

The following reasons were provided for why someone was a Faculty Association member:

When we stand together we have a louder voice and a more powerful presence.

I understand the benefits of collective bargaining and other benefits of membership.

To support the faculty as a whole

I see it as a union protecting my rights

I believe in supporting the group that is supporting me through their negotiations and diligence.

It's our only hope at protecting our rights. While I am NOT happy with all of our setbacks over the years, I realize that the FA is our ONLY way to have any chance at change.

Importance of being engaged and having a voice, desire to support those who are working to improve faculty work conditions at MCCCCD, willingness to contribute to well-being of colleagues and myself

I think it is my duty to support our union. We must stick together in order to protect our rights and participate in enumerating our responsibilities. Faculty who enjoy the benefits of the FA without paying dues are "free-riders."

To have a say in my working life and to help protect the Maricopa CC professorate for future students and for society in general.

I am hoping that my participation lends the Association some strength.

Because unions are important agents for negotiation and can be effective. I have not been impressed by this one thus far.

To support their lobbying efforts for the governing board.

Because we're basically a union, and I need to support it so it can support my rights.

Protection of faculty rights; Faculty advocacy groups; Legal representation

#1: to protect my academic freedom in the classroom. Also, we (faculty) are a group that should view ourselves as a united force for student success and achievement, as well as a powerful force in creating excellent working conditions so that we can focus on our primary responsibility - our students - and not get bogged down in distractions.

I support a body outside of the institution to look out for the faculty's best interests.

because I care about our future.

It's the closest thing to a union. Faculty needs to stand together: adjuncts should be represented, too, somehow.

Voice

Because we need a voice and representation.

Legal protections, protection of faculty status, advance faculty issues / matters, improve teaching and learning conditions for employees and students, support other faculty.

I don't like the direction our district has gone since I was re-hired.

To bring about change and fairness

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| I feel I should support the FA with my membership since they do so much for the faculty!! |
| To be part of Senate and have my voice heard. |
| Ratification voting rights, access to the lawyer, and it's the right thing to do for shared governance utilizing Association leadership positions |
| It is important to support our employee group's voice particularly in these uncertain times. |
| Truly - when I became faculty the FSP came to me with the form and said join - so I did. I stayed a member when I became Chair to protect myself. Now I am a member, because I believe the FA is doing the best it can to help faculty. |
| To stand w/ the group. To make the group stronger. To be able to avail myself of help if need be. |
| To maintain a voice in the policy and procedures and growth of our colleges |
| I want to support the work our leadership undertakes. It helps all of us. |
| Legal support and representing faculty to the district |
| pride, protections, best practice |
| I believe in the power of group bargaining. |
| I value a faculty voice in district decisions and negotiations. |
| I believe in the idea of a strong team that works together for the improvement of our profession. The FA does this. We need to be a strong team in order to work toward the solution of problems/issues that help us to accomplish our mission as a district. |
| Hoping for better representation; Still waiting.... |
| Because I believe in the power of unions and collective bargaining. Because I support a PAC run by faculty leaders. |
| Frankly, I am not sure any more why I am. I feel like more and more issues are being presented that add more and more to the load and stress of faculty in direct conflict to our mandate to be student focused (not policy focused). |
| It's my voice even I'm unhappy with it. |
| To provide financial and member support in the goal of maintaining a healthy working environment which does not violate faculty rights and supports the salary advancement on the current salary system. |
| To help protect the existence of real, human faculty at real brick and mortar colleges. |
| Because it's my duty to my profession and colleagues |
| I really don't know. I think because of peer pressure. I wish I had a better answer. |
| Lawyer. I used to believe in its value but have lost faith since our salaries are diminished without raises and our earning power has been restricted. The FEC leadership is only out to entrench themselves in power and could care less about the faculty. |
| Not really sure. |
| Hoping to have a little voice and protection, but I haven't seen it work much lately. |

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| Group support for issues of importance. Unified voice. |
| Faculty 'run' this institution. We need a body to represent our voice. |
| Otherwise we are all on our own. Voice for benefits and governance. |
| I believe that it is important to have representation for faculty and have been in position where I needed legal advice. |
| I am a member for solidarity purposes. |
| Because the FA represents me and it is the least I can do. Also, it is important that we work together to achieve shared goals, especially when there are others (GB members) who don't understand or agree with those goals. |
| Support people working for rights / pay scale. Have legal options in case I have conflicts. |
| I have been a member for all 18 years in the District. |
| I feel a voice is important. My wish is that more could be done to stop the growth and presumed power/control taking place at District Office and return to more local control at the college. |
| For the support, strength in numbers and sharing my voice |
| It's our union. |
| I can't even give you a good reason right now. I have been reconsidering my membership for the last couple of years. I guess it's because I was told years ago that it was a good idea in the event I was sued, but I am having trouble justifying this expense in light of the issues that get attention. |
| To have a voice in the decisions made by the college that directly impact me |
| protection of rights |
| To protect my rights and my senate president will yell at me if I'm not |
| Because I believe in protecting our rights and privileges, like academic freedom. |
| It's always better to support those who fight for your rights, even if they have very little ability to do so. |
| If I'm not in the game, it's a bit hypocritical to complain about the results... |
| Access to the FA legal representation |
| I understand the importance of representation so am willing to pay for it. |
| A unified voice is our best chance for protecting our rights and negotiating with the board |
| It is the only way to truly have a voice in our work. |
| In the immortal words of ***** - if you aren't at the table you're on the menu! |
| I want someone representing my interests to the administration. I also want representation/protection if needed for administrative and student issues that affect me directly. |
| Because I know we need to stand together and we need a FA of some sort. |
| Because I love my job and the benefits and rights the RFP affords me and my colleagues. Without the association, we would be in the same predicament as the other employee groups. |

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| Because I expect the FA to fight for my rights and privileges. Now, most specifically, to complete their long overdue promise to bring the recognition and salary increase to the MFA holders in the district. |
| I believe in supporting the organization that is set up to protect faculty rights and interests in the district. |
| Equity, fairness and a voice |
| Never considered not being one. |
| To enable independent faculty representation to the district. |
| I believe in unions and the power of a unified voice |
| I want to be part of the group that helps shape the future of MCCCCD |
| I believe belonging to your professional associations is a professional responsibility. |
| The FA is our voice to the administration, the Governing Board and local government. It's also nice to have legal protection if needed. |
| I want to support issues that are important to faculty. |
| As I said below, I was NOT a member for several years because our campus Fac. Assn. President actually worked AGAINST our faculty members who were forced out. The Dist. Fac. Assn. did NOTHING. I am open to maybe things have gotten better? |
| With the failures of FA leadership in the past, I wonder why I still am. But I have to hope that we get back to what a faculty association should be, especially if the current and recent leadership admits its failure to protect us and provide for us and allows more talented individuals to take over faculty leadership. |
| I believe in unity. Always. Forever. |
| It is important to support an organization protects faculty rights |
| Because I believe that faculty should have a voice in determining their fate. |
| Because I am on probation and need all of the protection I can get... |
| Access to legal counsel |
| I like the idea if something goes wrong I have a resource to help me solve any faculty issue that may arise. hopefully it is also a unified voice to the administration. |
| For protection frankly. I have never been at an institution where faculty seem so disliked and almost disrespected by so many administrators and Board members. I find this environment to be quite toxic. |
| After attending governing board meetings, I realized how important it was to have a group that cared enough to get involved and do what they could to protect what the Faculty has gained over the years. |
| It is the voice of the faculty |
| It allows me to have a voice in negotiation. |
| I only have it for the free advisement from our district lawyer. |

I think the faculty association is important in advocating for the faculty's working conditions. I also had a legal issue one semester with a staff member and was able to use the faculty association benefit of talking with a lawyer in order to get advice on how to deal with the situation.

To be part of the voice.

We're stronger together! I've been in the district many years, and know the advantages of having a strong faculty organization.

It is important to have a strong Fac Association for both support of and opposition to

I am a member because I want to be a part of the process.

legal representation if necessary

To support faculty rights.

I believe strongly in worker representation.

I want to contribute to the work being done by the faculty association.

I thought it would help me stay aware of college governance and the power structures. I thought it would be beneficial.

We need to support anything that will represent us against the administration.

I think it is important to have a collective voice in district matters

The faculty need representation.

Important to have shared governance and equal representation.

I think the better question is for those who are not...why the heck aren't you a FA member??!
The goings on in our national political scene should drive home for any group (and Residential Faculty are a group) that we are always stronger when we are together. This doesn't mean we have to agree on everything...It means where we disagree, we do so respectfully and become a positive part of the conversation and resolution of the conflicting issue(s).

Because we are stronger together.

There's power in numbers. We need a voice at the table.

Faculty must be united to have our voices heard

Because we are better together

I recognize that it is because of the Faculty Association that faculty members have decent pay, access to the state retirement system, and decent benefits. The existence of the Faculty Association and the power of its voice was a significant factor influencing me to relocate to Arizona from another state and accept a residential faculty position within the Maricopa Community College System.

Unions create a better working environment for all workers when used effectively to pressure the administration. Letting the district change our salary system haphazardly and without a strategy will effectively eliminate what was once a great career in Maricopa.

Without a union, the faculty association is one of the few means we have of faculty representation.

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| I believe in unions |
| AZ is a right-to-work state and employees have very few protections. The FA provides members with legal representation and advice. |
| 1. To support election of reasonable Governing Board members 2. To receive legal assistance in case of a grievance |
| I'm not really sure. It doesn't seem to benefit us much, but I guess it is better than nothing. |
| I feel that it is important to be a part of this group and support them as they try to advocate on our behalf. |
| To make sure my voice is heard. |
| for support |
| To work together for better working conditions = better classroom environments for our students. |
| I think the Faculty Association has an important role. |
| I know from experience what a Faculty Association does and how important it is to present a united front in negotiating working conditions. |
| I am a faculty association member because I firmly believe in the right for labor to organize even if it is not a traditional union. However, it appears as if the faculty association is not an effective representational organization, so I might opt out next year. |
| I believe that the faculty have a stronger voice if we all work together. The faculty are closest to the students and we must work to enhance student learning conditions. |
| When I was hired I was told of its importance. I feel that if an organization is fighting for my rights then I should support them. |
| It is important to present a United Front and to support each other in a tangible way. |
| For the legal protection |
| I like to support the FA |
| Why wouldn't I be? The Faculty Association is the Watcher on the Wall for the values and standards at the heart of higher education. Our commitment to these values is what makes us essential, even if that means we are not always welcomed by administrators and the board. I don't want this place to turn into Walmart Community College. Not just because I wouldn't want to work at such a place, but also because our students deserve so much more. |
| Originally it was presented as a way to get my voice heard but also to protect my rights. Other features, such as access to lawyer for personal needs, etc. was highlighted (but that turned out to be false as I found out when my mother in law died and we needed a lawyer to help us with will issues. We were told they don't do that). Ultimately, I think it is important to have a voice, but honestly, I feel I am paying dues, but am not seeing what needs to happen in relation to salary. |
| We are stronger as a group than as individuals |
| I feel I need to be supportive of our governance and have a voice in what happens at my college and district. |
| PC |

If the FA does not appear to be getting anywhere, it is still the best line of defense on behalf of the faculty.

Legal protection from fraudulent student complaints; it used to be for salary advancement, but that has been a huge failure!!!

A unified faculty voice is an important in MCCCCD.

My experience tells me that a majority representation is effective as a voice in dealing with adverse decisions made by administrations that undermine the mission of the organization.

Because I believe in what the FA does.

Legal support and protection if needed.

Legal representation.

Unions are the only voice that workers have.

Protection from administration

I want their voice to speak for me

It's the closest thing that we can have to a union in AZ.

To support protection of faculty rights.

The association is the force for both protection of faculty rights and for transformation in the district. I want to continue to be a part of that group.

I can't imagine not being a member of my own advocacy group.

Believe in mission of the association and the need to stand together.

Because there is no democracy without organized labor.

Because I believe in the process, and I believe in associations such as ours. There is strength in numbers.

I believe in group negotiations and solidarity

My campus supports the association and we try and have 100 percent. I do it because my leadership has faith in it.

I want access to lawyers in case something happens.

The legal protection it provides; the voice it provides at District, the Board and the Legislature; and its influence on elections

I see value in knowing I am being supported at the district decision-making level. If I need my voice to be heard, I know where to go. I am impressed that we could affect getting Linda Thor on our board. I am comforted in knowing that I have some level of legal protection if I ever needed it.

Peer pressure

Because I'm not a hypocrite.

Because I think it's important to know what's happening in the district and to have representation in shared governance.

Legal protection...

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| I want voting rights and access to benefits. |
| I have three great loves in my life: 1) My wife and kids, 2) My pets, and 3) Due Process of law |
| we need an advocate and to speak with one voice. RFP is the reason. |
| protect RFP |
| Faculty representation is important to me. |
| I believe in the FA efforts and for the legal protection |
| Strength in numbers. |
| Solidarity, shared governance |
| Because it supports faculty. Also my dad was in a union that supported and trained him in his profession. |
| They have helped me greatly in the past. When I was hired, the D.O. did not place me correctly on the salary scale, and the FA helped me appeal, successfully! |
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| To protect the RFP and have a voice in decision-making. |
| Support the work of the Faculty Association. Some of the dues money comes back to campus to support campus projects benefiting students. |
| I believe faculty need to speak with a united voice in order to have their opinions heard by administration |
| Because I believe in the protection of worker rights. And I believe that faculty know what's best in their classrooms and should determine policy appropriate to what they do. |
| Because I have worked in schools where we had no rights and could not speak without retaliation |

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| The faculty who indicated that they had once been a Faculty Association member, but now were not provided their own responses for why this was the case. These responses are as follows: |
| Too expensive for what we receive |
| I have already answered that question. |
| \$300,000 building |
| I was expecting that faculty would get annual salary steps and cola with the help of the Faculty Association. When there is no guarantee of any predictable annual salary steps or cola, membership to the FA seemed futile. |
| I have trouble figuring out how to pay--why can't I just use a credit card? Last time I though I had paid, but the paypal never went through. |
| I no longer trusted the faculty association. The faculty association ignored my interests. The faculty association was, and still is, ineffective in accomplishing the issues that are important to me. The administration doesn't really care about what the faculty association wants. The administration wants to do what it wants to do, but you negotiate with them with a delusional assumption that they really have |

your interests at heart during your ridiculous "interest based negotiation." Th administration should serve faculty. It seems that, in the collective mind of the faculty association, that the faculty should serve the administration's objectives.

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paid dues for 30 years -- needed legal help/advice twice -- and our legal representative declined.

So many District changes, faculty voice feels lost

I didn't feel like my dues were helping to advance my concerns.

I don't feel the association does enough to lobby for better compensation. I don't feel the district strongly and seriously listens to this group and acts on its input.

No comments!

I became disillusioned with the way the Association treated it's members and I have many medical expenses.

I haven't been paying FA dues for the past 2 years as I have strongly felt that some of the changes agreed upon in the M&C process have benefited administration and diminished faculty rights, salary, and retirement. I also oppose codifying sweeping changes in the RFP where they cannot be changed before piloting processes to see if they are effective. I'm glad there has been an active change in FA leadership as I felt a past FA president was helping college and district administration more than the faculty.

Salaries

I went to the FA for help after I was (and two other faculty members) threatened by a fellow employee and the FA nor its lawyer would help at all even though we had proof and documentation. That employee is still employed by the District. I considered rejoining after the FA helped get the salary inversion fixed, but since there has been no movement on load limits I don't see the point especially after my previous experience. No one gains anything with the load limits. District just pays others the same amount they would pay us for something so it's just one more example of District jerking us around and the FA letting them.

Because the FA did not support me (a Senator at the time) when administration was playing politics and wanted to through out the RFP and lay me and three others off for no cause other than campus politics. Gutless, self serving, lapdogs of the district. I hope you guys can do better but so far...

I have two kids in college and also pay for continuing education and licensing fees to maintain my license. It's not that I don't want to be a member, but financially, I had to prioritize. :(I think it is too expensive.

Poor leadership - why buy a building?

same group at the top, with the same old ideas, leadership never changed, always from the East or North side of the valley.

I was disappointed in the lack of progress the FAC actually made with the salary advancement and how they consistently put the salary and benefits negotiations on the backburner.

I donate that money to student scholarships instead.

I appreciated the work that was done that moved me to a higher pay rate, so I joined to say thanks. But beating the drum for faculty rights with very little accountability for faculty really frustrates me.

The association failed to support me in a time of need.

Stated earlier, FA leadership did not represent me well, in fact did harm and was complicit in administrative abuses I had to face and fight on my own. More in bed with admin than protecting dues paying member in my case. Shameful.

I was for over 20 years, I was dissatisfied with the association and their visions.

Campus faculty rep encouraged participation, but the FA does not represent conservative faculty.

I quit as the MCC Faculty Senate President, represented herself as having a degree she did not have. The administration was told many times. Nothing was done as she made deals with administration.

Because the FA was publicly advocating against my Constitutional rights.

\$\$\$\$\$\$\$ Nine years - one step. Enough said.

Faculty Association do to better represent faculty interests

Met and Confer MUST get us a step. This is RIDICULOUS. They aren't even getting us COLAs.

faculty have interests beyond interest based negotiations

Steps and nontrivial COLAs - If we don't start getting them, we will be losing so many talented faculty members!!!

To adopt other ways of uniting faculty and raising awareness of faculty's good works in the community. I appreciate what the PAC is doing, but I don't think hoping to elect sympathetic governing board members should be our only mission. We need to think of creative ways to involve the faculty so that they can be mobilized if and when necessary. I think we are losing the battle for the RFP. The fact that steps are regularly ignored mean we are not achieving good outcomes.

Stop saying and acting like the faculty are powerless. Without the faculty, the district is crippled. With the exception of the past ten years, faculty understood that the nature of the beast is that it is the job of the administration to negotiate the lowest wage for the most work; they are not our friends, and any attempt to make them so will not work. Get rid of the humiliating and time consuming par and parc process, and go back to the FEP process. Do not let District treat us according to the lowest common denominator. If a faculty is under performing, then counsel the faculty. If that does not work, then conduct an administrative review. Do not allow administrators and certainly not yourselves to speak ill and disrespectfully about hardworking, talented, and dedicated faculty who impact students' lives for the better everyday. Do allow ***** to serve on the FEC in any capacity; things went way south when he came on board. Get rid of the oppressive 25-load limit. Administrators only need to have faculty make a 15-load every semester; after that, they serve at the pleasure of the administration...if the administrators do not want to offer overloads to faculty because they feel that the individual faculty cannot do the work, then so be it. Get rid of IBN; it has only served the administrations interests.

To fight for COLA if all possible.

steps

Communicate the issues more clearly to faculty. It doesn't seem like you do much, but perhaps that is an incorrect perception because what you do is not effectively communicated to members.

Let us know WHY the Gov Board will not approve a Step and/or more than 1%. We all get the official notice that it's not happening, but at least I think we should expect to be told why they didn't have enough money this year to do that ...

periodic updates that are easy to read/view and understand. How often are these published ? Does not seem to be a strict cadence.

Push for local power on the campus level. Too many VC's in the way these days.

Pursue the MFA degree with more pay, because it is a terminal degree like PhD is.

Return of steps and predictable salary schedule.

Salary issues. We are getting paid less and less every year. A 1% COLA is an insult.

Look at faculty who moves from PSA to faculty in the District and receive no placement credit for the years working in the District, while outsiders receive placement credit for years of service for work done out side of the District

STEPS!!

Quit consolidating topics for meet and confer, argue and solve one problem at a time. Drop everything except salary. It is absolutely unacceptable that we haven't gotten raises. We need to demand it or not negotiate anything.

Communication - I was on Senate the last 4 years. I am no longer a Senator and have no idea as to what is going on with my college Senate and the Faculty Association (FA) minus casual conversations with Senate and FA leaders.

This survey is good - but the Faculty Association seems to only include "certain" people. This impression creates an "us/them" mentality and reduces the effectiveness of the faculty association. We need to do more things that include people across the district. Yes - you may open up opportunities and people will not show up - but at least you invited them... idea for upcoming election --- invited ALL faculty to come and put of signs.

The attorney services are a sham. The one time I really needed the Association, it was not there for me. I joined for quite a few years and will not do so again. The issue had a dramatic effect on my career, one that I will never recover from. I have made the best of a lousy situation. I do not think that the Assn. benefits individuals, just the collective.

step increase, lab loading, improving PAR process

The Faculty Association MUST find a way to improve residential faculty salaries. The amount of money that has been lost over the last decade due to lack of appropriate COLA and lack of steps is staggering. The fact that the district thinks it is appropriate to give the most experienced faculty HALF the COLA of less experienced faculty is an outrage!!!!!!!!!!

Ensure faculty get annual salary steps and cola.

I am a supporter of our FA and believe the FA does a great job. I don't have suggestions...just keep doing what you are doing and strive to solve issues, keep relationships healthy and strong, continue to keep effective communication a priority.

I understand you have very limited influence but I would hope we would fair better in salary negotiations.

Negotiate for more faculty. It is insane that at EMCC we can't provide enough faculty to create the classes students need because the governing board won't release the funds. Why do they dribble it out when there is plenty of money saved? What are they waiting for? It does not serve the community. Why does the association not work more with the community to provide leverage?

I am totally confused as to how any member of the faculty association can believe that supporting more make-work (PAR/PARC) for faculty is in the best interest of faculty?!

Don't do the leg work for the district so you are bargaining against yourself. Let them do the leg work.

Have a change in leadership--from President to Meet and Confer Membership.

Faculty interests are represented evenly across. The problem is the effectiveness of such a representation. There is no point in executing the representation of faculty interest if there is ABSOLUTELY NO PATHWAY to create change or honor agreements.

One thing and one thing only. Work with Admin and the Governing Board to develop and consistent salary schedule. Faculty needs some assurance that there will be consistent steps (increases based on experience) each year. We are headed towards another salary inversion problem. If the Governing Board is not going to honor the current salary table and give step increases, then quit giving it to new faculty with this expectation, quit including it in the RFP giving us all the illusion that there will be

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| consistent increases in salary each year. COLAs can be negotiated each year, but steps should be non-negotiable. |
| the Meet&Confer process must be made more effective, transparent, and must be completed prior to the close of each spring semester. It seems everything changes once we are gone for the summer. |
| Include adjunct faculty as part of the discussion. It should be about all faculty not just residential |
| MFA status being recognized as a terminal degree. |
| The faculty association doesn't actually work on the issues that faculty express in the annual survey. Instead, the faculty association does what it thinks is best for faculty. This arrangement is not something that anyone should waste perfectly good money on. |
| Better pay, power, incremental pay increase. Also (not that many will want this but ...) different pay for different fields. Such as STEM. The pay of jobs in industry for a BS pay better on a per month basis than the teachers (with a MS or higher). |
| Support faculty initiatives instead of putting up roadblocks. Open up the leadership to new blood. The same people keep recycling through positions. There are no new ideas. |
| STEP//COLA |
| Fight for our steps. |
| Honestly, not sure what "rights" we are talking about. Would obviously love salary advancement, but that is tricky. Would love better GB elections, but very few of us donate to the FacPAC or are involved, I think. Would like to see improvement, but not sure how much more you all can do without more general faculty support. |
| Stop siding with the Administration on unification (Maricopa Priorities remnants, Maricopa Transformation, etc). It is vital that the Faculty Association regain its voice and leverage to preserve the rights of ALL faculty at ALL independent colleges. |
| Support faculty through the changes happening in the district to ensure our rights and benefits |
| higher pay |
| It has been far too long since we got a step that wasn't given simply to cover the cost of increased healthcare. It has now become expected that we will never get another step other than to cover our increases in healthcare costs. We need to take a much stronger stand on getting regular steps for ourselves. We seem to talk about minor things, what I call red herrings, that only help a few groups. Administration has us just where they want us!! |
| Raises and lab fees |
| Find a way...any way...to get rid of McGrath |
| Not lie to its former leadership like a past President, who you canned in some secret, behind door meetings and then lied to him. Shame on you! |
| Send out information about what is being done on a regular basis and ask for feedback or questions. |
| Make visible preparations to request a forensic audit of the District to once and for all stop this endless fund balance at the cost of everything else charade. Get their attention in an unmistakable way that if it doesn't stop, scorched Earth is the likely result - sorry, but it's becoming apparent nothing less than that level of credible threat is going to change their attitude on this. They have to viscerally FEEL that not better compensating their employees is an existential threat to their very enterprise at the most fundamental level. |
| Hold the administration accountable |
| I think the involvement in Board elections is crucial. |
| Honestly Faculty Association is doing a great job, but the environment is a difficulty one. |

Make SURE that shared governance continues to improve, instead of deteriorate. We should be at every CEC meeting, not every other.

Do association members and/or its leaders hold meetings to hear from faculty? Or do they rely only on campus reps and faculty senate leaders to learn about our interests?

Work harder to get rid of the distinction between Adjunct and Faculty - equal pay for equal work - benefits, etc...

I think a small handbook in an FAQ style might help us understand basics about annual increases, weekly hours required of Residential faculty, what membership means and gives us. Hopefully it would make a lot of nebulous things clear so there isn't misinformation floating around about our rights and minimum standards that our contract provides.

Communication is key!

Get the money deserved for the MFA. It's been years in the process.

I would like to see the FA eliminate the hcm courses we are forced to take every year due to the ineptitude of employees who don't do their job. Why should those of us who do our job have to take those stupid courses they are waste of time. Also I am VERY disappointed with our health care. It is not as good as it used to be AND trying to get your \$ back from Meritain for the flexible spending account is a nightmare. It used to be so easy and now I swear Meritain is trying to keep the money so we can't get it back! They have made several mistakes over the years and it takes an act of god to get health care costs reimbursed!!!

Concentrate on larger issues and charge the Senates and Colleges find solutions for local control of faculty issues

To fight for COLA!

select people for meet and confer who are new to governance every once in a while instead of recycling the same people.

I think you are doing a good job, so no suggestions for improvement.

increase transparency and effectiveness of HR

I think the FA does the best it can in a difficult time.

I know they are working hard, but I'm not seeing much change in the issues that concern me.

Have the administration raise our pay, of course :).

Stop shilling to the administration. Get us our steps and realistic COLAs. Hold the administration accountable. Stand up to the administration. Stop participating in the degrading of faculty rights and privileges (for instance, instead of looking for an alternative to steps, make the administration pay steps. It can be done.). Stop the administration's push to turn our colleges from centers of higher education to training factories. Oh, and frequently consult the faculty on all matters of importance to the faculty. No more of this sneaky, manipulative stuff the FA has been doing in recent years. Also, stop the nonsense about merit pay and discipline specific pay. We all work hard. Just because a math teacher is a math teacher does not mean he or she works harder or teachings anything more meaningful than a philosophy teacher. To say otherwise is a form discrimination.

Clearly I will be in the minority, but I will say this anyway: I am SO SICK of hearing faculty asso. discussions bicker and moan about salary and steps and NOTHING about making demands about improving quality of instruction, including more funding for programs that allow students to broaden their opportunities, have better technology, use maker spaces, think about entrepreneurship in terms of community change, civic engagement, etc.

-Revise the PAR process. Accountability is fine but busy work is not. In its current form, the PAR process produces too much busy work and not enough true introspection/progress. Right now PAR is every year for the first five years. My suggestion is to make it Years 1, 3, and 5. -Predictable salary advancement.

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| I would appreciate improved communication between the current FEC president and our campus leadership. |
| Move toward a merit based salary advancement Reduce reassigned time for ineffective programs/projects Make faculty accountable for reassigned time |
| get the job done questions about MCCCCD finances vs steps & pay raises load for labs more FT faculty positions |
| After seeing what has happened to the reorg of the staff positions and how those folks have effectively been silenced, it makes me worry that wages and steps (no steps again) for faculty are next on the Boards agenda. I'm hoping that the FA will remain a vocal advocate for faculty. I suspect that we will need our FA more now than ever. |
| It's not so much the Faculty Association as it is the large group of Faculty who don't seem to care, or bother to become informed about issues that directly affect them. |
| Have a better recruiting plan to make sure we have 100% faculty membership. |
| Salary |
| Salary increase! Medical decrease cost! co payments are also to high; are two things of highly interest for all employees. No question about it! |
| Put up more of an assertive front regarding the administration. |
| Cabinet positions for the faculty association are chosen by the president. I believe these should also be elected positions. It seems that its a good ole boys club bc most of the time the same people from the larger campuses are chosen to serve in these positions. In addition, you need to re-look at the way you allocate representatives for each campus. The formula right now is created to benefit the larger campuses and the smaller campuses really don't have a voice or impact. |
| More information on Board candidates, who are pro-faculty, and who are perceived as anti-faculty. |
| Regular pay raises are still an issue after 8 years, this effects everyone tremendously and it doesn't seem as though it is taken seriously enough as a main issue. |
| Negotiating steps and cola for predictable salary increases. |
| I applaud you all who step up to serve. You take a lot of hits from naysayers, but persist in maintaining a broad view in representing faculty interests. Thank you! |
| Cola and steps |
| The FA has a few remote members: doesn't feel like it represents the newer generation of incoming professionals. |
| It seems that the actions of the FA in the past few years has not been helping faculty, especially in the areas of pay and rights. In fact, it feels like the the FAs actions thus far have hurt faculty pay (and thus retirement benefits) by limiting hours we are able to work, extra contracts, etc. My recommendation is to think extremely carefully about changes to the RFP through the M&C process. If a change doesn't benefit faculty (such as the special contract / load limits, PAR process, etc.) don't change it as it appears the FA is actively working with administration to diminish faculty rights and salary. I also recommend that we avoid codifying extensive processes in the RFP (like the PAR process) and instead add language that these processes will be created outside the RFP so that changes can be made. Once new policy is in the RFP, you can't change them without agreement from both sides. Honestly, in the past few years, I've been thinking, "FA, please stop helping us!" The FA needs to advocate for more residential faculty as the HLC changes have hit the colleges hard. |
| For one, don't lump things together--address each issue as it is comes up on its own. |
| RFP |
| I appreciate the change in lab loading and the work Fac Assoc has done in this regard over a number of years. I worry a bit about the new faculty process now (I was a long time Maricopa faculty member who |

left and then returned to another campus). From my perspective, it would be great to not have a full five years before appointed status, as I was appointed status prior to leaving. And I do wonder if we are doing a good enough job of mentoring new Maricopa faculty that first year, when it seems to me that the prospects of possibly not being invited back are high.

The Faculty Association constantly kowtows to the District on virtually every issue. Why does the District have a \$.5 billion surplus and we get a 1% COLA? Why are we hamstrung by load limits that make teaching and offering quality programs to our students very difficult if not impossible at times? Too many FA individuals use their position to 'get in good' with the Chancellor and District, and in the meantime the faculty suffer. There is nothing resembling adequate representation of the faculty by the FA. The FA needs to make the faculty and their issues their priorities and not their own careers.

Act more strongly as a public conscience for the Board, Colleges, public education. Surface issues discreetly to the media for closer scrutiny (e.g.: buried funds hoarding [as reported earlier], high-handed district HR practices, maltreatment of CSC & staff re: classification, etc.)

Making sure we move up the pay schedule consistently.

Work on step. Work on MFA advancement. Work on marketing issues for district. Work on branding.

More input with these large initiatives -- and more updates on where things are in the process since so much time goes by without much clarity at the college level, it seems

With lower enrollments, I've wondered about the possibility of the FA getting involved in marketing the colleges. District marketing seems to be unwilling to sell our best assets: Low cost (do a total cost comparison between 2 years at ASU vs. MCCCDC), free parking that is close to classes, smaller classes, faculty who are fulltime teachers (not researchers), etc. Maybe the FA can fill in the gaps? ASU and GCU appear to be taking more of our transfer students, and if enrollments keep dropping, this threatens faculty jobs. The FA could bypass district marketing and start its own marketing campaign.

I rated the Likert scale question on this topic as Very Good only because I think there is always room for improvement for all of us. However, nothing comes to mind for improvements. I know that none of you go into a meeting thinking "let's see how we can screw the faculty today" (though apparently there are a few that bizarrely seem to think this to be the case), and if you are always trying for the best faculty outcome in any meeting/decision you are a part of, I think you are doing the best you can.

Hold District accountable to giving us our promised steps! DO NOT ALLOW SO-CALLED "MERIT PAY"! Insist on more shared governance.

I know the FA is just part of the process, but salary and compensation are my PRIMARY INTERESTS. I cannot continue to work here if this issues continues to be AN ISSUE.

The loss of salary step system is a game changer. And perhaps the single biggest loss I can imagine for a faculty union that I have witnessed in my career. Also, the loss of compulsory steps at the discretion of the GB or chancellor was probably the second biggest mistake and loss. These two losses by the FA have made salary progression random, irregular and unpredictable. This is unacceptable for a professional work group.

Better pay

Help get MFA degrees recognized

Better onboarding for new instructors if this is an appropriate topic for them.

Be a stronger advocate for faculty. Don't push to pass every RFP that is presented. How about just recommending a no vote when appropriate?

1. Fix the Lab Loading problem 2. Negotiate better for COLAs and STEPS 3. Fight harder against initiatives like PAR 4. Codify and limit committee service expectations; make departmental and other committees count toward the expectation.

Add a decent COLA for those at the top of the scale or another step should one ever be given to anyone.

Better communication about what you are doing and what the

I am a brand new faculty member, but from what I have seen, the Association seems to be doing a stellar job, so please, keep up the good work!

salary increases

Change the state law to allow unionization and mandatory dues to FA (possible?). Continue on as best as possible given current board. Increase efforts on board elections.

Somehow convince the Administration and Governing Board that periodic raises are needed to keep faculty innovative and motivated to serve students better.

(1) Reinforce faculty rights like tenure and seniority rather than incrementally undermining them with the push toward meritocratic business values wrapped in various performance measures. (2) Secure step increases without selling out to administrative pressure to adopt performance pay scales.

Actually listen to some of the nay sayers. Some actually have great ideas, but because they present them in an unkind manner they are discarded.

Salary Advancement

Address dual employment/alternate work hours so it is equitable and not just dependent on whether your elected dept chair agrees to it. Some chairs do, some do not accommodate second jobs and alternate schedules. If you elect the right person, you get the perks. This is inequitable and faculty vote in their own economic self interest.

As I am new, I have no suggestions at this time.

We need stronger and independent voices about issues that affect us and the staff. We can't rely on a friendly board (obviously).

We need raises/out steps. It is crazy how much less money I have now than I did 10 years ago for paying bills, etc. The association needs to make the pay issue a major priority. We do need to find a way, as well, to more fully support candidates that are educated and understand how higher education works and the needs of the students and the employees.

Fight for steps! It is outrageous how few steps we've had since I started in 2010.

Not just working for Faculty Rights but also faculty responsibilities. There are faculty members who do not fulfill their responsibilities (frequently cancelling classes, not showing up for office hours, not serving on committees), and this is frustrating for those who do fulfill their contractual obligations. Accountability for all would be in the best interest of faculty.

When faculty are highlighted in any publication whether generated by FA or the district/college, ensure a designation of FA membership is noted. This demonstrates the strength and diversity of our membership. IF this wouldn't demonstrate the strength and diversity of our membership, then increase the investment in recruiting and retaining FA members.

For the past several years, it feels like the administration gets everything it wants and the FA gets nothing.

I WANT MY F\$%&%%\$# STEPS AND COLAs ALREADY!!!!

Pay, steps, professional growth, etc. Steps are frozen, and the workshops we can attend for FPG are less which makes it difficult for us to progress across. I have worked here for 18 years and I'm on step 11. I also was denied my Masters 60, so started on step one. Was not grandfathered when K-12 years were accepted, so I missed out on that. When I retire in 5 yrs, I will not have moved much on the pay scale. That is a disservice to faculty in my position.

I think faculty interests are best served by collaborating with other employee groups as much as possible--especially under the banner of Student Success. Antagonistic relationships with administration will, in the long run, work against us. The recent dissolution of the Classified Staff Council is a case in point. I'm not speaking out of fear--rather, out of an acknowledgement that our long-term survival depends on each other.

Get something done on compensation. We keep falling behind. Insurance is poor. District processes are inefficient and time consuming. Wasteful employee classes and acknowledgements.

1. The FA should not be a "pay to play" org, when it pertains to the RFP. In many circles, "pay to play" is considered coercion or blackmail. Having this practice in place has brought you no more membership and with dwindling membership the cost of being a member has risen. 2. Paying members of the FA should have a vote on electing the FEC. The current practice is nothing but an oligarchy and needs to be abolished and expanded to include all paying members of the Association.

Negotiate to follow the salary scale with steps earned.

Better represent our adjunct faculty. Before fighting for pay and steps for residential faculty, let's see if we can get a living wage for the adjunct faculty. Also, adjunct faculty should not be limited in their course loads.

equal loading for lab - also loading for clinical labs that are 12-14 hr long being accepted as 2 work days

Listen to what majority of faculty want - not be manipulated by administration. Fight harder for our rights - we are giving too much away. Better pay, better insurance, better retirement. Retool PAR for new faculty. Many are struggling to keep up with PAR requirements, getting acclimated to their college, meeting faculty requirements, managing their classes, taking care of their students and trying to maintain a balance of work and personal life.

I have a PhD. I acknowledge the work of previous faculty associations but I have not been significantly impacted by any efforts in the last 20 years

I would like to see the faculty all contributing to the FACPAC, which is what it would take to move these ratings higher. FA leadership is doing super well with the resources it has. It needs help. -- Kory at PC

The Meet and Confer process frequently seems endless with multiple years of negotiation and study spent before decisions are finalized. Perhaps it is time to consider a different approach instead of the interest based negotiation process.

Make clear to all faculty what the impediments are to achieving this or that goal (e.g. who is standing in the way, and why), so that we can better determine whether our representatives are doing all that can be done. As it is, I am left just taking their word or not taking their word that what is left unachieved simply cannot be achieved right now. Also, there should be more pressure on all faculty to join the Faculty Association. As it is, those of us who are members are effectively paying our dues, as well as the dues of the freeloaders. Name and shame the freeloaders.

Have new faculty be able to provide a voice on issues that are important to them - not just listening to veteran instructors who make twice what they *we* do. The new PAR/PARC system for example, degrades faculty and makes new faculty feel somewhat intimidated at times because of certain requirements within it. Listening to all faculty, not just the loudest voices, I guess would be my vote here.

I don't think the administration realizes that teaching online is a great deal more labor intensive than teaching a face-to-face class (at least for those of us that have to grade a lot of essays). I wonder if online classes could be loaded differently, or else perhaps capped at a lower enrollment number.

Keep up the hard work!

The first thing is budget transparency. Why don't we have a budget update monthly or quarterly. Some colleges do this, most don't.

I would like them to search the retired and retiring faculty to try to find people to run for the governing board. The MFA situation needs to be resolved. The only reason it hasn't been is because it affects a small percentage of the faculty. If the faculty as a whole was told that their degree and credits were not going to be honored and their pay would be substantially affected this would have been resolved. It affects our retirement, my life style and it gives me a knot in my stomach when I think about how we are being treated as second tier employees, not worth fighting for.

I recently resigned. FA took my money for 10 years but did nothing to assist when I was facing material administrative abuses. I think FA is false advertising. We rarely get stop increases, there is no support for administrative abuses, and as of this writing my understanding is that the Governing Board hasn't even signed the current RFP. Too cozy with administrators. Will never join again.

14 years with no pay increase within the District. Sad!

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| The District (IT, Marketing and possibly others) violates RFP 2.7.2 routinely in creating policies without our input. They don't ask, they tell. I for one am tired the erosion of my ability to use computer and web resources to effectively train my students as a result of policies that benefit them. |
| Educate faculty about who FA is. Most people could not tell you who they are and what they do. |
| Ensure that faculty know that about the legal services and who to contact. |
| I would like to see a concerted effort to ensure the integrity of the salary schedule. I am from NYC originally and they wouldn't dare say that the steps don't equate with years served. I understand that this is a right to starve, er, work state. We should seek to eliminate that legislatively |
| Get us a real raise. |
| Speak out at Governing Board meetings. |
| Finally finish up some of the meet and confer issues (lab loading) that have been ongoing issues for years.... |
| monthly visits to colleges to discuss current events in detail including the political landscape |
| The challenge is really the board and the environment we live in. The best we can do is try and influence the board elections as the only way to improve M&C |
| Over 30 years, I have seen the Faculty Senate become more inept at dealing with issues. They are the buddies and beneficiaries of the administration at MCC. |
| More frequent updates on issues and strategies to influence issues. |
| Continue to support service faculty and have their voice at the table. Support governing board candidates that have a background and understanding of higher education. |
| \$ I'm barely surviving! |
| Stop advocating AGAINST faculty rights. I quit years ago because I saw your PIO advocating against my constitutional rights on a local TV news show. You do not represent me. |
| You're doing fine |
| Although I know it's difficult, we need to find ways to communicate more effectively and build solidarity. I suspect a majority of our members are not even aware of the issues that could dramatically affect their working conditions. |
| Protect faculty from excessive administrative duties that they are trying to pass down to the faculty. We are asked to do more, while more administrative positions are being created. |
| Pay increases |

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| Faculty were asked to provide any additional issues they wanted to communicate. These respondent-provided answers regarding additional faculty related issues include: |
| Collaboration with Staff to protect all employee rights |
| Shared governance for all employee groups! |
| Do not move to merit pay or pay different disciplines differently |
| I don't understand the survey: I don't WANT to consider merit-based raises - so it's Important, but only because I don't want that. So I don't want my answer to imply that I WANT merit-based raises. (Perhaps this is addressed below.) |

The MFA "issue" should be dropped, should never have been an issue. If you want to earn \$\$ at the doctorate level, then EARN a doctoral degree!!!

MFA salary issue

MFA pay issues

Advancing emeritus inclusion such as database access.

Get rid of PAR and resist Merit pay

Ensure faculty get annual salary steps and cola.

I am concerned about a possible abuse of the opportunity to teach online by residential faculty members. I hold to the idea that residential faculty should be actively involved on campus with students...creating innovative lessons, challenging students to reach high academic standards by building strong relationships with them, staying up to date on educational issues, and being involved in other campus initiatives. Faculty who take on a full load or overload of online teaching so that they can also carry on a side business or go on vacation in the middle of a semester are hurting the faculty "brand". We need to create a culture of high engagement, innovation, student success...and I think this happens primarily when we are actively involved on our campuses in a variety of ways. I am not saying that online classes should not be an option...just not an only or even primary option for residential faculty. Also, faculty who use a publishers course for their online teaching and only monitor student progress and enter grades at the end of a semester are endangering the faculty brand.

Equal pay for equal work

Repeal PAR/PARC! IT is a massive waste of valuable faculty time and energy, and it is already clear that the only difference between PAR and FEP is the volume of paper and time required by PAR. Very foolish policy idea that clearly takes away from faculty time in the classroom with and for students!

Faculty must be granted steps on the current system. Do NOT DESTROY the system in order to provide a lesser salary increase with a predictable salary advancement system.

faculty who are not performing their responsibilities should be held accountable; protecting everyone is not a good use of resources.

Just who is it exactly who decided our method of salary advancement is unsustainable? Who? Was it us? No. Was it the administration? Why after 65 years is paying teachers suddenly so difficult? Do you not realize that LEST THAN 50% of our expenditures for salaries go straight to instruction? When did we get so many six-figure administrators and an army of people who don't teach but sit around at desks doing busywork that has nothing to do with teaching. It's that side of the 50% of salary expenditures that is unsustainable, and you're just going fall right into the "merit-based" pay trap because you've been covertly working with the administration on it for the past five years, and you are just going to lie down and give them what they want. Oh well.

I don't want involvement in supervision by FEC because given their record they will give away these salaries as well.

It isn't fair that someone can bully a department for two years and still have a job! You sure protect us?

Salary advancement for Ph.D. (equivalent of professional growth advancement)

Faculty voice on Administration performance and GB goals

Lab fees

Quit supporting anyone who is a two-faced liar, like whoever fed #\$\$%\$ that line of BS.

"Safe campuses" would require metal detectors at all entrances if you want people unarmed. Continuing to resist guns on campus just means that you harm honest citizens and ensure that only criminals will be armed. That pretty much ensures that the next time a madman comes here, more victims will die! Take your heads out of the sand, and lose the disgustingly biased language!

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| "Predictable advancement" should be a regular yearly step system with built in raises like other schools have. Merit is in the eye of the beholder and if someone doesn't like you they can block a merit increase, but steps are guaranteed. Hey, we work really hard! |
| Shared governance, building relationships with governing board, advocacy for classified staff |
| MFA--equitable salary increase for a university-level terminal degree |
| I am very concerned about merit-based pay because I don't think it works if it is based on one person making that decision |
| Effectively promoting and enforcing faculty responsibility as strongly as we defend rights |
| Definitive Resolution of the MFA pay issue |
| Protection of the RFP and shared governance |
| MFA getting placed fairly on pay scale |
| Hey! The state of our craft! The ability to educate students! We are being sent students who don't read and can't think! What are we DOING about that? |
| Cut the nonsense about predictable salary advancement. Steps are predictable salary advancement. But no plan for salary advance is predictable because any plan can be rescinded at any time. This means cut the nonsense with merit pay and consideration of discipline-specific pay. We all work hard in our disciplines and deserve equal pay for equal work. |
| freedom to engage in professional development and freedom to develop/teach alternative delivery courses (online, etc) |
| membership in faculty senate should NOT be so expensive |
| I'm not sure what "merit-based pay" really means. Must we jump through even more hoops? |
| This is an odd question as I would expect the FA to be involved in all these areas. I would just ask that the FA not agree to changes that diminishes our rights/salary in these areas, as has been the case in the past few years. |
| Salaries |
| Getting rid of load limits for faculty. |
| We are wasted if focusing only on our own issues. Every stakeholder and narrow interest group does that. We can only be taken seriously if we expand our commentary and perspectives. We are looked at by the Community as experts. We should not fail to take advantage of that fact to comment on the important matter directly above (and others). |
| Lab Loading on parity with lectures |
| mfa equality |
| Lab Loading = Equal Pay |
| Continuing to advocate for new faculty; specifically, a FULL year of new faculty class AND, if at all possible, having them report to work on contract a full two weeks prior to the new faculty orientation so that they really can hit the ground running in their classes. |
| Predictable salary compensation is important, but if it is going to be packaged as a merit-based system, to hell with it. |
| Many faculty would like to have the opportunity to carry guns on campus. |
| dual employment |
| unethical treatment of employees |

Tenure is good, but there needs to be a mechanism to deal with the faculty who do very little at their campuses. Some of us are tired of working our tails off while we watch others rarely show up to their offices, not participate in college initiatives, nor participate in working committees.

GIVE ME MY STEPS AND COLAs!!!!

More specifically define faculty load limits

MFA pay

The only mass shootings have occurred on campuses where guns are banned. Campuses that don't disarm CCW holders are safer than "defenseless victim" zones. The statistics can no longer be ignored. An ever increasing number of campuses are realizing this, and are no longer infringing on constitutional rights.

Not sure what you mean by challenges to retirement

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Build solidarity with other employee groups.

Student Success Programs