

1	<b>Ratification Ballot for the 2015-2016 Residential Faculty Policies</b>
2	<b>As a member of the Faculty Association, what issues would you like the Faculty Executive Council and the Meet and Confer Team to consider during the 2015 - 2016 issue prioritization process?</b>
3	
4	<b>Responses</b>
5	Why is academia in MCCCCD slowly taking the form of a corporate world? I could make more money in the corporate world, why would I stay with MCCCCD if I can find the same politics in corporate and be making more money to deal with it? MCCCCD will lose highly qualified faculty.
6	Addressing consistent vertical step increments and cost of living raises is very important to me. I feel as if I took a job with some reasonable assurance of an incremental raise each year, and I have been denied that despite a stellar record and stellar faculty and student evaluations.
7	In addition, the higher cost of health care is decreasing not only my paycheck in higher premiums, but it is also costing me more money than ever to go to the doctor, to get medical care or surgery, or to get my prescriptions.
8	Residential faculty to adjunct ratio, predictable step increases or regularity of some kind. The salary schedule chart is misleading at best to those applying here to teach.
9	Regular increase in pay like everyone else in the US
10	Steps
11	Lab Loading for Science Faculty
12	Maricopa Priorities so that the process is more equitable among the colleges.
13	Adding more steps for longer serving faculty. Our pay is not aligned with increases in other areas. I used to be a MAT employee and all of my former colleagues in the past 5 years that I have been faculty have been given regular raises by way of reclassifying or informal changing of job positions, they are all making over \$100K some without even their bachelor's degree. I would have to finish two degrees in order to be eligible for the top of our scale.
14	Steps
15	COLA
16	Repeal the PAR! (It has added a huge workload to faculty in exchange for the small (if any) gains it will bring. And it is highly doubtful the PAR will effect any of improvements that it was supposed to bring about! I was one of the first to participate in the FEP and it was billed as the way to fix some of the very same issues that the PAR is supposed to fix. Human nature would strongly argue that it will not succeed.)
17	Everything else should be secondary!
18	Dishonesty of Faculty
19	predictable salary advancement
20	Absolutely need to address the need to restore the expectation of regular STEPS. Far less important but perhaps relatively easy, I'd like to see EMERITUS faculty receive perpetual access to library resources. I've heard several retiring faculty indicate this would be a nice benefit. Plus, emeritus faculty are still part of the college community and are typically interested in intellectual inquiry. Let's invite them to be a robust part of the college community by ensuring they have perpetual access to our academic resources.
21	If the RFP is voted down, the current one stays in effect
	PAR needs to be changed or removed
	COLA
	(1) Change the faculty staffing ratio to reflect actual student enrollment
	(2) Remove OYO faculty and faculty overload from the staffing ratio equation:
	(3) Submit the PAR to campus workgroups to be rewritten
	Compensation beyond the doctorate.
	More flexibility on allowing overload hours and too much time spent on superfluous committees.
	Lab Loading and Steps! No one works for free and there is a huge value to what we do so we should not be afraid of looking greedy by asking for what was laid out to be part of the pay scale. It's ridiculous that it hasn't been addressed yet.

22	Steps and cola
	<p>1. Faculty supervision and supervision pay</p> <p>2. Lab loading</p> <p>3. Conflict Resolution Policy</p> <p>Please stop pursuing the Master of Fine Arts Salary Placement issue unless you are willing to acknowledge that most non-academic disciplines have terminal degrees at or below the masters level. After all, your data indicates that the majority of those faculty with MFA's are not teaching in the arts. Why isn't a doctorate in</p>
23	education a viable option for all faculty?
24	Opening the options for international travel, please.
25	As always, a step and COLA should be our number 1 issue. In fact, this year I think it should be our only issue.
	Lab loading
26	Include verbiage that states that if an RFP isn't ratified, the existing RFP remains in effect
27	Steps, Lab loading
28	Lab loading, overload teaching, predictable salary
	<p>1) A new RFP section that makes it clear that if the a new RFP is not approved, the old one will be used.</p> <p>2) A 5% or greater COLA</p>
29	3) I would like to see the PAR process rescinded and replaced by the one currently used by tenured faculty.
30	Salary increases through regular colas - help us keep up with the cost of living.
31	Lab loading
32	Yearly steps and COLA, lab hour loading
33	Steps and Cola; The PAR/PARC Process (remove); concern over PAR/PARC future application to tenured faculty; concerned about the language RFP regarding reduction in force...
34	Please make step your top priority. It is getting very difficult to justify not moving forward with this, faculty are very disgruntled.
	Salary
35	Par process
36	Steps
37	Make the district abide by its own policies regarding pay.
	<p>* Improving the new faculty evaluation process, in particular better aligning the faculty member's job description with the evaluation criteria instead of the one-size-fits-all approach that was used this year, and ensuring that faculty from the new faculty's discipline is allowed opportunity for feedback in those cases where the chair is from a different discipline.</p> <p>* Continuing to work to maintain appropriate compensation for all faculty, including steps and COLA when possible, or at least minimizing cuts to current benefits.</p>
38	
39	Steps! Also, we need predicable salary increases.
	Predictable salary advancement. As a new faculty member who took this job under the impression that the salary advancement shown on the schedule is predictable, I was very shocked and disappointed to learn that in
40	recent history, advancement has actually been quite rare.
41	Predictable salary advancement and a raise in adjunct pay
42	establishing a plan for step increases
	Only one topic should be considered. Maintaining the current salary system and guarantee funding for steps. We are currently loosing good faculty to other colleges and industry. We are also facing a job applicant pools which do not meet the desired qualifications. Our mathematics and computer science department are forced to consider individuals whom do not currently have a masters degree in their field. This is completely
43	unacceptable.

	1. Get rid of the Friday day of accountability before Spring Semester. It is a useless day of which many faculty do not show up and do not put in time off when they don't.
	2. Change the PARC and PAR process so that new faculty can actually teach versus putting in tons of time writing and being evaluated.
	3. Change the voting process to include all faculty, not just those in the FA.
44	4. Add 2 additional personal days. As we are not getting raises on a consistent basis, this would be an alternative.
45	Awarding of Steps, of course.
46	COLA and steps
47	Step increases!!!
	Lab loading
48	Step/cola
49	Lab Loading, Steps
50	Faculty Pay - Steps
51	Steps for faculty and/or Cost of Living compensation.
52	Additional Stairstep at 48 for those pursuing professional development, especially in light of those who will need to complete additional graduate credits in teaching discipline per HLC.

	<p>(1) Change the faculty staffing ratio to reflect actual student enrollment: We need to return to basing the number of full time teachers based on demand—which is the number of students taking our classes. The RFP now uses teaching load (the number of classes you have, regardless of the number of students) instead of FTSE/FTTE ratio (the number of students you serve). Using teaching load ignores student demand and favors disciplines with small-enrolling sections to create faculty need.</p> <p>(2) Remove OYO faculty and faculty overload from the staffing ratio equation: Under the present RFP, if a department has temporary OYO faculty or full-time faculty teach overload, the calculation of whether that department needs additional faculty is reduced. This makes no sense. If student need is growing, department faculty pitch in and do extra teaching. Our good deeds are now punished, because this reduces our ability to get new faculty. Importantly, full time faculty overload is already limited by policy. We don't need to be "protected" further by a policy that prevents our departments from being granted new faculty by having temporary full time faculty or faculty teaching overload.</p> <p>(3) Submit the PAR to campus work groups to be rewritten: The PAR process is an example of a substantial change to the RFP that was created by few people without adequate input. We approved the PAR because it was attached to an RFP that increased our salary (which guaranteed its ratification). There are substantial problems with the PAR that can be resolved with real input by the campuses:</p> <p>a) PARc membership needs to include more faculty from the Probationary Faculty's department or discipline (at least 50%). Right now, the Faculty senate president gets to choose four members of the PARc, who may not understand the needs of the department or the discipline.</p> <p>b) The PAR needs to be aligned with the faculty hiring process. The PARc should assess the Probationary Faculty's successful accomplishment of their job description functions as outlined in the job hire document.</p>
53	step increase...
54	Hire a professional negotiator to represent us. I'm not saying that current Meet and Confer representatives have
55	not done their best job, only that they are not professional as negotiators but as educators.
56	Faculty need to be given the annual Cost of Living raises. There is money available and faculty need to be paid.
57	Pay commensurate for responsibility associated with nursing clinical rotations. One lab day is 13 hours with accountability for up to 10 students in multiple patient care areas
58	Steps and COLA
59	I would like the Faculty Association to consider that the pay for faculty be equitable for all faculty. Ask for the steps that are listed on the pay scale be adhered to each year.
60	Predictable salary advancement, whether it be the current step system or some new system, is of highest importance. Until a new system is in place, faculty should be awarded an annual increase in salary via the current step system.
61	N/A

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(2) Remove OYO faculty and faculty overload from the staffing ratio equation. Under the present RFP, if a department has temporary OYO faculty or full-time faculty teach overload, the calculation of whether that department needs additional faculty is reduced. This makes no sense. If student need is growing, department faculty pitch in and do extra teaching. Our good deeds are now punished, because this reduces our ability to get new faculty. Importantly, full time faculty overload is already limited by policy. We don't need to be "protected" further by a policy that prevents our departments from being granted new faculty by having temporary full time faculty or faculty teaching overload.

(3) Change the PAR process to substantively increase department and discipline faculty in the PARc, focus the assessments on the official job description (job hiring), and decrease the number of meetings and non-teaching assignments.

a) Align the RFP and the faculty hiring process. Probation should directly assess the Faculty's adherence to and successful accomplishment of their job description functions as outlined in the job hire document.

b) PARc membership needs to be weighted to the department or discipline (the faculty with whom they will directly work). Increase PARc membership from the department to 50% (at least 2), and decrease the Faculty senate president's member choice to one.

62 c) Reduce the busy work. The PAR's focus is on the adherence to attend and arrange many meetings and more

63 A step on pay scale

64 Step increases.

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65	Steps would be fine.
66	A guaranteed annual Cost of Living Adjustment
67	Reasonable checks for faculty accountability. If we don't do it, someone will likely do it to us. I'd much rather we were out in front of this and demonstrated that we are capable of self governance.
68	Very disappointed that there have been no salary increases.
69	Also, very disappointed that money has been reduced for Professional Growth and Travel.
70	Salary- which I know you are working on!
71	The importance of our Faculty. Cost of Living. Raises. Maricopa is nothing without us. Why do we feel so unimportant and disposable....
72	I am disappointed that the issue of the MFA degree holders was derailed. When I began my MFA program I was told it was commensurate with a PhD. I am very unhappy that colleagues within the system were so unpleasant about something that is recognized in most institutions. This should be priority and going forward knowing that you are not going to make everyone happy.
73	Withdraw funding for athletics and use the money saved for student scholarships based on academics and need. No one attends the games and many of the athletes are not here for academics but to eventually "earn" an athletic scholarship to a 4 year school, those who aren't shuffled here from 4 year schools to quickly beef up their GPA's to transfer back.
74	When the Arizona Republic attacks the Maricopa Community Colleges, as it does consistently, we need to refute the attack immediately with a well written factual rebuttal. We need to stress the economic benefits of the community college system, as was done recently, but continue that approach on a regular basis.
	MFA!!!

	MFA pay grade issue, please work on this next year. (I was so disappointed when this was dropped)
	A Step for eligible faculty
75	COLA
76	Why we haven't received a step in the last 5 years.
77	Steps! I have been here for 6 years and have gotten one step. Thanks to the salary inversion correction, some faculty who have been here for 6 years have gotten more than one step. Not fair!!
78	Increase Faculty loading ceiling and COLA
79	Continue with lab loading and predictable salary until solved
	Some sort of evaluation/observation process for appointive faculty.
	Re-evaluation if PAR process.
80	Should be able to vote to approve new RFP or to keep old one.
81	Erase teaching load of residential faculty
82	NONE
	Faculty loading (get rid of 25 credit max)
83	Summer loading (get rid of 9 credit per session requirement and 15 credit max)
	Salary advancement
84	Removing load limit for faculty
85	Issues carried forward are still those of the utmost importance.
86	Pay increase, either step or COLA or both
	Please consider whether even language "clean up" should be done without appearing on the faculty's issues put forward in the fall for Meet and Confer. In a prima facie look, the changing of "Governing Board" to "Chancellor" seems to have been downplayed, even though it might have significant impact on the entire district. If you want to show that this was properly vetted, you need to make clear that the devil's advocate position on this issue was considered and then inform faculty how those opposition arguments can be refuted.
	Please consider one year of only forwarding the COLA and Step compensation issue to the IBN process. I think the administration and the district must know that we truly believe compensation and advancement are paramount to ensuring that Maricopa Community Colleges attract and retain the best faculty and maintain what Jean McGrath calls, "the best district, academically, in the country" (From her campus visit).
87	
88	Lowering the cost of our Insurance!
89	Regular, predictable salary steps.
90	Step & COLA; adjust division chair table from minimum of 4 down to 3 to allow for smaller departments, who run libraries, counseling departments, etc. To be eligible for release time, secretarial assistance, etc. ;
	1. Please finalize the MFA terminal degree issue, as was voted on by your faculty constituents and don't lump it in with a large bucket of undefined salary issues.
91	2. Continue to define what work should be included in the faculty load. Remove Academic Advising from the included, non-paid load.
92	COLA and salary advancement
93	Update load pay
94	Salary and COLA
95	Step increase for all faculty!
96	I think the steps should be guaranteed.

	<p>1. Regarding the language in 5.1.1 in the RFP:</p> <p>The academic year for Faculty shall consist of 195 consecutive days between mid-August and mid-May, of which 170 shall be days of accountability. The contract year commences on July 1st and continues through June 30th.</p> <p>Change the days of accountability to 169 days by changing the return from winter recess to a Monday instead of a Friday.</p> <p>2. Develop language that clarifies how faculty teaching overload is awarded. Although the RFP currently discusses the minimum required annual teaching load as well as the maximum load allowed per semester it does not speak to how overload assignments are determined. Is the decision to assign overload at the sole discretion of the faculty, the division chair, the occupational program director, or others?</p>
97	Better pay and benefits for adjunct faculty. There should not be a load limit for adjuncts, even if this means the District pays for their benefits (even if it means at the expense of the full timers' pay.)
98	1. Lifting of the 22.5 teaching load limit.
	2. Increase in flex credit dollars to offset some of the increases in medical/dental insurance in recent years.
	3. Steps
99	4. COLA to match inflation
100	consistent accountability hours
	Predictable Salary Advancement
101	Fall Break (Similar in duration to Spring Break during spring semester)
102	I agree with the focus on lab loading, salary advancement and hope that these continue to be the focus until resolved adequately.
103	Work more closely with Service Faculty. The Service Faculty should be able to elect their representative to FEC rather than have someone appointed.
	Salaries, COLA #1
	More lobbying to restore and increase state funding to community colleges and/or increase tuition and property taxes.
104	Retirement buyout--insurance coverage
105	The number of admin has grown completely out of proportion with faculty and staff. Why do we need so many admin? We need to cut costs. Cut admin positions.
106	Salary advancement
107	Continue to work on predictable salary advancement
108	Probational faculty status
109	Salary increase - it has been way too long!
110	A step advancement for salary.
111	Once again I would like to see advancement beyond the doctorate for ALL faculty.
112	Appointive faculty evaluation revision similar to probationary faculty.
113	I would like the language to be so clear that campuses don't have to argue over how to carry out the policies I would also like the policies to be directed from the district office and disallow campuses to have varied interpretation of the RFP

114	It's ridiculous that the District can continually find enough money to fix their mistakes (e.g., not keeping our data safe and paying millions of dollars for fraud protection), and fix the salary inversion (full disclosure - I was a beneficiary of that - neat, but what about everyone else who has had very little in the last few years other than more deductions due to health care and retirement?) and not enough money to hire and retain good faculty. They have enough money to give us a step and a COLA next year. This needs to be focused on, after years of not having one.
115	step or cola increases
116	Would a 'No' vote have the effect of rejecting the changes only, or of rejecting the entire RFP manual? Please try to clarify this muddle.
117	Salary Increases/Step Advancements.
118	predictable salary advancement
119	COLA, Step Increase
120	GETTING STEPS!!!!!!!!!!!!
121	Pay Raises/Steps, Removal of the 25 hour load limit, Increased compensation for Division Chairs, Non-Academic Advancement for faculty who have already earned a PhD.
122	Look at early retirement incentive such as support for health benefits for the employees
123	The evening supervision pay is very unfair. I work hard and get a pittance for the hiring and firing of adjuncts, the observation and feedback of them, and the scheduling.
124	PAR for tenured faculty
125	Pay predictability. Cola, Steps, no cap on load limits. I have a family to feed, student loans to pay off, and took the job based on the district advertising I would receive steps each year as a faculty member.
126	Accepting doctoral education hours towards initial placement on salary schedule.
127	Number one is predictable salary advancement. What good are step advancements if you don't know when or if you will ever receive one?
128	Steps every year a faculty member qualifies for a step. The amount of \$ faculty that have lost by teaching in district is staggering and unfair compared to those that have taught here in years steps were awarded.
129	COLA and step as usual.
130	Steps/COLA
	Predictable salary step increases.
131	Revision of the PAR process.
132	successor clause, science laboratory pay
133	Improving the PAR process
134	Continue working on salary.
135	Lab loading, unification of PARC process for all colleges (who sits on committees, how many voters).
136	Step increase and COLA
137	The fact that so many unilateral initiatives by the district are pulling resources away from the colleges and impacting teaching and learning and the ability of faculty to do their jobs is a condition of employment that should be addressed. Strengthen the vague portions of the RFP (of which there are many). I'd also like to see the return of Active Retirement.
	Predictable salary advancement
	Clarify the rollover of the existing RFP if the new RFP is not ratified
138	Increase in load limit to 24 as lab loading changes will have some unintended consequences such as the inability to teach an overload when lab and lectures are linked.
139	The MAT and PSA groups are being combined to be under one common policy manual. It's obvious faculty is next - FEC and Meet & Confer need to fight that with your last breath!
140	salary system
141	Predictability of pay steps and COLAs. We are going to find ourselves in a serious bind if we do not begin receiving periodic steps because of the new policy on initial placement on the payscale for new hires (part of the salary inversion fix).
142	Regular salary increases
143	salary system with predictable salary advancement
144	Continue the same ones. Change the languaging of the ratification vote, as per Steve's suggestion.
145	Decisions involving faculty should be made by committee/governing board (minimally) not an individual/chancellor. If governing board wants to cede these responsibilities, then they should be ceded to a faculty committee.

146	eliminating the 25 hour load limit or defining areas that would not count against load such as evening supervision, cost of living wage at minimum
147	Although I think this is on your radar already, the adjustment to the step process broke how initial placement works. If I follow the logic of initial placement forward, with no new steps, the initial placement scale will slide higher and higher. So in a couple of years (if nothing changes) I could imagine a scenario where a faculty member hired with 5 years of experience would be working for the same amount as a person with 1 year of experience. Unlikely scenario that I could see that happening, in which attracting talent gets harder. So predictable salary advancement is important.
148	Predictable salary advancement

	The salary schedule needs to be addressed. Honestly, 8 years with no pay increase.
149	The PAR process for tenured faculty needs to be dropped. It's bad enough to force it upon non-appointive faculty. We're not at a Military academy!
150	Continue work on salary system and lab loading.
151	Regular step increases
152	Nothing I trust my team completely
153	Raises and steps
154	Residential Faculty Pay! Granted these are tough financial times, but in the almost to years that I have been residential faculty at Maricopa Community College, there have been minimal salary increases. Why even be a member of the FA when they seem to do so little for the members?
155	Keep working on MFA issue.
156	COLA, steps, MFA terminal degree compensation, no further erosion of health benefits, elimination of programs per Maricopa Priorities without community approval, scary concentration of power at the district/Rufus level, engaging the governing board at the individual college level.
157	Salary advancement inconsistency.
158	Pay, Steps
159	Steps and Cola's and ONLY these items.
160	Salary Advancement - skip everything else
161	lab loading, what happens if RFP is not approved
162	Not sure.
163	1) Lack of shared governance; 2) Steps & COLAS
164	Clarification on what happens if the RFP is not approved. It seems that saying no would yield enormous power. At this point, the only time faculty is given much is when Administration wants something (like PARC). If we simply said no--you haven't given us enough, would we get to keep what we currently have? This is a really important thing for faculty to understand.
	Removal of PARC and replace with FEP.
165	Lab loading: Equal pay for equal time worked!
166	MFA Salary Placement, COLA, Predictable Salaries
167	I am increasingly concerned with the push to using open educational resources (OER) in lieu of textbooks. While I am sensitive to the escalating costs of textbooks, I also am sensitive to the fact that studies are being produced that suggest going completely digital is not conducive to deep learning. Have faculty create OERs puts us in the position of being publishers and requires a lot more time in to course development and maintenance that may not be adequately factored in to our workload.
168	1. MFA Salary-  2.. Revoke PAR PARC and reinstate FEP for all faculty.  3. Stop forcing Faculty to limit their income to a hourly wage.
169	We need to address the 22.5 limit imposed by the district. The RFP says 25 hours, previous interpretations are 22.5 academic 2.5 non academic. Regardless, this needs to be cleared out.
170	And when will the day/evening distinction be removed?
171	The faculty loading limit. It does NOT work for occupational faculty.
172	I'm content with the current issues under discussion.
173	Continue working on lab loading.
174	360 reviews
175	Consistent steps and Cola
176	I must admit that I really don't know what our priorities should be. The reason: I no longer believe that our voice matters much to administration, either at the district or college levels. This leads me to think that perhaps a priority for the FA might be to do more to raise the morale of faculty--to help motivate us to continue fighting against the deterioration of our working conditions.
177	Cost of living raises.
178	Eliminate PAR. Bring back the FEP.
	Removing the PAR (Section 3.6) and returning to the FEP for probationary faculty. Championing faculty professional growth/travel. Supporting service faculty (advocate against any attempt to change faculty status).

	Salary steps
179	Lab loading
180	Please continue your work to make faculty pay as fair as possible.
181	I think steps on the salary schedule should be given each year as a priority in the budget process - if necessary make cuts elsewhere.
	Faculty are evaluated by Deans/VPs, and I would like to see faculty's right to evaluate our supervisors established in policy.
182	Clarification of what our Academic Freedom rights entail: clarify both the rights and responsibilities.
183	Anniversary Steps for Faculty
184	Salary. We have been numerous years without a step or cola.
185	Keeping power away from the chancellor and district office.
186	Stop making surprise changes to the RFP at the last minute, characterizing them as clean-up.
187	consideration of the MFA as a terminal degree
	-MFA faculty compensation.
188	-Predictable advancement in salary steps.
189	More predictable step advancement. Even if it's not every year, or even if there were smaller steps. Just something predictable.
190	Salary step increase.
191	Lab loading, reliable advancement, and cola
192	consistent pay step process for faculty
193	Would you please work to support faculty rights? It seems that each year we are moving closer and closer to an employment at will situation and I am concerned that faculty could be fired for any reason or for no reason. With some of the political beliefs of the new Board Members, I would hate to see a future where faculty members could be fired for teaching about evolution in a Biology class. I also get the impression that the the district is making small steps toward a future massive reduction in force and the faculty association is helping to position the district for this. Please try to stop this trend.
194	1. Provide language that empowers colleges to remunerate OPDs, assistant chairs, and other leadership faculty to do their jobs. As it is right now, "unusual circumstances" compels our college to state this is a one time event when OPDs, assistant chairs, and supervisors need to be able to go to 25 load and allow extended contracts to support students and programs. It seems to not be an issue paying Chairs above and beyond. 2. I absolutely hate Meretain. During all my years of having insurance, this third party liaison is the worst. My husband needed eye drops the other day from eye surgery and was told he would have to wait three days as he should not be out. He asked if there were any provisions to get these - they were antibiotics - and was told, sure, buy them out of your pocket. Not a good answer when we pay so much for insurance anyway. I have many examples and even the pharmacists were appalled by this answer. If he gets an eye infection because he did not have his medication for three days, this will become an issue.
195	Salary step path and organization over 5 years.
196	STEPS clearly outlined for faculty, lab loading. I really think no matter what is suggested it will not be heard, discussed and resolved. Zero confidence in FEC.
197	Salary
198	Predictable salary advancement
199	Pay and PAR
200	I appreciate your continued work on lab loading. Thanks!
201	focus like a laser on salary. enough is enough.
202	Lab Loading. I've been shortchanged on load for over 20 years.
203	Substitute pay only accounts for pay within the classroom, but if you are subbing for someone who is on an extended leave you are grading their exams, homeworks, and preparing for their classes. The pay needs to be adjusted to include the additional work included.
204	Lab Loading
205	Language for faculty involvement in the budget needs to change. Preliminary involvement of faculty is not enough voice for faculty. Administrators are picking and choosing when to let faculty have a voice and they are basically doing whatever they want. CGCC is a prime example of poor budget management and presidential leadership.
206	Faculty receiving a mandatory step every year of service.
207	Steps and colas plus get rid of 25 credit hour limit. It would also be nice if the summer load limit could be increased from 15

208	I advocate that a step increase be negotiated as automatic for eligible faculty and subject to section 4.6.2. An additional step at top of the salary schedule should be added when needed to stay competitive in the market.
209	60- 40 faculty hiring policy
	STEPS
210	COLA
211	Sabbatical requirement discrepancies between faculty and administration.
212	Salaries. It's time to tackle this issue.
213	step and cola for next year
	1) MFA Compensation;  2) permanence of program direction positions (some faculty were hired as "program directors" and have argued that they do not need to follow a democratic process in order to continue in that position, making their position more permanent, even, than a chair's position--this seems not to be in the spirit of shared governance, instead establishing faculty as de facto administrators);  3) Reliable salary advancement;  4) Fair adjunct faculty compensation  5) Clarification of 60:40. Health programs at our campus require very low ratios of adjunct to residential faculty. Taken on a whole, our college can argue that they are attending to 60:40, but in ENG, those numbers are reversed (40:60). 60:40 should be calculated by division, not college.
214	reversed (40:60). 60:40 should be calculated by division, not college.
215	Continue with the lab equality. But consider eliminating the PAR process. I have had to review them and while those I saw were fine. I really have know way of know if this is really what they accomplished. To me it is more busy work. Not to mention that ever campus is different. Some don't even have rubric. It is a JOKE.
216	Career advancement.
217	Getting our due compensation. Every faculty member.
218	If a faculty's committee assignment "doesn't do much" as compared to another faculty's committee assignment that does a lot, then the 1st one should be on 2 committees. I am tired of seeing full time faculty act like part time faculty. Their committee meets once a semester, and there is nothing to do after they meet. More accountability. Be on campus (not off campus). Have papers graded and back to students within a week.
	Annual COLA  Professional development beyond the PhD
219	Appropriate salary for MFA
220	All the issues that were noted for the 2014-2015 need to continue to be address. Also, issues of OPD's compensation of reassigned time as a choice of the president needs to be addressed. Many do not want to serve as OPD, since the compensation of reassign time does not nearly cover the about of time and effort to do the OPD job.
221	Salary, salary, salary
222	Compensation formula for Program Directors that do not take away from the compensation of Division Chairs. Currently the compensation formula utilize the word supervision therefore reducing the amount the Chair of the Division receives when the Program Director determines they will supervise. The responsibility of the Chair will reduce, the amount of work and time required to do the job will not be reduced but the pay is reduced for the Division Chair.
223	Stop erosion of our faculty rights. Remove the par parc process, lab loading, salary increases for all not. Some.
224	Salary Issues are #1: COLA, steps, etc. I would suggest NO OTHER issues are started until we have some movement on salary.
	Salary steps and pay equity  Salary system and structure
225	Lab Loading

	I am concerned about new mandates from HLC that may require some faculty to get additional master's degrees in order to meet minimum qualifications. I have taught in my field for two decades, yet my graduate coursework has a different prefix from the one I teach. I understand the need for qualified faculty, but this requirement seems too literal-minded and does not take into consideration career arcs whereby work in one field leads to work in a different, albeit related, field.
226	Another issue I would suggest is shortening the probationary period now that a rigorous process of mentorship and peer review is in place.
227	1 Salary system - predictable salary progression
228	2 MFA worked into the potential new system
229	Steps - New faculty need to move down on the pay scale.
230	Lab loading
231	Lab loading
231	The most critical part of our employment is predictable salary advancement each year. This is a priority and has precedence over any other policy.
232	Insurance coverage is a real problem for many ... not only faculty but staff. It is costing the district hours of work time as folks try to straighten out the messes caused by Meritain and their poor approach to managing health care for us.
233	more money spent on pet projects like #%\$\$ logos. No raises at all of course.
234	Please do not get rid of the RFP , especially the tenure which many of us have worked hard to gain. Do not get rid of tenure!!!!!! There should be seniority and tenure for RFPs' Thank you!
235	Allowing faculty to bank their overload classes for one-semester sabbaticals
236	Get rid of PAR. This is being interpreted differently on all campuses. Some are taking the time to validate and ensure inner-rater reliability. Others are simply having a conversation. Faculty at some campuses are not being given the rubrics that are being used by the PARc. The timeline is unreasonable. The use of google docs on many campuses is concerning because of security issues. Many faculty feel the work involved in PAR too much and need to pull back on department, campus, and district involvement so they can complete the PAR in the time for review without time for reflection on teaching and learning.
237	Step Increases; Abolishing the PARC, Protecting Tenure
238	Salary Advancement
239	predictable salary advancement
240	List appears appropriate
241	1.) Abolishing the distinction between day and evening classes so that residential faculty can teach either day or evening. Right now, adjuncts mostly teach evening. There's a 2 class system "day" and "evening" that should be abolished in terms of instructors and services.  2.) Funding Counseling and Learning Commons, etc. so that evening students have equal access to services as day students.
242	Step and COLA.  Address FPG budget cut.  Scale back IDP process.
243	As always, I would like to see a consistent path toward salary advancement (if a step is not given, and the RFP read to me like that decision has not been made yet) and COLA. I am now a year more experienced and presumably more valuable in the classroom, but I do not see the District respecting that.
244	Lab loading and salary advances are very important topics
245	I would like the Faculty Executive Council and the Meet and Confer Team to consider a salary system with predictable salary advancement.
246	salary
247	Predictable salary advancement
247	Lab loading
248	Salary advancement

249	The way nursing faculty are loaded. I hear over and over that there is not equity how faculty are loaded at each college. Loading of nursing is also inconsistent at the district level. At this point it is a complete clusterfuck and we will lose nursing faculty soon if we do not begin working on a solution.
250	Revision of the FEP to include a stronger peer review component.
251	Restructure of the salary schedule and process for advancement.
252	Please advance a single issue in the coming year: predictable salary advancement.
253	New HLC requirements for faculty certification.
254	MFA salary placement.
255	Finish lab loading and salary issues. If can't get a version for consistent salary increases increase the regular year overload limit so we can at least attempt to keep the same buying power.
256	MFA Compensation. While there are other MA/MS degrees requiring more coursework than fellow MA/MS degrees, the MFA is considered a terminal degree in fields where the MFA is desired; and, there is no clear path to a PhD after attaining an MFA.
257	salary, lower automatic initial placement range,
258	None
259	Lab loafing
260	Re-evaluation of the FEP process to add more accountability.
261	Predictable salary advancements.
262	Salary steps! I am now 2 steps less than where I should be! We must take industrial action on this matter. Else, it will NEVER get resolved!!!! We also need COLA.
263	See issues submitted from the college by the Faculty Senate President.
264	Enhanced sick leave buyback policy to allow faculty to receive larger compensation for end-of-employment unused sick time.
265	MFA Salary Placement
266	Lab Loading
267	Cola and steps and absolutely nothing else
268	I still want the issue that was passed before and tabled to be pursued, MFA residential faculty to receive comparable pay to PhD faculty, for a terminal degree. This is to align and compete with other colleges and universities that already see practice this. This needs to be resolved as soon as possible, it cannot drag because the Meet and Confer Team deems it a non-issue. This issue has followed process and procedure to the Meet and Confer Team last year, and it should not be table or ignored.
269	-FPG/ steps for PhDs
270	Please work on calendar will there be a Fall break, 3 days off in October?
271	Summer session should start in June, instead of the 4th week of May
272	Step on the salary scale
273	Lab loading
274	Predictable salary advancement
275	A 'step!'
276	Salary increases
277	Continue to work on the big issues that are already on the table.
278	IDP process (is it fair)
279	Salary advancement.
280	Lab loading
281	Faculty posting grades on time - what is on time?
282	Salary steps. Refuse to engage in negotiations unless this is granted.
283	Get a step for our deserving faculty members! They have been frozen in this capacity for too many years. Do not be bullied by the administration when obtaining another step is only fair for the many years when none were given.