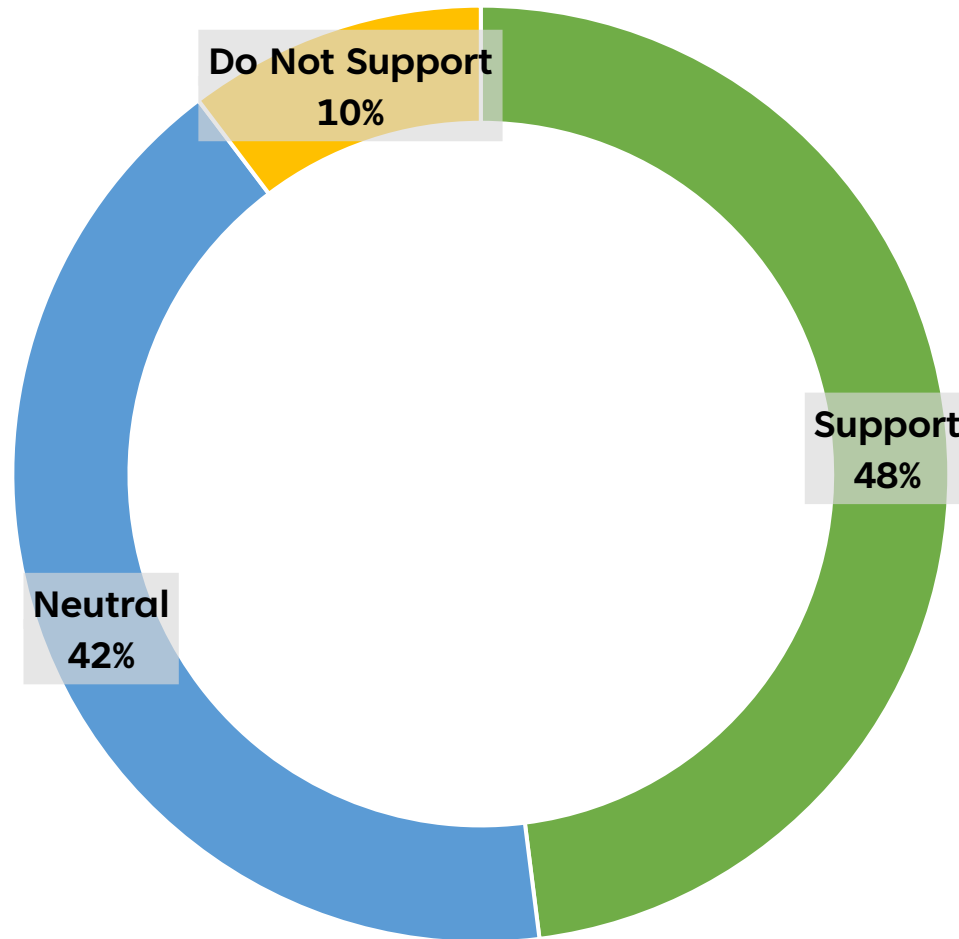
CURRENTLY, THE MAXIMUM NUMBER OF UNITS THAT CAN BE LOAD BANKED IS 15. RATE THE LEVEL OF IMPORTANCE OF INCREASING THE NUMBER OF UNITS THAT CAN BE LOAD BANKED FROM A MAX OF 15 UNITS TO A MAX OF 30 UNITS.



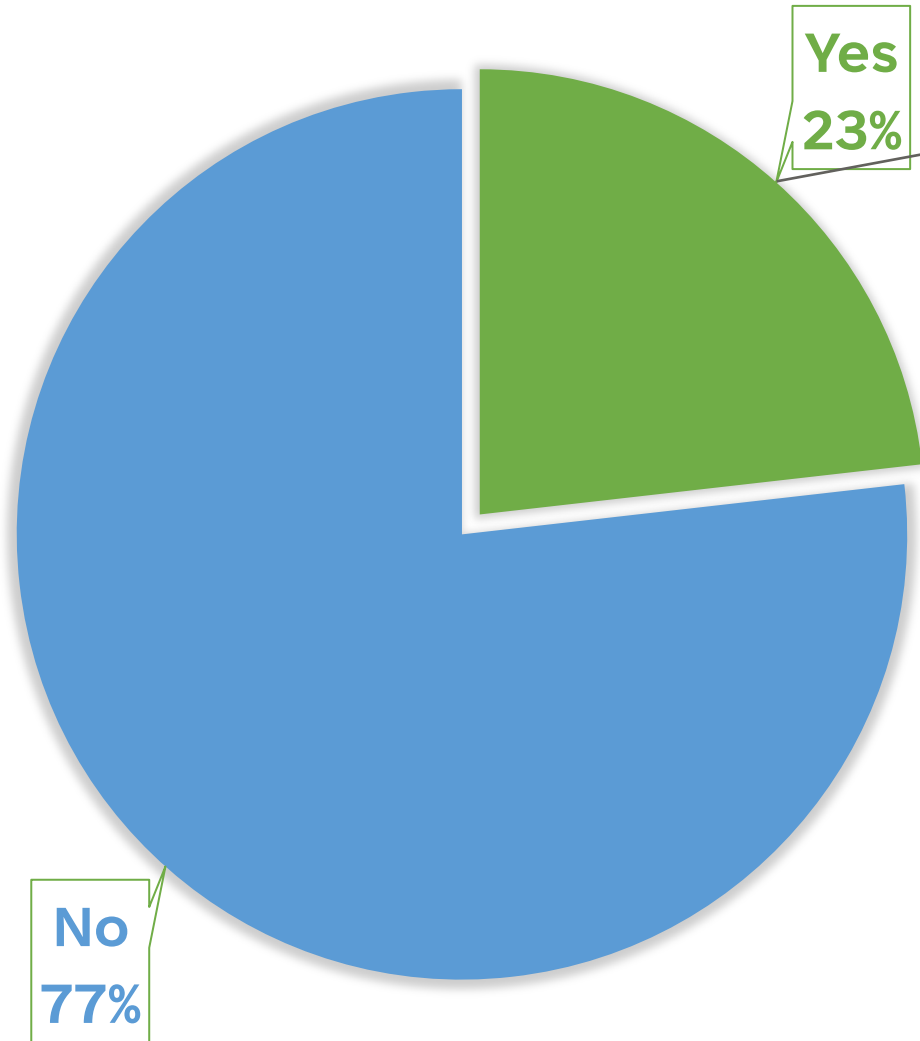
CURRENTLY, FACULTY CAN ONLY USE THEIR LOAD BANKED UNITS TO TAKE A FULL SEMESTER OFF ONCE EVERY THREE YEARS. RATE THE LEVEL OF IMPORTANCE OF REDUCING THE TIME TO USE A FULL LOAD OF BANKED SEMESTER FROM THE CURRENT ONCE EVERY THREE YEARS TO ONCE EVERY TWO YEARS.



# DO YOU SUPPORT CHANGING THE TITLE OF DEPARTMENT COORDINATOR TO DEPARTMENT CHAIR?



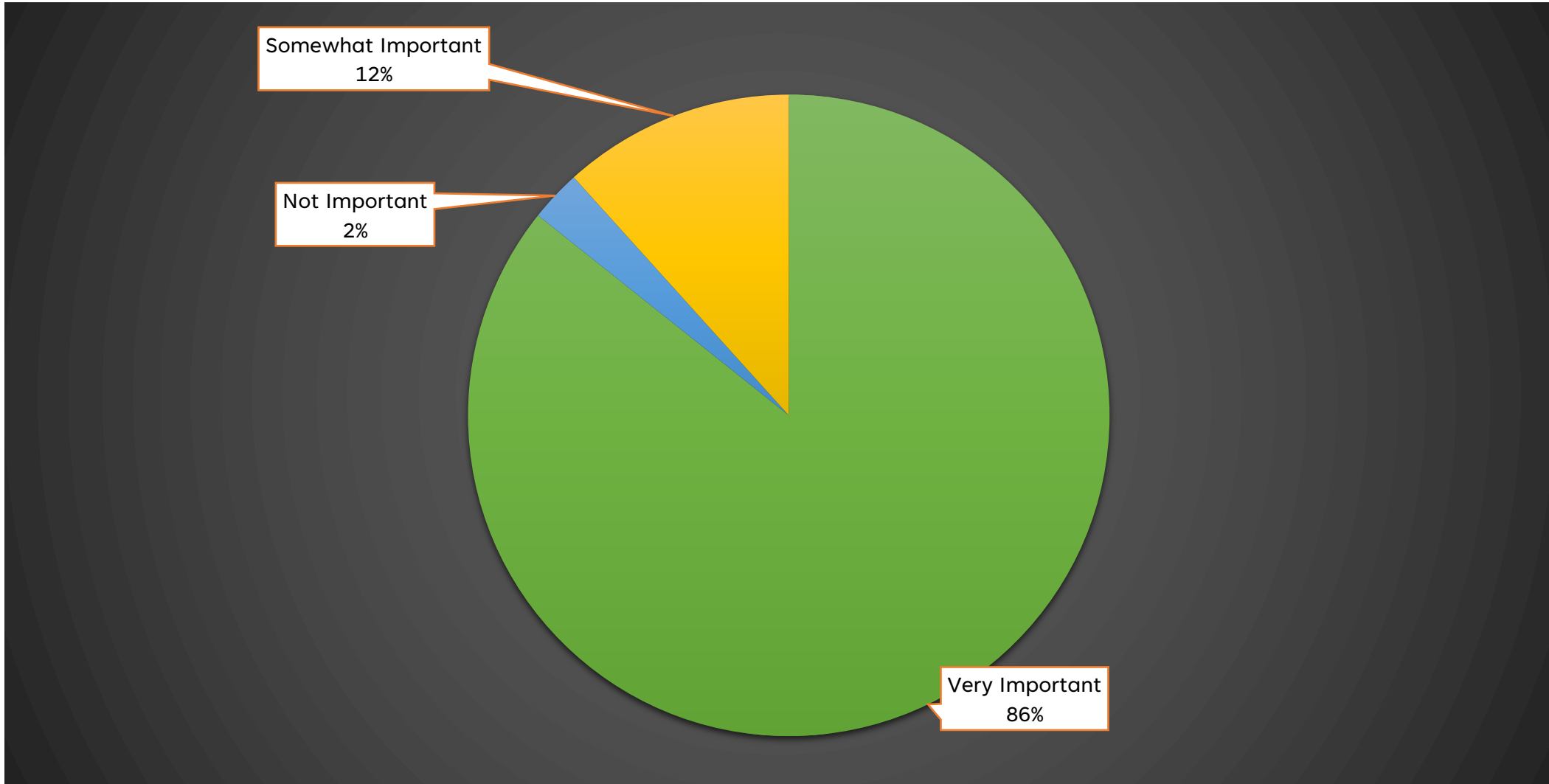
PLEASE INDICATE IF YOU ARE CONSIDERING RETIREMENT  
WITHIN THE NEXT THREE YEARS.



**71 faculty are considering retirement within the next three years.**

- 37 are considering retiring in three years
- 19 are considering retiring in two years
- 15 are considering retiring in one year

IF YOU ARE CONSIDERING RETIREMENT WITHIN THE NEXT THREE YEARS, HOW IMPORTANT IS A SERP(SUPPLEMENTAL EMPLOYEE RETIREMENT PLAN) INCENTIVE TO YOUR DECISION MAKING?



# SALARY AND BENEFITS

	<b>FULLY FUNDED COLA GUARANTEE</b>	<b>TOP THREE</b>	<b>OVERLOAD PAY INCREASE</b>	<b>DENTAL AND VISION</b>	<b>INTERSESSION PAY INCREASE</b>	<b>DEPENDENT MEDICAL</b>
VERY IMPORTANT	91.1%	76.6%	56.6%	52.6%	45.1%	45.6%
IMPORTANT	8.2%	18.1%	27.0%	29.9%	28.6%	26.9%
<b>TOTAL</b>	<b>99.3%</b>	<b>94.7%</b>	<b>83.6%</b>	<b>82.5%</b>	<b>73.7%</b>	<b>72.5%</b>

# OTHER ITEMS

	<b>VIRTUAL FLEX</b>	<b>DEPT. COORD. RUBRIC</b>	<b>VIRTUAL OP. DAY/CONVOCATION</b>	<b>VIRTUAL DEPT/DIV MEETINGS</b>	<b>LOAD BANK MAX. INCREASE</b>	<b>LOAD BANK FREQ.</b>
VERY IMPORTANT	50.8%	36.2%	41.6%	43.3%	27.2%	19.1%
IMPORTANT	22.0%	32.2%	22.0%	16.7%	24.5%	16.5%
<b>TOTAL</b>	<b>72.8%</b>	<b>68.4%</b>	<b>63.6%</b>	<b>60.0%</b>	<b>51.7%</b>	<b>35.6%</b>