

**Department Chairs
Submission Details**

Serial	Do you have Faculty Department Chairs?	If Yes, how are they compensated?	If they are compensated by release time or overload, what is the range?	Do you have a minimum or maximum for compensation?	If yes, what are they?
1	b. No				
2	a. Yes	a. Release Time	20% release time	b. No	
3	b. No				
13	a. Yes	a. Release Time	Based on FTES generation from the previous academic year.	b. No	
4	b. No		We have Coordinators compensated by Release Time .13 (2units) - .27 (4units) FTEF	b. No	
10	a. Yes	a. Release Time	20% by contract	a. Yes	contract states 20% but the faculty can agree to split it if two folks want the responsibility.
5	a. Yes	a. Release Time	<p>For ALL LACCD colleges</p> <p>8-10 FTEP (FT Equivalent Personnel - includes faculty and classified in the dept) = 0.2 release.</p> <p>more than 10-14 FTEP = 0.4 release.</p> <p>more than 14-18 FTEP = 0.5 release.</p> <p>more than 18-22 FTEP = 0.6 release.</p> <p>more than 22-26 FTEP = 0.7 release.</p> <p>more than 26 FTEP = 0.8 release.</p>	a. Yes	<p>Must have at least 8 FTEP to get reassigned time.</p> <p>There is no maximum.</p>

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6	a. Yes	a. Release Time	.2-.8	a. Yes	<p>To receive a .2 FTE release they must have a minimum of 8 FTEP in their department.</p> <p>We do not give more than .8 FTE release which requires >26 FTEP.</p>
7	a. Yes	a. Release Time	<p>Math is a very large dept (700 courses per year).</p> <p>On a quarter system, load is 3 courses per term. Release is 2/3 of load.</p> <p>Faculty Dept Chair does the full scheduling for dept, as well as part time hiring, and evals</p>	b. No	
8	a. Yes	a. Release Time	<p>For our Math faculty coordinator we provide reassign time of .33% equivalent to one course. For our Science faculty coordinator we provide .25% usually equivalent to one course. English faculty coordinator opted for a stipend instead of reassign time \$2500 per semester. We do not have faculty chairs/coordinators for any of our other departments. Overload up to 130% is allowable for faculty coordinators</p>	b. No	

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9	a. Yes	a. Release Time	it's a formula so minimum is probably around 20 but not explicit. This year we had no cap and the formula ended up with 100% as a possibility for one department.	b. No	
11	b. No				
12	b. No		NA. However, we do have three instructional programs (Hospitality, Fire, and Emergency Medical Services) that each have a Program Coordinator duty at 20% load.		NA
17	a. Yes	a. Release Time	Sierra compensates by reassigned time Only If they agree not to take overloads. If they want overloads they get a stipend.	a. Yes	If they don't take reassigned we go by this ballpark formula: .2 reassigned = 8 hours/wk work or for 16 weeks = \$5120/sem. We base the rate on the department's FTEF. We increase by .4 and .6 reassigned or an equivalent stipend.
19	a. Yes	b. Overload	Our CBA actually allows chairs to choose any of the three options above--all to the equivalent of three teaching units.	a. Yes	Three teaching units. We are proposing a different approach in negotiations to make it more equitable depending on size of department, complexity of duties, etc.
14	b. No				
23	a. Yes	a. Release Time	12.335 RT for all department and division chairs.	b. No	They range from no RT to .5 rt but no official maxs or mins

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27	a. Yes	a. Release Time	.3 to .7	a. Yes	Minimum is .1 no maximum but we do not have any at 100% release. Minimum contract period is 185 days (10 extra days) plus release time. Release time is based on formula: total summer, fall, spring FTEF from previous calendar year divided by 2. Release time is then distributed based on a table in the faculty agreement.
37	a. Yes	a. Release Time	.1 - .6	a. Yes	minimum of .1, no max limit at this point in time. Historically departments have been split up before they got to the point where the release time would exceed .60.
15	a. Yes	c. Stipend	There is funding attached to department chair compensation which is allocated to departments based on a formula that depends on FTEF and headcount of full- and part-time faculty. Faculty can either take the funding as a stipend, or can convert it into load equivalent to what could be covered with the same funding at an average backfill rate for adjunct faculty. The range goes from a low of the equivalent of 10% load to a high of 100%.	a. Yes	See above

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16	a. Yes	a. Release Time	From 10% to 50% depending on size and complexity of department. We are also in the midst of renegotiating compensation for Department Chairs. We had a matrix which included compensation for number of majors in the department. Clearly that went up significantly with the requirement for students to declare a major and do an ed plan. However, the workload for Chairs did not also go up. This is an example of why we are renegotiating release time for Chairs.	b. No	
18	b. No				
31	a. Yes	a. Release Time	They receive a % of load reassigned by the amount of FTEF in the program area.	b. No	Just a note - we also have some assistant program chairs for larger programs. The APCs are paid a flat stipend of \$200/month
24	a. Yes	c. Stipend	Primarily stipend. It is however counted towards their overload max of 6.8 LHE (units). There are exceptions approved by VPI where we allow release time.	b. No	I have a limited pool approved by the president that I can use for department chair stipends. I determine the percentage that can be allocated to each department/program-group based on FTES, complexity (labs, external accreditation, etc.), number of full-time faculty, number of part-time faculty (requiring evaluations), etc.
20	a. Yes	a. Release Time	Minimum of .200 to maximum of .800.	a. Yes	

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25	a. Yes	c. Stipend	Primarily stipend. It is however counted towards their overload max of 6.8 LHE (units). There are exceptions approved by VPI where we allow release time.	b. No	I have a limited pool approved by the president that I can use for department chair stipends. I determine the percentage that can be allocated to each department/program-group based on FTES, complexity (labs, external accreditation, etc.), number of full-time faculty, number of part-time faculty (requiring evaluations), etc.
26	a. Yes	a. Release Time	10-70%	a. Yes	10-70%
28	a. Yes	a. Release Time	0-50%	b. No	
30	a. Yes	a. Release Time	We provide the compensation as reassign or overload depending on how much they are teaching. Anywhere from .10 to .40	a. Yes	.10 is the minimum
21	a. Yes	a. Release Time	We have Division Chairs. They are compensated using a formula of how many faculty (FT, PT) and staff are in their division. Our release time is very high from 40% to 100%. We are in negotiations to change to stipends. We need the DCs to be in the classroom, generating FTES.	b. No	

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22	a. Yes	a. Release Time	<p>Department chairs receive reassigned time and a stipend. All department chairs receive a stipend of (\$5,683) per academic year and departments where faculty head counts (full and part-time) exceed 100, chairs receive an additional \$1,615 annually. Departments are allocated reassigned time based on headcount of faculty within the department. Details regarding distribution of FTE for reassign time are in Section E of Appendix G Department Chair Compensation section of contract.</p> <p>http://www.rccd.edu/faculty/Documents/Faculty%20Association%20Agreement%202015-18.pdf</p>	a. Yes	<p>.30 - 1.0 FTE reassigned time based on department faculty headcount</p> <p>\$5683 stipend per academic year + \$1,615 for departments with greater than 100 faculty</p>
38	a. Yes	c. Stipend	We have an agreed upon algorithm for determining stipend amounts. Chairs may use stipend to "buy" reassigned time on a percent load conversion factor.	b. No	
29	a. Yes	a. Release Time	We actually call them "Faculty Coordinators" (it's a union issue) We call it non-instructional assignments as it is available to adjunct faculty as well. It can fall as part of a load or overload depending on the circumstances.	a. Yes	<p>It ranges from 15% to 40%. The range depends on the number of Departments that report to each coordinator.</p> <p>Hour equivalent is :</p> <p>10%=3.3hrs./week 52.5hrs/semester</p>

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32	b. No	a. Release Time	We don't have department chairs; we have division chairs that are responsible for multiple departments. The range for compensation is from 40% to 80% based on the FTEF of the division. Divisions with greater than 41 FTEF are entitled to an assistant chair at 20% released time.	a. Yes	Minimum is 40%; maximum is 80%
33	a. Yes	a. Release Time	Between 1 unit and 12 units.	b. No	
34	a. Yes	a. Release Time	They get release time and stipends and intersession compensation. They are well compensated. The range for reassigned time is from 20% to 120% (assistant chair is appointed). The stipends are in tiers based on size of dept, etc.	b. No	
35	a. Yes	a. Release Time	20% to 80% primarily based on FTEF. We also pay a summer stipend, and most also get an SLO Facilitator stipend.	a. Yes	20% to 80% primarily based on FTEF. We also pay a summer stipend, and most also get an SLO Facilitator stipend.
36	a. Yes	a. Release Time	From 3 units to 9 units.		
40	a. Yes	a. Release Time	In their contract. No range, just 20% of contract load (which is 15 Lecture hour equivalent)...which is 3.0 lecture hour equivalent. Basically a 3.0 unit lecture class.	a. Yes	same as above.

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39	a. Yes	a. Release Time	Compensation is based on the total headcount of full and part time faculty in the discipline. Most chairs are at 40% reassigned time plus a stipend for three add'l weeks (2 weeks prior to fall and 1 week prior to spring.).	a. Yes	40% - 80% reassigned time plus stipend. Overload Stipend. Compensation for extra duties performed by the Department Chair (or - designee) shall be in the form of an overload stipend calculated as one-quarter (1/4) of the annual amount of the reassigned time for that Department, multiplied by the individual's hourly lab rate. That is, a Chair with forty percent (40%) (or twelve (12) LHE) reassigned time during the regular year would be paid the equivalent of one laboratory class. Two (2) LHE will be paid on the first paycheck in the fall and one (1) LHE will be paid on the first paycheck in the spring. Chairs will be available no less than two weeks prior to the start of the fall semester, and one week prior to the start of the spring semester.

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