

College	Issue 1	Issue 2	Issue 3
CGCC	* Day/evening distinction	* Compensation inequities (e.g. inversion, lab loading, MFA)	* Reduction in force policy
	60:40 should NOT include overloads for residential faculty, OYOs and OSOs. Unless they want to pay for the overloads at the residential salary rate, it is an erroneous calculation for 60:40. OYO and OSOs are not residential faculty. They are at will on	Load allocation for laboratory courses. The length of time in the lab is the same as in lecture and should be counted as a full 1.0 load hour. I don't partially teach my students at .7 during lab.	Faculty evaluation of MAT particularly Deans, VPs, and the Presidents.
	adjunct:residential ratio	Day/evening distinction	compensation inequality
	Compensation	Day/evening distinction	RIF policy
	Compensation increase for those at top of salary scale...my take home pay has gone down over the years with increase in benefits, ASRS, taxes, etc.	I support the 5 items listed above!	(blank)
	Compensation inequalities	Administration Evaluation and Consequences	Probationary fac evaluation implementation plan
	compensation inequities	Day/evening distinction	reductin in force policy
		probationary faculty evaluation implementation plan	day/evening distinction reduction in force policy
		(blank)	(blank)
	Compensation Inequities (but not MFA. It is NOT the same as a Ph.D). Also how they figure years of service and inequities (someone who has been appointive five but is recognized for 10 for OYOs while I am not)	Day/evening distinction	reduction in force policy
	Compensation inequities (e.g. inversion, lab loading, MFA)	(blank)	(blank)
	Compensation inequities (specifically initial placement policy inconsistencies or changes that gave SOME faculty credit for professional experience or for years of adjunct teaching, but placed others at Step ZERO.	Initial placement and continuing compensation for MFAs (and other 60-credit masters degrees) equating them with 36-credit hour MA degrees. (An issue related to but separate from #1--I experienced both type of placement inequities as, along with having an	Is a step increase not an option?
	compensation inequities-particularly inversion	service faculty staffing ratio	salary/step
	Compesation inequities	Day/evening distinction	RIF policy
	Create a market-competitive, equitable salary schedule that provides faculty the opportunity to progress economically over their careers. Salary advancement should be predictable.	Salary inversion is killing faculty morale. Please, please, please resolve this issue this year.	(blank)
Deans role or job resposcibility	Faculty seniority	(blank)	

CGCC	For many years the MCCCCD registration fee was \$5, whether you registered for 1 or 20 credits. When the fee went up to \$15, it directly affected many people who take 3 or fewer credits at the college. This forced people who only took 1-2 credit classes I	I'm sure we have hundreds of students who take and re-take many music, art, theater, and dance classes every semester. I know in the case of the night jazz band, there are students who have taken the class since the mid 1980s. Students in my evening gro	(blank)
	Lab loading inequity	Day/evening distinction	Lead faculty/program director clarity
	Non-Probationary faculty evaluation implementation plan	(blank)	(blank)
	PhD+24 professional growth steps	25 teaching load hour cap	10, 11, 12 month faculty contracts for those who want them (not a requirement imposed by admin)
	Probationary faculty evaluation implementation plan	steps	compensation inequities
	Salary increase for all	Inversion	(blank)
	Salary inversion	Please increase load for "lab." Lab load of 0.7 load vs lecture 1.0 load does not reflect real work involved planning/supervising/evaluating lab & clinical.	Academic rigor is at stake. "Every Student Succeeds" means "Pass Everyone."
		Restrictions on load hours	(blank)
		Unfair pay practices (blank)	Loss of faculty due to the above issues (blank)
	Salary inversion is clearly an issue, but it should only be addressed if all faculty, not just those in a chosen time period, will be fairly compensated.	One Maricopa seems to be leading us toward a standardization that will limit the abilities of the individual colleges to determine the best ways to serve their communities. It is extremely important that as we progress toward a more unified district, we s	(blank)
	service faculty staffing ratio	Adjust FPG horizontal Academic Advancement to reflect current tuition rates-\$145 credit hour/\$390 credit hour NAU current tuition rate	compensation inequities
		Compensation	(blank)
		one maricopa and prioritization making sure stronger faculty input and ability for alterations adjustments	performance funding
	service faculty staffing ratio (I feel some service faculty should be MAT positions)	Compensation inequities	day/evening distinction
	Step 15 IP+48 / Step 16 IP+75	Step 15 IP+48 / Step 16 IP+75	Step 15 IP+48 / Step 16 IP+75
The relative lack of steps granted. Our salaries should be aligned with the step structure that is in the RFP.	Salary inversion.	Lecture/lab loading inequities	
EMCC	Add vertical steps	(blank)	
Compensation	Compensation	compensation	
compensation inequities	salary increase	(blank)	

EMCC	Include 60/40 ratio for service faculty so colleges that are understaffed in this area are not summarily excluded from new positions as they were for 13-14	Revision RFP Appendix D.1.5.2 to include service faculty coverage for summer contract hours	RFP 3.5 for reinstatement of appointive or probationary members should explicitly state that people will be credit with prior years of probation or returned to appointive as relevant
	Include Service Faculty in the RFP, appendix D pertaining to Division Chairs	Specify how leave impacts seniority in the Reduction in Force policy	(blank)
	Inequities in lab loading	Inequities in lab loading	clarification of 60 : 40 calculation - i.e. remove FT overload in the 60 part
	Lab loading	probationary fac eval implementation plan	day/evening distinction
		STEP	sabbatical options/numbers
		Support for international meetings	Fall break added to calendar
	My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	(blank)	(blank)
	Pay Inversion	Steps/Cola	(blank)
	Salary increases for faculty already on step 14	(blank)	(blank)
	Science lab load not equivalent to lecture load	(blank)	(blank)
Super step for terminal degrees as well as additional vert step.	Improved pay for faculty teaching summer session.	A vote on ratification for all rfp faculty regardless of their fa membership status	
GCC	"Tenured" faculty evaluation implementation plan (needed)	compensation inequities (lab loading 60 hour labs of nursing vs other science labs)	(blank)
	Abandonment of Interest-Based Negotiation and a search for a new negotiation paradigm	Change "steps" to "years of service" to return to the original intent of the RFP language	(blank)
	Adding additional steps (down, not across) for years of service. It's not fair after we support the school for 15 years we are no longer granted any increase beyond COLA unless we complete FPG.	Why did we gain so many MAT employees which cost more and decrease classes offer which reduces our adjunct faculty and makes some of our students not able to complete their goals of graduation in 2 years due to class cancellations.	We need to have more full time faculty. How did GCC only get 2 new faculty for 2014 when we are the second largest college. Where are our priorities?
	awarding of steps to eligible faculty as top priority in salary negotiations	awarding of steps to eligible faculty as top priority in salary negotiations	awarding of steps to eligible faculty as top priority in salary negotiations
	Change "steps" to "years of service"	(blank)	(blank)
	Clarify the probationary faculty evaluation plan	(blank)	(blank)
	Compensation	Salary Inversion	(blank)

GCC	compensation inequities	Day / Evening Supervision	Review Department Chair / OPD compensation formula's and include temporary help supervision & compensation
		Reduction in force policy (blank)	day/evening distinction (blank)
	Compensation inequities (e.g. inversion, lab loading, MFA)	Compensation inequities (e.g. inversion, lab loading, MFA)	Compensation inequities (e.g. inversion, lab loading, MFA)
		Day/evening distinction	Probationary faculty evaluation implementation plan - with greater input from faculty (blank)
		Reduction in force policy	The service faculty staffing ratio
		The amount of committees we serve on with no extra compensation (hiring, IC, Program Director, advisement)	Been full time for 9 years and only received 2 or 3 steps, Unacceptable.
	Compensation inequities (e.g. inversion, lab loading, MFA) - really needs to be addressed NOW	Re-evaluate new, high proportion of MAT positions/salary relative to faculty and other expenses	As we approach 60:40 the average cost of a load hour increases; FTSE payments need to be increased accordingly
	Compensation inequities (MFA)	Reduction in force policy	(blank)
	Compensation inequities (this doesn't effect me personally but I still think it's unfair)	Reduction in force policy.	(blank)
	Compensation inequities!!!!!!! New faculty are being paid MORE than faculty who have been serving us for years!	A step! The mathematics of denying a step is DEVASTATING over a career.	Probationary faculty evaluation plan
	Compensation inequities	probationary faculty evaluation	(blank)
	Compensation inequities	(blank)	(blank)
	Compensation issues - GETTING A STEP! & Inversion	probationary faculty evaluation implementation plan	Lab loading and adjunct loading wrt limit on number of hours allowed in contract
	Compensation: Step and COLA	Compensation inequities	Service faculty staffing ratio
	Cost of living increase	(blank)	(blank)
	Department chair pay increase or additional release time.	All departments should have at minimum a full-time secretary.	(blank)
	Early retirement incentive for senior faculty	(blank)	(blank)
	Early Retirement incentives for us old geezers at the top of the pay scale!	(blank)	(blank)
	Faculty Salary Inversion	Faculty Salary Inversion	Faculty Salary Inversion
	formula for determining administrative support and chair reassigned time (currently inadequate, not enough support or reassigned time)	(blank)	(blank)
	getting a STEP in pay this year to retain faculty	Changing rules for placing new faculty on the salary schedule, don't award past step 5	Changing the faculty evaluation process for probationary members to include a member of their department on the PARC
	getting a step this year for salary - retaining our good faculty members	having at least one person on the tenure committee from your field	hiring new faculty at step 5 as the highest step to prevent inversion
	Getting the steps	Loading issues	Salary inversion

GCC	I suggest is to addressing the inequity regarding how the District views the Masters of Fine Arts (MFA) degree when 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placement on the salary scal	(blank)	(blank)
	Inappropriate COLA being granted since 2007. It is easy to show that our current salary schedule is thousands of dollars short of where it should be, in comparison to 2007 dollars (or any other year for that matter), by utilizing the government website h	(blank)	(blank)
	Incentive for retirement: active retirement plan, offer to pay for health care, etc.(would save lots of \$ for district)	Compensation inequities	(blank)
	Initial placement on the salary schedule--add provision for masters degrees and other graduate credits in education	Summer school max load--raise to 18 credits, 12 concurrently	Eliminate mentoring program for new faculty starting 14-15
	inversion although listed is still my #1	consistent process for steps to be attained	balance of admin to faculty and staff, we are getting top heavy and the budget cannot survive this
	It is time to reactivate steps. Faculty were attracted to and accepted positions based on the publicly posted rubric for annual pay increases.	(blank)	(blank)
	Last I heard, the salary inversion fix was only going to apply to faculty hired prior to 2008. That doesn't seem fair. Faculty hired between 2008-2011 have suffered through many missed steps and are also adversely affected by this issue.	The new probationary faculty evaluation plan ostensibly strengthens the institution of tenure. We should be doing more to emphasize this and, just maybe, get some language in the RFP that explicitly makes this point AND further protects tenure for facult	(blank)
	M.F.A. pay	vertical steps	tenure protection
	My biggest issue is lab loading, but I see it is on this list already	(blank)	(blank)
	My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	Salary increases across the board.	Office hour inequities--online course instructors do not always come to campus each day. However, with Canvas and email, traditional instructors are "meeting" with students less and less in person during ofc. hours. The current system does not reflect t
		Salary Inversion	FEP retain current procedure for tenure
		(blank)	(blank)
	No Steps for years!!!	Inversion	FTSE funding formula needs to be adjusted for increased tuition

GCC	Not getting steps	Inappropriate COLA being granted since 2007. It is easy to show that our current salary schedule is thousands of dollars short of where it should be, in comparison to 2007 dollars (or any other year for that matter), by utilizing the government website h	Find out for sure what the &*&^&^ really would happen if the RFP proposals were not ratified by the faculty, and get this explicitly stated in the RFP. I think we were lied to and blackmailed by our own representatives into voting yes for this past year
	performance pay-very opposed to that notion	(blank)	(blank)
	Possible excessive canceling of classes as a short-term method of saving money	(blank)	(blank)
	Probationary faculty evaluation implementation plan	Compensation inequities	Reduction in force policy / Service faculty staffing ratio (these two seems to go together)
	Probationary faculty evaluation implementation plan (get rid of the one that is in the new RFP)	Reduction in force policy	Line item veto in voting for the RFP
	Redo the probationary faculty eval	Salary Inversion	(blank)
	Repeal 25 load limit	Not count evening supervision in 25 load limit since it's done in the evening not in the 30 hours of accountability	Quit changing the RFP without discussion from faculty. The ballot should not be the first time we see the changes.
	Requesting a step in the salary schedule for those who qualify. Since inversion, lab loading and MFA issues have not been resolved, the least we could do is request a step.	(blank)	(blank)
	salary increases with COLA steps	Salary Inversion	need for more parking (for students as well as faculty)
	Salary inversion	Clarify probationary faculty evaluation plan (there appears to be misunderstandings from colleagues)	Steps implementation for this fiscal year
		cola	Faculty Accountability
		MFA - adjust pay appropriate to terminal degree	Steps
		Not recognizing and paying the additional 30hours of study to get the terminal MFA degree	Step along the salary scale.
		Remove day / evening distinction	reduction in force policy
		Salary Inversion	Salary inversion
		Salary step	Phased retirement plan
		Salary Steps	Department Chair compensation, especially for summer
steps		Cola	
	(blank)	(blank)	
Salary Inversion -- particularly for those hired during the period where initial placement was capped.	Clarifying the probationary process as mentioned in at the GCC meeting, including the addition of a selected advocate on the review board; consideration of grandfathering current probationary employees	Ensuring steps this year; considering the return to steps as an annual event.	

GCC	Salary raises	Budget (so we don't have to cancel more classes)	(blank)
	Section 2.7 needs teeth. e.g. IT reigns with impunity at College and District levels. Need more input.	Post-retirement health insurance? Might encourage earlier retirement? Perhaps liberating \$ to help w/ salaries?	(blank)
	service faculty staffing ratio	Evaluation of administration	day/evening distinction
	staffing ration	Compensation	accountability consistency
	Step	cola	BENEFITS (adjust for increasing premiums) Pay scale paying residential faculty a bonus over adjunct rate for extra load & summer
	step increase in pay	increase in pay for faculty who have reached the top step	(blank)
		new guidelines for students-like the no late registration	Salary inversion
	Step increases	Use of the approximately \$50 million dollars the district has been collecting each year	Revisiting definition of student success to acknowledge that success for some may be leaving GCC with passing grade and no certificate or degree.
		(blank)	(blank)
	Step increases should be every year - This continues to contribute to the salary inversion issue	(blank)	(blank)
	step movement	(blank)	(blank)
	steps	cola	(blank)
		steps	Steps
	Steps for faculty. When hired, I was told by HR to expect one step per year. I have gotten one in 4 years.	Step pay increases based on % of base salary, not an absolute amount.	(blank)
	The composition of theSteps PARCs - ensuring a representative from ones discipline is on the committee	steps	(blank)
The Faculty pay schedule has steps determined as a percentage of the Step 0 MA+0 pay, rather than as a percentage of their own Step 0 pay. All other employee groups work differently, and it costs faculty a ton of money.	Get automatic steps and COLAs (determined by Western Regional CPI-U) written into the RFP. We should not have to beg to keep our real wages from falling, and experience-based pay increases should be AUTOMATIC, not negotiated on an annual basis.	Creating a review board to approve new MAT hires with Faculty representation -- let's try to get administrative bloat in check.	
The service faculty staffing ratio	Compensation inequities (e.g. inversion, lab loading, MFA)	reduction in force policy	
Yearly salary increases in both Step and Cola	Salary Inversion	Friday off campus office hours to save gas for employees and electricity for campus	
(blank)	(blank)	(blank)	
GWCC	25 load cap	Salary Inversion	Lecture vs lab loading
	Class size limit for online classes.	Loading for online classes; should it be as done for F2F classes or should it be per student?	(blank)
	Compensation inequalities	The service faculty ratio	reduction in force policy
	Compensation	Inversion	day/evening

GWCC	compensation inequities	Day/evening distinction	service faculty staffing ration
		day/evening distinction	service faculty staffing ration
		wage and salary stagnation	(blank)
	Compensation inequities !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!	service faculty staffing ration	day/evening inequities
	Compensation inequities (e.g. inversion, lab loading, MFA)	The service faculty staffing ratio	Probationary faculty evaluation implementation plan
	Information Technology support. Citrix seems to be a problem. Can't we find a solution?	(blank)	(blank)
	Lab loading	Step increases	day/evening distinction
	Lab loading - Faculty who teach labs are paid less for the same clock hours in class as those teaching lecture. Lab faculty often work more one-on-one with students in class than lecture instructors and have to ensure safety of students and oversee lab eq	60:40 ratio - Residential faculty teaching overload and all other reassigned responsibilities are counted as "residential load" in 60/40 staffing ratio, but they're only paid at adjunct rate. This hurts in making it appear that overloaded residential staf	25 load cap - Calculating all compensation as "load" and capping it at 25 reduces the ability of experienced faculty to teach a full load AND voluntarily take on extra leadership, development and innovation roles of a residential faculty.
	Master of fine arts pay discrepancy. MFA	Reduction in force policy	Probationary faculty evaluation implementation plan
	My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	(blank)	(blank)
	probationary faculty plan	Day/evening distinction	reduction in force policy
	Salary inversion	Lab loading	day/evening distinction
		Lack of increased yearly compensation	Faculty evaluations
	rewrite or eliminate sections that no one follows. Admin and Labor both do too much picking and choosing	(blank)	
	Salary Inversion	Salary inversion	
	(blank)	(blank)	
	(blank)	(blank)	
MCC	A statement must be added to the RFP that specifically states that faculty retain the authority to use the technology in the classroom that best serves their students. (IT is now attempting to dictate what software we can now use in our labs.)	There needs to be a limit on the ratio of adminstrators vs. staff who have direct contact with students. (Similar to the FT vs PT faculty ratio.)	(blank)
	Allow Ph.D level employs to continue their educational development and move horizontally in the pay scale	Lab and lecture loading inequities	(blank)
	Allowance to use FPG fubnds for international conferences	Maintaining Faculty status for Service Faculty	Early retirement incentive for senior faculty
	Appointive faculty evaluations/Post-tenure review	(blank)	(blank)

MCC	Change ALL department chairs to Division chairs. Change the election process--add qualifications, test over policies, 12 month contract, full release from teaching, term limits, equal number of faculty/FTSE oversight. The dept chair system is one of the M	Day Evening distinction	Occupational Program Director pay for 12 months that they field inquiries and assist students. There is NO down time, yet OPDs are expected to work or students just get ignored. You can negotiate pay with your VPAA, but then, who gets paid is arbitrary. W
	Colleges are being financially penalized for enrollment drops, despite the district IT situation with SIS/Boexi etc that keeps being inaccurate, or hacked, or just not working. The district should have to give "money back" for the damage they have done to	The enrollment process in general is painful beyond belief, and is in no way competitive compared to GCU. We need to make it easier for folks to enroll.	Faculty involvement in district decisions is still not up to "shared governance", especially with regards to infrastructure decisions (especially IT).
	Compensation (I'm in the Inversion Club)	Technology Support	(blank)
	compensation inequities	Compensation inequities	compensation inequities
		probationary faculty evaluation implementation plan	reduction in force policy (blank)
		Reduction in force policy	Day and evening distinction day/evening distinction More full time faculty
		Restricting attention to only online courses, what is the ratio between residential faculty to adjunct faculty?	(blank)
		The service faculty staffing ratio (blank)	reduction in force policy (blank)
	Compensation inequities (e.g. inversion, lab loading)	(blank)	(blank)
	Compensation inequities (e.g. inversion, lab loading, MFA)	The service faculty staffing ratio	(blank)
	Compensation inequities (inversion)	(blank)	(blank)
	Compensation inequities regarding lab loading	(blank)	(blank)
	Compensation inequities, specifically salary inversion and a new line, above MA, for the MFA degree.	Reduction in force policy. Is it school wide or district wide when implemented?	(blank)
	Compensation Inequity- MFA Specifically (I would be willing to speak on this topic)	(blank)	(blank)
	Compensation inequities/salary inversion	Reduction in force policy	Probationary faculty implementation plan
Compensatory inequities (lab loading)	Reduction is force policy	day/evening distinction	
Competitive Compensation (a Step and COLA)	(blank)	(blank)	

MCC	Create policies for online/internet classes or state that they are to be treated the same as on-site classes. Some departments treat these differently for staffing purposes.	Change "Staffing Advisory Committee" as "Faculty Staffing Advisory Committee" (assuming that the RFP committee doesn't cover anything other than Faculty)	(blank)
	Day/Evening Distinction	Reduction in force policy	Probationary faculty evaluation implementation plan
	Faculty should get their step raise	There should be no difference between day and evening	(blank)
	Health benefits--there are many issues that relate to Express Scripps--Is it possible to get someone at the DO that can be the contact person for issues instead of going to the "black hole" of the Express Scripps 800 number?	Look into the possibility of the changing the voting for Dept Chairs by folks at Red Mt (or satellite campuses). The dept chairs spend limited time with satellite campuses, yet the election can be swayed by satellite votes.	(blank)
	I would like to see the FA perform a perceptual/attitudinal study of students. The M&C team should then use this data as evidence to support decision making by the administration. This will also reduce the district tendency for a "top-down" approach to is	The "Success from Day One" initiative is a failure. It annoys our "customers" greatly.	Faculty should have a greater role in the evaluation of administrators. Administrators should face the same sort of evaluative process that faculty must engage in.
	Initial placement on salary scale for lab science instructors. Currently initial placement is done by credit hours and not load hours.	Lab loading	(blank)
	Internet courses should be considered part of the evening load to reflect the greater time commitment in supervision	If enrollment is down in most colleges, what is the district doing with the returned money it demands from each college?	How can we add predictability to the hiring process? By the time all the approvals are made, the regular academic hiring cycle is over and the best candidates are already considering offers. It would be nice to actually know we can hire in time to adver
	Inversion	(blank)	(blank)
	Lab loading of science classes.	(blank)	(blank)
	loading for science labs as 1 for 1 for all meeting hours instead of 1hr. for the 1st hr. and 0.7 for subsequent hrs. Our labs involve a lot of teacher student interaction and generate a great deal of grading.	(blank)	(blank)
	Maricopa Priorities	Performance Funding	(blank)
	MFA	MFA (blank)	MFA (blank)
	MFA pay equality	cola to try to adjust wages up to accommodate for all of the inflation we have had	(blank)
	minimum class sizes	reassigned time for small departments	(blank)

MCC	More College Faculty Representation on District Committees that Recommend Changes in Policies, Processes or Procedures that Affect the Colleges	(blank)	(blank)
	My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	Salary Inversion (blank)	(blank) (blank)
	NOT inversion - those who agreed to their compensation package upon hiring do not get to go back to the table to demand a recalculation of their personal package	inequities in amount received for health care - if it is a part of our salary package then individuals in the same academic position should not receive a larger benefit. Life style (partners or no, children or not) should not increase the benefit.	(blank)
	Pay increases to keep up with the cost of inflation, medical, etc	Reduction in force policy	Probationary faculty evaluation implementation plan
	Post-Tenure Review	compensation inequity	(blank)
		contractually obligate district to ensure greater faculty representation on District-wide visioning/steering committees	contractually obligate more robust shared governance at the colleges
		(blank)	(blank)
	Post-tenure review process	(blank)	(blank)
	Probationary faculty evaluation	Compensation inequities	Reduction in force
	Probationary faculty evaluation implementation plan	Compensation or steps for full time faculty on a regular basis	Ratio full to part time faculty
	Probationary faculty evaluation implementation plan: greater transparency in the process	Step increases	compensation inequities
	Professional Growth beyond the PhD level	Appointive Faculty Evaluation	Department Chair Compensation/Support Staffing for Departments Larger than the highest category on the current chart.
	Raise of salary without conditions for all Faculty	One step forward automatically	Honors Classes Instructors should recieve an extra payment/compensation
	Reduction in force policy	probationary faculty evaluation implementation plan	Compensation inequities (e.g. inversion, lab loading, MFA)
	Rename the staffing advisory committee to the faculty staffing advisory committee as we don't (to my knowledge) have input into hiring of non-faculty staff.	Online classes are becoming an increasing part of our district. Address that online classes are to be treated the same or define policies for the treatment of online classes (staffing, curriculum development, academic freedom, etc.) as they are being trea	(blank)

MCC	Residential faculty peer review to replace the FEP	Administrative eval process (yearly--not tied to formal complaints)	Reassess faculty load for large classes numbers for English Composition (5.3.1.1 in 2011 RFP)--regular load numbers are too high
	RFP rules to stop internal competition for new and existing course offerings across the district	post tenure evaluation	faculty survey as part of process for annual evaluations of administration
	salary	medical benefits and costs	salary
	Salary inversion	An MFA line that is rightfully higher on the pay scale than an MA	RIF policy should it need to be implemented
		class load/students per class, both minimum and maximum	lack of faculty ethnic diversity
		District allocation of funds, and how much actually goes to instruction.	(blank)
		STEP	(blank)
		Step Increase	Probationary faculty evaluation implementation plan
		(blank)	(blank)
	Service faculty staffing ratio!!!! Help!!!	(blank)	(blank)
	service faculty status	(blank)	(blank)
	Step increment	salary increase	(blank)
	steps	Inversion	Cola
	Success from Day One (needs to be consistent with our college's needs and priorities)	Reduction in force (outsourcing M&O--why?)	(blank)
	technical support	classroom assessment	providing student remediation
	The California Community College system allows its faculty to bank five overload classes and then take a semester off. I'd like to see MCCCCD adopt this policy.	MCCCCD needs to reassess how it views the Masters of Fine Arts (MFA) degree. Most colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placement on the salary scale on par with doctoral degrees. To attract	Change the way Meet and Confer decides what issues it enters into the negotiation process. Some ideas are so good and innovative that the team should use its own good judgment in raising them. The majority of voters are unimaginative sheep with reaction
The strain between administration and faculty. More Administrators are being hired than ever before even when our colleges have decreasing enrollment.	I think many faculty are feeling less secure in their positions.	I don't like the changes in the updated RFP the evaluation process for new faculty.	
There should be an evaluation process for faculty to evaluate the administration. Everyone can benefit from feedback.	(blank)	(blank)	
Tied to inversion - our inability to receive steps each year while admin/district employees receive increases	(blank)	(blank)	
We have a number of Colleges with "secondary" locations now. Faculty at the secondary locations are required to travel to the "main" college location to participate in shared governance. Meetings almost never take place at the "secondary" locations. Th	Department Leadership models for Colleges with multiple locations need to be looked at. A department chair cannot be at more than one location at one time (and rarely leaves the "main" college location). Students who have issues with a class (and this i	(blank)	

MCC	Yearly step increases - predictable salary scale regardless of inversion (blank)	(blank) (blank)	(blank) (blank)
PC	address the salary inversion issue.	Continue to address number of hires issue. There are too many OYOs	we need more faculty & fewer administrators
	Adjunct ratio	Day/evening distinction	compensation inequities
	As part of lab loading, as well as salary inversion/pay inequities, look at how faculty are given credit for prior adjunct teaching (it's by credit, not load, so once again, lab faculty are penalized)	2.13 should probably be updated in clean up language	Departmental operations -- adjust secretarial support for .75, allow for clinical/lab coordinators in the RFP, occupational program director compensation amounts
	Compensation - lab loading etc.	hiring policies to me is much more import than probationary faculty evaluation	Probationary faculty evaluation plan
	Compensation inequalities	Step increases	25 hour load limit for faculty
	compensation inequities	Day/evening distinction	reduction in force policy
		faculty staffing ratios	reduction in force policy
		Probationary faculty evaluation implementation plan	Reduction in force
		Reduction in force policy	day/evening distinction
		service faculty staffing ratio	Probationary faculty evaluation implementation plan
	Compensation inequities (MFA inequities)	(blank)	(blank)
	Compensation Inequities - Salary Inversion and Lab Loading	Day/evening distinction	(blank)
	Compensation-2 steps in 10 years?	(blank)	(blank)
	Day/Evening Distinction	Probationary Fac. Eval. Plan I have strong concerns and issues about this and IBN*****	reduction in force policy
	day/evening distinction (this is ridiculously old-fashioned! we teach and learn 24/7!)	Compensation inequities	Service faculty staffing ratio
	Define roles and responsibilities for service faculty	Change RFP 7.4 and move to a multi-year bargaining cycle	Revisit and improve RFP 6.6 Internal Investigations
	Faculty accountability and responsibilities.	(blank)	(blank)
Faculty salary step advance	Maintaining course load	Program coordinator compensation	
Focus. On. Inversion. I know it's up there already, but tangible monetary progress needs to actually *happen*, or the FA is going to lose further credibility amongst its members. It is outrageous that this issue has persisted for as long as it has, and ha	60:40 clarification for department-specific staffing decisions w/in a college. While it seems no one at FEC noticed this yet (either pre or post ratification), the new 60:40 ratio, based solely on load, results in absurdly misleading characterizations of	Compensation inequities. Use IBN to actually get us somewhere in the areas under this umbrella. Few other novel issues could possibly be as important as this, for the faculty you represent, and for the confidence that faculty puts in your representation of	
How 60:40 ratio load calculations will affect staffing decisions	Salary Inversion	(blank)	
Increase load limits for residential	Evening Coor. should not count against load limit	District and campuses need to follow the 90 - 10 or whatever it is changing to	

PC	Inversion! - This does not personally impact me, but I am very concerned about this. I would give up COLA for equity in salaries for my colleagues. This is so unfair!	(blank)	(blank)
	Lab load hours	Salary Inversion	(blank)
	Lab loading	Salary Inversion	(blank)
	Lab Loading - Science faculty who teach labs are paid less for the same clock hours in class as those teaching lecture. Lab faculty often work more one-on-one with students in class than lecture instructors AND have to ensure lab safety of students and ov	Change the staffing ratio of 60/40 (currently based on load) to be based upon FTSE/FTTE ratio. Residential faculty teaching overload and all other reassigned responsibilities are counted as "residential load" in 60/40 staffing ratio, but they're only pai	25 load cap - Calculating all compensation as "load" and capping it at 25 reduces the ability of experienced faculty to teach a full load AND voluntarily take on extra leadership, development and innovation roles of a residential faculty.
	Lab loading discrepancy. Move to a 1 load to 1 contact hour pay for science labs.	Staffing ratio: change to FTSE/FTTE ratio for 60:40. New calculation ignores student need.	Direct faculty survey input for FEP policy development.
	Of course, I'd like more money, though I know you can't do much about that.	Your list seems good. The salary inversion doesn't affect me, but would be #1 on my list anyway, it's so unjust.	(blank)
	Ratio between adjunct faculty and full-time faculty	Failure to honor the salary advancement steps listed in the RFP leading to mistrust	compensation inequalities
	Salary inversion	Lab loading	(blank)
		separate salary negotiations from rfp negotiations	1:1 lab loading instead of 0.7
		Step Advancement on Salary Schedule	No Increase in cost to employee for family medical plan
		yearly step increase reinstated	(blank)
	salary inversion (MFA faculty inversion scaling vs. rest of U.S. higher educational institutions)	missing steps for faculty	(blank)
	Salary Steps	(blank)	(blank)
	Step increases (how to get back to regular increases, not every 5-8 years)	Compensation inequities (inversion)	Faculty staffing ratio and replacement of retired faculty
	steps for faculty	Salary Inversion	(blank)
	Summer contracts	(blank)	(blank)
	The 22.5 hours. It used to be 45 hours per year, and we could do 23 and 22 , but now there is no way to do 0.5 hours so the maximum is actually 44	Salary Inversion	Faculty Pathways-- What happened to the Faculty to Admin program? (maybe not RFP issue)
The 25 hour load maximum that includes evening coordinator and program director release time. It would be better if it went back to the 22.5 hours of teaching maximum plus the other pay incentives.	Change the Friday for the first day of spring accountability to a day off. We no longer have a district convocation. It is a worthless day.	More and more colleges are asking for summer classes. I believe we should have a summer coordinator paid the same as the evening coordinator.	
The inequality of lab loading compared to other courses	Salary Inversion	The effect of the 60:40 change on Staffing committee work and recommendations at the campus level	
(blank)	(blank)	(blank)	

PVCC	* Compensation inequities (e.g. inversion, lab loading, MFA)	The service faculty staffing ratio	* Probationary faculty evaluation implementation plan	
	25 credit load limit for faculty	Salary Inversion	(blank)	
	As a senior faculty member, I of course, believe that a COLA be provided that matches the CPI; however, of Far more importance to maintaining morale is the automatic rein statements of steps. Attending to salary inversion is important, but I suspect a mor	Removing the limit on 22.5 teaching load each semester. Virtually no professor can take advantage of that 22.5 hours per semester --let's at least attempt to get that revised to 45 hours per year.		Gaining assurances that the adopted new conditions for probationary faculty do not begin to "seep" over into the appointive category.
	class size for developmental English courses--other colleges cap at 20!	(blank)	(blank)	(blank)
	compensation inequities	Compensation inequities	Compensation inequities	compensation inequities Compensation inequities...ok?
		Day/evening distinction		(blank)
		Faculty staff ratios		(blank)
		Service faculty staffing		(blank)
		The service faculty staffing ratio		reduction in force policy
	Compensation inequities (e.g. inversion, lab loading, MFA)	* Probationary faculty evaluation implementation plan		* Day/evening distinction
		Compensation inequities (e.g. inversion, lab loading, MFA)		Compensation inequities (e.g. inversion, lab loading, MFA)
	Compensation inequities (e.g. inversion, lab loading, MFA) and salary inversion	Day/evening distinction for evening supervisors		Step and COLA to make our salaries competitive
	Compensation inequities (esp. inversion and MFA)	Service faculty staffing		(blank)
	Compensation inequities (inversion)	probationary faculty evaluation		Steps for faculty every year
	Compensation inequities (salary inversion)	(blank)		(blank)
	Compensation inequities (SALARY INVERSION!!!!)	probationary faculty evaluation implementation plan		day/evening distinction
	equal load for labs	(blank)		(blank)
	Faculty pay inversion	(only one issue.. if they won't address this, then walk... I'll stay with the current rfp...)		(blank)
	Inversion	Inversion		inversion
	Lack of step increases	Salary inversions		Cola
My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	(blank)		(blank)	
New evaluation plan and not grandfathering in those who have been working for 1 - 4 years in the system already	Meeting the 60/40 ratio		Cola inadequacies	
Probationary Faculty evaluations	Day/evening distinction		Compensation - lack of COLAs and Steps	

PVCC	reinstate successor clause to RFP	Reduction in force policy	What will ObamaCare do to our health insurance?
	Re-think IBN--is it working?	Why are so many RFP NOT joining the association?	Proposed Prob. FEP is nuts! Get rid of it.
	Salary inversion	25 hour rule	(blank)
		Administrative Bloat	(blank)
		cola	Step
		Increased compensation or additional release time for Division Chairs	(blank)
		lack of steps	active retirement
		Need a step and COLA	Do not change Probationary faculty evaluation implementation plan
		No Step Increases	Little COLA
		Salary Inversion	Salary inversion
		Service faculty ratio	Faculty evaluation plan
		Step advancements	(blank)
	steps	Cola probationary faculty plan (blank)	
	Steps and COLAS	Reorganize FEC to better meet needs and desires of faculty Restructure FEC to better recognize and serve faculty	
	(blank)	(blank)	
Salary Inversion including restitution for lost pay compared to others hired outside the district	Getting and guaranteeing steps for faculty	Getting rid of the newly-adopted provisional faculty evaluation plan. It was only of interest to MCC and PC. No other campuses even brought up the issue, so we can safely assume it was not in the interest of the majority of the faculty.	
Salary Steps	MFA as a terminal degree equal to PHD	Salary inversion	
Separate cola and steps from RFP approval	Salary Inversion	Remove 25 load limit on faculty	
Step advancement every year	Eliminate the provisional faculty review process	(blank)	
steps	Compensation inequities	Probationary faculty rivals	
	Salary Inversion	Cola Staffing Ratio steps and salary inversion	
Steps and COLA	Raising or repealing the 25 hour load limit for FT faculty (RFP says 15 load = 30 clock-hr week; thus 50 clock-hrs per week is the max? Really??)	(blank)	
STEPS should be part of the RFP ratification process	STEPS should be annual and REQUIRED	and STEPS	
Strike the 25 load limit language and restore the language to its original language in the 2011-2012 RFP.	Salary Inversion	Strike the new language on the PARC probationary faculty evaluation process and return to the original language (2012-2013 RFP)	

PVCC	We should be given our step each year, it should be a given each year.	A true cost of living increase.	An additional increase in salaries to make up for not giving steps in past years.
	Why are we not getting steps per our contract?	Why are we not getting steps per our contract?	Why are we not getting steps per our contract?
RSC	compensation inequities	Service faculty ratio	probationary faculty evaluation
		service faculty staffing ratio	(blank)
		(blank)	(blank)
	Compensation Inequity	Probationary Faculty Evaluation Plan	day/evening distinction
	Either mandate steps on an annual basis or change the whole horizontal salary structure to one with fewer tiers and performance thresholds - a ranking system probationary, assistant, associate, full professor, etc.	Faculty Governance in District-wide mandates including priorities, budgeting and strategic planning; Governance in performance reviews for Chancellor and Executive Councils	Ph.D. +24
	Increased compensation for unused sick time	Retirement incentives with respect to health care coverage	(blank)
	Option to work 9.5, 11 and 12 month contracts for residential faculty.	Inversion	Offer part time insurance options - so we do not have to limit to 25 hours.
	Replacement of adjunct faculty with full time residential faculty ... speeding up the process.	Replacement of the current medical coverage with coverage that is more affordable and better in quality.	A review of college hiring practices for faculty to insure fair and balanced decisions on who to hire and with what skills and background.
Salary inversion	25 hour rule	Steps	
SCC	all faculty vote on ratification, not just members. Doesn't belong here but nowhere else to put it.	improve communication with members, especially those affected by the issues - e.g. probationary faculty	communicate issues brought forward by administration side before final decision of topics made
	compensation inequities	Day/evening distinction	RIF policy
		Reduction in force policy	day/evening distinction
	Compensation inequities (e.g. inversion, lab loading, MFA)	Reduction in force policy	(blank)
	Compensation Inequities (sepcfically: salary inversion)	Day/evening distinction	(blank)
	Compensation inequities (should be at the top of the list!)	probationary faculty evaluation implementation plan	Inequities in loading of full-time and adjuncts for online/hybrid courses
	Compensation inequities as mentioned above...inversion, lab loading, MFA.	Change residential FEP to follow the model of probationary faculty.	(blank)
	Compensation inequities, inversion	(blank)	(blank)
	Dangers and problems of increased obligations, as per 5.4.7 -- increased obligations should not be rejected without substantial salary increases	(blank)	(blank)
	Internal transfer language strengthened and clarified.	Comprehensive review of entire salary structure (Appendices D & E).	(blank)
	Inversion	faculty staffing ratio	day/evening distinction
	Lab loading	(blank)	(blank)
	Lack of step pay raises and salary inversion	Lab loading--science labs should be loaded at 3 load hours!	(blank)

SCC	Make steps automatic	Do not allow them to institute pay for performance	Salary inversion
	Master of Counseling is 60 hours but we are only given credit for 30. The rest should be applied for Faculty Growth.	Reduction in force policy	day/evening distinction
	MFA salaries on par with doctoral candidates/compensation inequities	Reduction in force policy	(blank)
	MFA salary topic	(blank)	(blank)
	My suggestion is to address the inequity regarding how the District views the Masters of Fine Arts (MFA) degree. Based on a recent survey 97% of colleges and universities view the MFA as a terminal degree with respect to rank, tenure, promotion and placem	(blank)	(blank)
	pay raise	option FEP versus new style	additional step after 14
	performance based pay	Reduction in force	day evening distinction
	Ratio of Residential Faculty to # of Majors in that degree	Secretaries for individual programs and not just full departments	(blank)
	Reduction in force policy	compensation inequity	Last hired first fired policy
		Inversion	MFA as a terminal degree
	Salary inversion	Salary Inversion	Service faculty staffing ratio
		Service faculty staffing	RFP ratification process
		Step for faculty with doctorates	Faculty committee to decide on International travel instead of Maria Harper
		Steps and COLAS	(blank)
		(blank)	(blank)
	Salary Steps	Reduction in force policy	(blank)
	Service Faculty Ration	Reduction in force	Probationary Faculty Evaluations
	Service faculty staffing issue	Compensation inequalities	(blank)
	service faculty staffing ratio	Compensation inequities	reduction in force policy
	Step and Cola (Retain faculty) fix broken salary system	Compensation issues: inversion	New Faculty Lines: fulfill 60:40 ratio
	STEP increase	Horizontal pay grade for terminal degrees such as JD, MLIS, MFA -- can they be paid at PhD/EDD level which are terminal degree for other fields?	(blank)
	Step increases should not be optional.	Faculty who were not granted a step in previous years should receive the missed steps.	(blank)
	Summer and Evening Chair accountability (hours on-site when new sections begin & accessibility to students)	(blank)	(blank)
The service faculty staffing ratio	Compensation inequities (For ALL faculty who were not awarded 5 steps within the last 6 years, not just a select few)	reduction in force policy	
We need an additional step for faculty members who have served many years.	(blank)	(blank)	

SCC	(blank)	(blank)	(blank)
SMCC	compensation inequality - inversion	compensation inequality - lab loading	(blank)
	compensation inequities	Reduction in force policy	Day-evening distinction
	compensation inequities - lab loading	(blank)	(blank)
	Compensation inequities (e.g. inversion, lab loading, MFA)	(blank)	(blank)
	Compensation inequality relating to specifically lab loading only	Day/evening distinction	Acquisition of steps/COLAs on a regular basis
	Day/ evening distinction	Compensation inequities	The service faculty staffing ratio
	Day/Evening Distinction	Compensation inequities	The service faculty staffing ratio
	division chair load should be NOT be considered "Teaching load"	faculty should be able to teach classes when they are not accountable without having to apply it toward a semester	(blank)
	Getting an annual step	Day/evening distinction	Reduction in force
	prepared response/plan regarding impact of Maricopa Priorities -- IE: IF SMC becomes the "developmental Ed college" where and how will faculty go whose programs can be supported by dev. ed curriculum	(blank)	(blank)
	Probationary faculty evaluation	RIF policy	day/evening distinction
(blank)	(blank)	(blank)	
unknown	Compensation inequities (e.g. inversion, lab loading, MFA)	probationary faculty evaluation implementation plan	day/evening distinction
	Lack of steps and consistent/predictable raises	would like of like to see lab and lecture equality in regards to loading	(blank)
	Program Prioritization- Should our program merge, what happens to residential faculty in the fall out?	(blank)	(blank)
(blank)	(blank)	(blank)	(blank)
Grand Total			