

1	Ratification Ballot for the 2017-2018 Residential Faculty Policies
2	As a member of the Faculty Association, which issues, in addition to those listed above, would you like the Faculty Executive Council and the Meet and Confer Team to consider during the next negotiation cycle?
3	
4	Responses
5	I would like the association to look into a restoration of health sabbatical as an option.
6	More transparency on the behind closed-door discussions.
7	Clarification/update of language relating to faculty participation in budget process. Currently it relates to FAC and the time when the budgets were done district wide. This is outdated. Review of PAR process, particularly notification processes and faculty appeal processes at every step of the process.
8	I would like to see emeritus professors be granted perpetual access to library electronic resources. This would further their continued engagement in the college community and facilitate post-retirement academic work and inquiry, teaching and learning.
9	1. Change the Constitution so ALL members of the Faculty Association vote for the FA President-Elect. 2. Eliminate the PAR and work to have Administrators address the real issue, namely, faculty who are not fulfilling their job responsibilities. 3. Get the lab loading issue resolved. It has gone all far too long.
10	Division Chair compensation. With the current structure, I've observed many conflicts of interest in how decisions are made within and across Divisions. For example, how to replace a replace a faculty line when there is a retirement can affect a Chair's compensation if the line is moved to another Division. Even though this decision may be best for the college, a Chair will fight to keep the line.
11	Salary advancement and clarify committee work requirements.
12	1. Getting a flat amount for faculty load to 25 (get rid of 22.5 teaching and up to 25 with VP approval and move to a flat 25 regardless). This is especially important if we fix "lab loading" as we need to allow 24 or a science faculty will never be able to teach more than 3 lecture-lab sections. 2. The funding model for the new "supervisory" budget needs to be agreed upon early and shared early or there will be 0 chance of implementing in F18 without knowing what a division has to spend on these roles.
13	None at this time. Meet and Confer needs to finish these issues.
14	Transparency of budgeting and fiscal accountability.
15	Compensation for early retirement as an option to address the financial crises
16	I feel we should compensate accordingly for faculty education levels. A faculty member with an associates or bachelors degree teaching in a certificate program should not be compensated equally with a faculty member who was required to obtain their masters degree to meet the minimum requirements for employment due to the degree program they teach in.
17	N/A
18	Make pay steps, as practiced before (name redacted), be put back in practice and made permanent.
19	Equity in lecture lab loading confirmation Academic freedom No changes to FEP process for appointative faculty
20	Need to get lab loading figured out.
21	Continue movement on 60-40;
22	Salary
23	Under pay for science labs.
24	Streamline the curriculum process. Reiterate the centrality of the faculty to the development and approval of curriculum and to scheduling course offerings. There are too many levels to the process. It is too cumbersome. Administrators, as regards curriculum, should serve in a strictly advisory capacity. Draw up clear guidelines as the basis for approving or disapproving new curricular initiatives, whether in the form of specific courses or overseas studies programs. Such decisions should be based on a matrix and not ever be left to the whims of college administrators or to internal territorialization and politics.
25	MFA placement/advancement withing the existing salary schedule, or the new salary schedule... whichever comes first.
26	Clarification/accountability for service to the college. Discussion to add more rigor to the FEP.
27	Make sure lab loading continues to go forward. I would like to see heads of departments compensated with reassign time the same way occupational departments are compensated. I am a department of one within a larger division. I find, train, and meet with all the adjuncts but my chair, who only evaluates them, gets paid. I don't think it is right for a chair - not even in my discipline, to evaluate the adjunct faculty I find and train and get paid for them for doing nothings but a half hours worth of work. I would like to see chair responsibilities spread more among the departments/divisions. The RFP should mandate that all departments have a person listed as the head of the department and that compensation be given based on the number of full-time/adjunct faculty.
28	NONE
29	Pay advancement and cost of living advancement.
30	#2 (please consider impact on caps for adjuncts and residential faculty load; while positive for the individual, without adjustment, this could be very challenging from a staffing perspective. Sciences are already hard to staff areas). Horizontal salary advancement for those at top of the pay scale.
31	Remove and replace (simplify) PAR.
32	I would like detailed information regarding the plans for open salary range. How often is salary reviewed? Do we still have opportunities for FPG? etc
33	Funding travel. The process for getting reimbursed is long and cumbersome. I would like to be able to have the college pre-pay my travel expenses so that I do not have to incur interest charges.
34	Reliable salary & COLA -- even those at the top step have been losing ground for several years, especially when sharp increases in health insurance co-pays, deductibles, prescription costs..... in total, sharp increase in out-of-pocket expenses over the past several years.
35	Get rid of the 25 load limit.
36	those listed are more than enough
37	No.
38	Faculty supervision Predictable salary Measures to guage faculty performance
39	Occupational minimum qualification and salary placement. I'll be sending a proposal to my zone rep for Fall
40	1. The new policy on "in residence" needs additional clarification. 2. Address the MFA issue even if other salary issues remain unresolved.
41	Faculty Overload and Accountability
42	Consistent COLAs and STEPS
43	Tying faculty pay increases to membership on specific action teams is problematic. All the action teams listed for faculty membership are important. Years spent teaching are important. The language of our pay increases needs to reflect that all action team work and years are valued.
44	assigning of overload contracts when there are fewer overload opportunities (is it based on seniority and do we define seniority). Allowing faculty to use professional growth funds to complete a graduate degree in another teaching area.
45	Raise load limits for full time faculty. Allow for line item voting on all RFP items and other non-RFP negotiated items. Add allowances for non-secretarial support staff for areas that require non-office support such as occupational and science labs. Allow electorate to directly/democratically vote for the FEC president.
46	We need to hire and retain quality professors, we cannot do that unless we are guaranteed salary advancement.
47	100% sick leave re-imbursment
48	None
49	The designation of MFA as a terminal degree. From what I understand, this has been a talking point pushed back for years before I began teaching here.
50	Faculty steps at least every two years, if that cannot happen, a substantial COLA increase yearly.
51	Unsure.

	cola and step for faculty at the end of the salary scale increasing cost of medical insurance
52	dump PAR - it's a ridiculous idea supported by those who want greater administrative power over faculty
53	I am retiring and have no suggestions here.
54	Please finish the MFA issue.
55	Remove the 25 hour load limit
56	Fighting the district reorganization document (as it is written).
57	Change this voting process to vote for or against each change specifically, not the whole document. Seems like a waste of time and resources to turn a whole document down when your only against 1-2 items.
58	1. Faculty Overload and Accountability 2. Faculty Supervision and Compensation
59	Steps each year until at the bottom of the salary scale.
60	Steps and COLA every year!
61	FSP and FSPE reassign time increase
62	1. Get rid of PAR and PARC and go back to the FEP process. The Par and Parc process is overkill and extraordinarily stressful. We need to make our expectations for new faculty explicit, and they will do the job. If not, support them to do so. 2. Faculty should be probationary for three years only. 3. If an Instructional Council changes hiring qualifications, then faculty who were not paid for coursework that did not fit the qualifications previously or who completed the coursework before they were hired, should be moved horizontally across the salary schedule commensurate with the course work they have earned--in this way, the current faculty will be paid the same for coursework completed as new faculty will be paid for the same coursework completed. 3. I do not support any RFP language that mandates that Faculty Leaders (such as chairs and program directors) must state at what times they were on campus (such as 9:00 PM - 4:00 PM). Flexibility in schedule is one of the few perks we as faculty enjoy. 4. I do not support a merit system to pay faculty. The step system is fair, predictable (when the District and Board fund the step), and is impervious to gender, age, race, disability, sexual orientation, body type and size, religion, national origin, etc., etc., etc.
63	Raises for adjunct faculty. The current per credit rate is far below the market value, which makes it difficult to retain quality adjunct faculty in some departments. We work with them, train them, and make them so valuable that they go work at other places for more money. I know that the FA decided long ago to not negotiate adjunct issues, but this is a big problem, and it's only going to get worse in the coming years.
64	Regular pay raises that RFP can rely upon with successful completion of their contract. (At least a cost of living raise, please.)
	I support all the work the Meet and Confer team has done...and I appreciate you all. Some thoughts...
65	I am concerned with what I have heard labeled the "faculty brand." Faculty who engage with students, encourage them, challenge them, teach them to reason, and solve problem (and more) are of most importance to our students. I am concerned that faculty who teach online by putting up a publishers site and then removing themselves from this focused student engagement might be hurting the faculty brand. I don't want to solve this problem with rules and regulations (e.g. all faculty must be in their offices from 9-5 each day or something silly like that). Rather, I would like to see us have a culture of professionalism and academic excellence where the faculty brand is preserved and obviously beneficial. Just something to think about...
66	I would like to see both college and District administration adhere to the RFP and MCCCDC policies. This is not really a negotiation item, just something to bear in mind as discussions occur. Far too often have I witnessed administration bend the rules when it suits them. We need to ensure our rights are protected.
67	Although it's above, I feel the number one issue to resolve is lab loading as it is shocking to have acknowledged for years that the policy is unfair yet to have done nothing about it.
68	I don't know if either of these items are things that Meet & Confer can do, but wanted to make sure I mentioned them: 1. Make sure that we don't go to a merit-based pay system.
69	2. Try to negotiate with the Chancellor/Board that we won't have regional presidents in charge of two colleges, e.g.
70	Work for faculty to be paid more than less than min wage related to extra duty contracts.
71	The items above are greatest concern to me.
72	Those are my biggest areas.
73	Lets finally complete the current docket of issues. more personal days; not having any first day of accountability be on a Friday; clear process for any kind of "corrective action"; line-item voting for the RFP
	More money is put toward salary placement and advancement. Keep covering health benefits.
74	Trimming the number of administrators and cutting costs at the District Office. Outsource Rio Salado courses to Colleges that have rigorous online programs where residential faculty are heading up the program, have a strong presence in teaching the courses and are continually improving the curriculum.
75	Deal with the issue of horribly low adjunct pay. Even if it means residential faculty need to take a pay cut.
76	Increasing the load limit for residential faculty to 30 load hours per semester, or excluding grant/stipend work from the load hour calculation. Increasing summer limits to the same as fall/spring.
77	Open discussion of faculty reassignment matters including retrain and HLC course payment - this is all being held so secretive, seems our admin folks hold all the cards. How will the district cope with the downward spiral of attendance.
78	Clarify the separate roles of the PARC and Administration in the renewal/non-renewal of probationary faculty.
79	This year, I served on several hiring committees, both for faculty and staff positions. In every case, qualified 20-30% of the applicants were rejected because of incomplete applications (missing cover letters or transcripts). I'd like the Faculty Executive Council to urge District HR to redesign the employment application process so this problem becomes much less frequent. I've already communicated with AVCs Brooks and I'm not sure where this belongs, but I'd like to see faculty be able to use personal time from our sick time to a greater extent than the current four personal days allowable.
80	All of the 5 listed items above.
81	Laying out what it means to be lead faculty. It seems pretty inconsistent across disciplines, divisions, and colleges. As a new lead faculty, I'm not sure what is expected of me. Maybe it's in the RFP and I missed it, but I didn't see it when I was looking it over.
82	Pay and compensation
83	PhD+ salary advancement or earning some type of merit-based compensation. As probationary faculty, I support the new PAR process but wish that there was some type of incentive to work hard rather than just meeting minimum qualifications to keep my job.
84	COLAShorten the PAR
85	Hours of accountability on-campus. I understand that we don't punch a clock, but some faculty roll in, teach, then go home. Some faculty who teach only online never come in at all. This just looks bad for all of us.
86	Long shot but.... any chance on getting the District to let us somehow continue on insurance after retirement? Like police/fire etc. With the uncertainties in the Health Care climate, I'm afraid to retire even though I'm eligible.
87	Renegotiating health care that doesn't have so much initial "out-of-pocket" expense. As much as I didn't like Zenith, we were much better off.
88	Appointive faculty should probably have a peer and admin driven process like PAR that would cycle in 3 year and perhaps 5 year intervals. This would be to evaluate the RFP area of teaching and service etc. this could be tied to a new step system. PAR faculty are evaluated yearly which could be tied to steps. After appointive status the progression could be every 2-3 years for a period and then lengthened to 5 year. Faculty don't like the idea but we need to be accountable our entire careers.
89	SUCCESSOR CLAUSE
90	I would like a different health care provider. Meritian is awful! I know you are working on the MFA issue, but please realize that no progress on this is extremely disheartening.
91	Salary
92	More time to view the final draft. Preliminary vote on line item issues. Allow "all" faculty to vote on the RFP.
93	Fully fund the current pay system to provide steps every year and fully implement a real Cost of Living Adjustments every year.
94	I think we should add a fall break

95	Appointed faculty need to be evaluated the same as probationary faculty. All faculty must be evaluated by students each semester. Salary advancement needs to be merit based.
96	a step every year!
97	Increase the amount of time that we have to review ratifications.
98	I really appreciate your work on the lab loading issue. Hopefully that will be resolved for 2018-2019. I would like to see about pay steps related to taking classes beyond the Ph.D., if possible.
99	Honestly, it does not matter. I have put in issues each year and non of them have been discussed or approved. It seems to be a waste of time and energy. If you are not part of the top FEC or College senate your voice does not seem to matter. In fact, when I have made my voice heard I have received very demeaning responses from the faculty and my representatives.
100	Stop changing evening and chair pay. Too much focus on lab loading. Focus on employees to supervise and support lab environments so chairs are not doing it for free.
101	N/A
102	Both District and Campus HR needs more oversight from The Faculty Association
103	Online versus Face-to-face academic load per semester for every faculty.
104	Chairs keep getting more and more HR and administrator type work put on them. Not sure this is meet and confer issue though.
105	None. You are all doing a fabulous job.
106	MFA as a terminal degree.
107	\$\$\$\$\$\$\$\$
108	Increase compensation for unused sick leave as a means of boosting eligible income for retiring faculty. The cost to District can be minimal, but the benefit to the faculty member would be enduring. The compensation can be linked to years of service.
109	All of them, but I think #1 and #2 should be worked on first.
110	shared governance needs definition and qualification interim hiring qualifications and processes (tighten up because of abuses and unfair advantage to incumbents who weren't qualified in the first place)
111	When do faculty get the opportunity to evaluate administration?
112	I want my step increases, including those skipped in previous years, and I want a 10% COLA.
113	#5
114	100% solely the new compensations and placement system. Don't you dare drop the ball on this or even I will be stop being a member of the association! Make this your only topic of negotiation. We need to show faculty it is our #1 and only priority this year.
115	Step advancement
116	Get rid of the PAR process or seriously modify it to work for faculty that are hired with several years of teaching.
117	Stop using IBN. It hasn't produced positive results for faculty. Entire faculty should elect FEC president.
118	Lab loading Superstep for phd level faculty Included statement of health insurance benefits and minimum coverages into the rfp
119	Given the complexity of the issues still in prices, I would like the team to continue to work those to seek their completion and not take on anything new.
120	You have already identified my priorities.
121	Those you listed should be top priority - you've hit the key issues on the mark.
122	PhD +24, predictable salary advancement for faculty, faculty recommendations and representation on Chancellor and CEC performance reviews