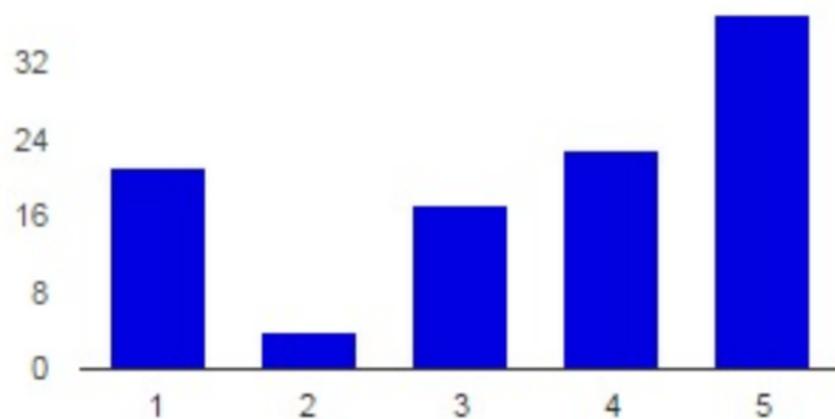


# Summary

## Proposed Policy Change

### General Feedback on Proposed Intersession Workload Limits



Strongly oppose:	1	<b>21</b>	20.6%
	2	<b>4</b>	3.9%
	3	<b>17</b>	16.7%
	4	<b>23</b>	22.5%
Strongly support:	5	<b>37</b>	36.3%

General Feedback	Other Feedback
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5	Lifting the limit on credit hours in summer will enable more residential faculty to teach in summer thereby requiring fewer adjunct faculty in the summer.
5	Thank you for ensuring parity among the service and instructional faculty. And thank you for all you do as the M&C Team!
1	For this survey to be useful it needs to demonstrate how this compares to the current workload allowed. I have no idea what I am comparing to know if you guys are going to give more of my salary away.
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5	Since faculty are paid by load hour, how would compensation work for instructional/contact hours?
5	Thank you for your hard work to fix this. No more than 9 concurrent load hours is ridiculous.
5	You might mention how online classes will fit in, since they officially have no structured contact hours, but you're on call all the time. Thank you for your great work!
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1	Again, why should service faculty be entitled to more pay for doing their regular job then instructional faculty members who are doing their job by teaching during the summer? Faculty are faculty and the division between instructional and service faculty should be done away with.
5	Think that the proposed changes are fair and address the inequities between residential faculty and adjunct faculty and service faculty.
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4	Would like to see actual examples/comparisons of how compensation would change based on this proposal.
1	leave current loading---same load for same course taught during regular semesters.
4	I believe that the service faculty hour limit during summer and intersession should be 47 in parity with the limit during the Fall and Spring semesters. This would keep service faculty limits parallel to instructional faculty limits. It allows for a faculty member to work 40 hours per week and also perform division chair or summer supervisor duties.

5	I do wonder...why is there a limit? Perhaps faculty could decide if they can manage, with excellence, 15 load hours, 20 load hours, or 8 load hours for example.
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5	I think this is a wonderful proposal.
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3	There are more pressing issues to spend our time and resources on. I have no objection to the proposed policy change.
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1	What's the rationale for the limit? Individuals are professionals, mature, and responsible enough to decide how many hours they can and are willing to handle!
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2	I do not understand how this is calculated. Does this mean that a faculty member could, potentially, be teaching (actual class time AKA student contact) for 36 hrs a week? Where is the prep time, assessment / grading time etc.. If this is true (the 36 hrs a week) I feel this weakens our position with respect to the RFP accountability hours where we are paid for prep/grading time. If we are saying we can manage fine over the summer with all this student contact time, why wouldn't admin say we need to do the same during accountability?
5	
5	good start - lets see how it "flows"
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4	<p>It is important to note that in addition to making this change for 2016-2017, that an MOU needs to be in place for courses that begin Summer I 2016. We have several programs where one course exceeds 9.0 load and it is not a good practice to have several different faculty dividing up the workload because of an HR rule in HCM. My understanding is that HCM has been "fixed" so that residential cannot exceed the 9.0 per summer term. There is no override capacity anymore. It is also my understanding that this is not the case for adjunct faculty. So, we can be paid at the adjunct rate, but limited to how much we can teach? This is an unfair practice. For many faculty summer is an opportunity to earn a little more income. For example in some sciences, teaching 2 integrated lecture lab courses is a load of 10.8. I believe would very much appreciated if an MOU can be drafted so that our students can have one faculty for the course and not a mix an match, and our faculty can earn a little more money.</p>
1	<p>I did not understand the presentation that was sent over email. I cannot approve something I do not understand. When I have asked others they are not certain of the presentation that was sent out either. Please clarify. Do a webinar to help explain this. One of my big concerns with changing the load to hours is the idea that we only work 40 hours a week all weeks of the semester. Specifically, the limit of 4 service hours is a concern. For example, what if I am on a hiring committee and teaching my max 36 hours? Hiring committees take much more time than 4 hours a week. Or, what happens on weeks when several of the committees I serve want to meet and it adds up to 6 hours? Where does working on IDPs, meeting with mentors, chairs, and VP's about evaluations fit in the 40 hours? What about these all day training's that are held for professional development? Where do they fall if we are teaching 36 hours? What happens when late start 8-week class kicks in? Do we have to step down from the committees or stop working on college initiatives because it puts us over the 40-hour limit? What about our occupational programs that have classes that do not fall in the regular 16-week pattern? It may average out to 36 hours but not all weeks are under 36 hours. Do these faculty not serve on committees because they are over 36 hours several weeks a semester but not others? I am concerned that this language may discourage or even be used to limit service.</p>
1	<p>In the mis-guided attempt at parity, setting arbitrary work limits on Service Faculty during off-contract periods is irrelevant to setting a limit on loaded faculty for a better student experience. Service Faculty don't have the same issues.</p> <p>My advice is to either let it be as it is now with no limits, or match our on-contract limits; 35 + 12.</p>
5	<p>This is a reasonable balance of equity for all faculty. Hope it is approved.</p>
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5	<p>It is a substantial improvement over the current situation with artificial limits that are not always enforced. I like the use of "periods" to determine instructional contact hours for purposes of the policy.</p>
3	<p>Libraries are open all year, and when courses are offered, there must be a librarian on site. So Librarians need to cover these hours -- whether residential or adjuncts. It's hard to believe that any one librarian would work more than 40 hours per week! Usually the time is split into shifts and shared amongst several librarians at an average of 24 or 28 hours per week.</p>

2	<p>There are special cohorts, such as ACE, that have 5 week sessions in the summer throughout the district. A 36 hour load limit would mean that an instructor cannot teach two science courses in the five week period. If I understand it correctly, if you increase the limit to 38 hours this problem could be solved.</p> <p>I think that this policy would be incredibly damaging to those special cohorts who need the expertise of full time faculty. In addition there are several colleges throughout the district where science classes do not have a separate lab and lecture teacher, rather they have integrated lab and lecture formats. Faculty at SMCC do not believe that separate lab and lecture science classes are in the best interest of students. So much so that our VPAA prohibited the practice at SMCC. This policy would mean that our full time faculty could not longer teach two sections of a science class in the summer.</p> <p>Please consider raising the limit to allow for teaching two lab classes or I don't think the science faculty will not support this change.</p>
3	<p>This is very difficult to relate to as we have always used load as our measure of work. What is needed is language that relates what the 40 work hours per week to how we currently are working.</p> <p>As exempt employees, will we have to punch a clock during intersessions?</p> <p>Does class prep count toward work hours?</p>
1	<p>Some faculty are have the ability to do heavier work loads especially the ones in occupational studies. We should have more freedom to work more if we wish</p>
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5	<p>I would like to be able to teach more over the summer, and the 9 concurrent hour limit precludes me from doing this.</p>
3	<p>I'm not clear how this would impact a faculty load that is fully online.</p> <p>And, how is the 40-hour limit measured or tracked?</p>
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4	<p>I am still not clear if with this formula if faculty can teach more than 15 credit hours during the summer. Also, how will that affect faculty who teach lab courses?</p>
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4	Given budget constraints, I think it's almost criminal that service faculty, especially some librarians, have unlimited hours during the summer--and at higher hourly pay! Of course, they know it and they don't want to give it up. However, it should be about fairness and responsible budget management, not selfish greed. "Google Search" is cheaper than what the District should pay some librarians.
2	My opposition is regarding a change from the language of Load Hours. I don't think that needs to be changed. I understand the need to include service faculty, however I don't see why an additional statement can not be added for service faculty instead of taking out the load hours information for instructional faculty. My schedule is build around load hours, not contact hours. I think the translation from load to contact hours is not needed.
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1	I do not think the intersession load limits are considering all scenarios for Service Faculty - particularly Libraries that are open on weekends in the summer. I think the limits should remain the same in the summer as they do in the Fall and Spring for Library Faculty.
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3	<p>Please remind us --- What does 36 instructional contact hours equal in terms of actual class load? Will we be able to teach 15 load hours if we choose over the entire summer? How about 21?</p> <p>Why didn't the team keep the proposal language to load hours? I understand that service faculty don't have workload limits, but I'm not a service faculty member.</p> <p>Some of us will be voting incorrectly because of what I see as a lack of clarity in terms of the language that is meaningful to non-service faculty, i.e, teaching load...</p> <p>Please re-do the survey separating instructional faculty from service faculty if you want valid data.</p> <p>Thank you.</p>
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1	36 hours per week instructional time is too much!
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3	<p>This policy change seems to be directly associated with Standard load courses. What about courses that are loaded as C (Co-op)?</p> <p>For example, I teach a C loaded class, which is loaded at 0.25 load/student, but it is 6 periods.</p> <p>What formula would be used to determine workload? 0.25 load/student? Or the number of periods and weeks the course is offered?</p>
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5	<p>It appears from the information that it opens up the ability to teach more summer classes and for those that have labs to be able to teach more than one class in the summer.</p>
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3	<p>I think the limit for summer should be the same as Fall or Spring - no need to create new rules. That is how it was interpreted years ago and we should go back to that. Then we don't need 5 pages to explain it.</p>
4	<p>There must be an easier way to put this change in writing. While reading over the language, I find myself extremely confused. Please make an effort to clarify this language before putting it up for a vote.</p>
1	<p>It is not clear what this means for faculty who teach during the summer. Is this an improvement that lifts an artificial barrier or does it impose a new barrier? Additional specific information would be appreciated to allow me to support the proposal.</p>
5	<p>Because our courses don't run in two 5-week sessions, the current policy limits lab science faculty to one lecture + one lab over the entire summer. The proposed policy change would solve the staff scheduling problem while still providing safeguards against overburdening summer faculty.</p>
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3	<p>I'm not sure why the solution to inequity in load limits (and pay) between service faculty and instructional faculty should be to put additional limits and restrictions. Are we getting anything in return?</p>
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4	<p>Please provide us with a simple tool or formula for converting load to periods/hours.</p>

1	<p>My first concern is that this is being added to the RFP when there is already language about limits. The issue is that VPAA's are not doing their job in making sure that instructors are not violating. The intervention should occur at the VPAA level.</p> <p>My second concern is for science classes with labs (and any other 4 credit hour courses). With this model, an instructor of 3 credit hour courses could teach more than that of instructors with 4 credit courses as they would max out at 39 hours and the 4 credit would have to go to 42 hours to be equivalent.</p>
3	<p>This workload limit contradicts current RFP language. In 5.1.1.3, it states the following: "The maximum length of a prorated extended contract is ten (10) weeks. To ensure consistency and equity in the proration of extended contracts, the provisions of C.3.4. and C.4.2. shall apply. Instructional faculty are to meet thirty (30) hours of professional responsibilities per week and service faculty are to meet thirty-five (35) hours of professional responsibilities per week during prorated extended contract periods." If we approve the new language, faculty who teach courses that are assigned more periods than load hours would no longer be able to teach a full summer load while on an extended contract. For example, a faculty member teaching BIO201 would only be able to teach one class while on an extended contract (30 hours + 6 periods = 36 hours). Under current policy, the BIO201 instructor could teach 2 courses (8 load), but 2 courses would equate to 12 periods under the proposed language. By approving this language as written, we would be agreeing to a policy that puts unnecessary limitations on hours that faculty can work during the summer. I believe faculty intersession workload should be handled at a college level rather than including more restrictive language in the RFP.</p>

5	<p>I have been teaching two lecture/lab physics sections in the summer since I was hired at MCC eleven years ago. The summer semester is my favorite. I hope to be able to continue teaching in the summer.</p> <p>Four years ago, I taught two sections of PHY121 at MCC in the summer. This was the first time that summer-time sections of PHY121 had ever been offered at MCC. Not only did the sections fill, but I received so many emails from students pleading to be allowed to enroll, that we could easily have opened additional sections. The next year we offered three sections with the same response. Two summers ago, we also began offering PHY131, the second semester of the sequence. Last summer, our offerings had grown to 4 sections of PHY121 and 2 sections of PHY131. As in previous summers, all sections filled immediately. Also as in previous summers, after the sections filled, numerous emails were received with pleas for permission to enroll.</p> <p>Most students enrolling in these courses take their academic-year courses at ASU, UA, NAU and other assorted universities. Few seem to be regular MCC students. Hence, the large summer-time enrollments are not affecting our academic year enrollments.</p> <p>This summer, we had planned to expand the program once again. To do so, however, we need faculty who are qualified to teach them. Since these courses are the most advanced that we offer, it is difficult to find faculty with the qualifications to teach them. This summer, two residential faculty had committed to teach two sections each. In comparison to our regular salary, summer-time compensation is poor. If we are not allowed to teach two sections each, we will likely opt to spend our summers elsewhere. Because of the advanced nature of these courses, instructors cannot be easily replaced. These sections will simply have to be cancelled. It makes no sense to cancel full sections. I ask that you amend the rules to allow residential faculty to teach a full load in the summer.</p>
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1	<p>It seems that the proposed limits are really designed to control the behaviors of those who may be abusing the existing policy. If this is the issue, the offenders should be held accountable and not a revision of policy that could negatively impact those who are playing by the rules!</p>
1	<p>My understanding of the proposal is to limit misuse of the intersession periods by specific faculty. I oppose making any changes that can negatively affect the greater good to curb the behavior of those whose misuse of the intersession workload should be more closely monitored at the college administration level.</p>
1	<p>I don't see why we police ourselves for those who abuse the system. It is the campus VPAA's duty to not offer these kind of contracts that go over normal teaching possibilities.</p>
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1	This topic is inappropriate for the meet and confer team. It is a college by college VPAA matter and we should simply leave it to the college governance process to work out. You are messing with a very delicate balance in the RFP for no good reason at all. Please delete this item from your agenda ... as I said it is a VPAA college by college issue and not a faculty RFP issue. Violators of this abuse should be dealt with by their colleges.
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