

Summary of Issues Submitted by Faculty Association Members During RFP Ratification, Spring 2015

Five hundred and fifty-five (555) Faculty Association members responded to the request for ratification of the Residential Faculty Policies (RFP) in Spring 2015.

The Faculty Meet and Confer Team, on behalf of the Faculty Executive Council (FEC), also asked this question: "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?"

Two hundred and seventy-six (276) members provided responses. Many faculty offered multiple issues in their response, and many reiterated the importance of the unresolved issues from the last negotiation cycle.

A brief tabulation of responses is provided below¹ and the complete list of responses can be found on the Faculty Association's website. At this time, this summation is provided for informational purposes only. Neither FEC, nor the Meet and Confer Team, is requesting re-prioritization of the current unresolved issues or any new issues identified in this survey.

Of the 276 responses received, approximately

- 63% (174) identified Predictable Salary Advancement, including Steps and a COLA.
- 16% (45) identified Lab Loading.
- 13% (35) identified PAR, FEP, Probationary and Appointive Faculty Evaluations.
- 10% (28) identified Faculty Accountability and Overload.
- 7% (18) identified Masters of Fine Arts.
- 5% (13) identified Faculty Supervision and Compensation.
- 4% (10) identified clarity in the successor clause for the RFP.
- 4% (10) identified Healthcare and other benefits.
- 3% (7) identified Conflict Resolution.

Identified Issue: Predictable Salary Advancement

Continuation of steps, an annual COLA, and other statements related to initial salary placement and regular salary advancement were mentioned in the following comments:

5 6 7 8 9 12 13 15 16 17 21 22 25 27 28 29 30 32 33 34 35 36 37 38 39 40 41 42 43 45 46 47 48 49 50 51 52 54
56 58 59 60 61 63 64 66 67 69 70 71 75 76 77 78 79 84 85 86 87 89 90 92 94 95 96 99 101 102 104 106 107 109
110 114 115 117 118 119 120 121 125 126 127 128 129 130 131 134 136 138 140 141 142 143 144 146 147
148 149 150 151 153 154 156 157 158 159 160 163 166 171 174 176 179 180 181 183 184 188 189 190 191
192 195 196 197 198 199 201 206 207 208 210 212 213 214 216 217 219 220 221 223 224 225 227 228 231
233 237 238 239 240 242 243 244 245 246 247 248 250 251 254 256 260 261 266 270 271 272 273 274 276
279 280

Identified Issue: Lab Loading

The way labs are loaded was mentioned in the following comments:

10 21 23 26 27 28 31 32 48 49 57 79 85 93 102 125 132 135 144 150 161 165 171 172 191 194 196 200 202 204
215 220 223 225 229 230 240 244 247 254 258 265 270 274 277

¹ Thank you to Charlie Morriss, English Faculty at MCC, for aiding in the summation of issues.

Identified Issue: Faculty Accountability and Overload

Statements related to faculty accountability and overload issues were identified in the following comments:

20 28 68 78 81 83 84 85 91 97 99 100 121 125 138 144 146 169 170 171 203 207 218 235 240 254 274 278

Identified Issue: Probationary and Appointive Faculty Evaluation

Probationary Faculty evaluation, Peer Assistance and Review, Faculty Evaluation Plan, and Appointive Faculty evaluation were mentioned in the following comments:

13 17 18 29 33 35 38 44 53 62 65 80 108 112 124 131 133 135 149 165 168 173 177 178 199 215 223 226 236 237 242 244 250 259 275

Identified Issue: Masters of Fine Arts

How the Masters of Fine Art (MFA) is counted in terms of salary placement was mentioned in the following comments:

23 72 74 75 91 155 156 166 168 187 188 214 219 227 253 255 264 267

Identified Issue: Faculty Supervision and Compensation

Faculty supervision and compensation, including Department/Division Chairs and Occupational Program Directors, was mentioned in the following comments:

23 85 90 121 123 144 171 194 214 220 222 240 274

Identified Issue: Clarity on the Successor Clause for the RFP

Requests for clarity on what happens if the RFP is not ratified by the faculty was mentioned in the following comments:

17 26 29 80 116 132 138 144 161 164

Identified Issue: Health Insurance or Other Benefits

Concerns with healthcare costs, providers, and retirement benefits were mentioned in the following comments:

6 88 99 104 122 137 156 194 232 263

Identified Issue: Conflict Resolution

Conflict resolution was mentioned in the following comments:

23 85 144 171 220 240 274