

1	Ratification Ballot for the 2017-2018 Residential Faculty Policies
2	What comments, if any, would you like to share with the Faculty Meet and Confer Team?
3	
4	Responses
5	Thanks for your hard work!
6	Same as above
7	I dislike the language of the new AppendixD where it states "Division chair selects in a manner determined by the CP". This places way too much power with the division chair to control faculty's job requirements. It should state "Division selects in a manner determined...." I am excited to see what happens with Lab loading next year - very very hopeful that this has been resolved once and for all.
8	I appreciated the inclusion of the the video related to the changes to the RFP. It would be valuable, though, to include the subsequent Q&A period in the video as well so that we might be able to hear the extended discussion. Thanks for the work you do.
9	Quit doing the Administration's job for them. Since IBN came along, the M&C teams have worked with the Administration teams to successfully resolve more of the Administration's issues than our own. That is NOT helping our faculty.
10	Thanks for all of your hard work. There are always going to be those that are impossible to please.
11	N/a
12	Keep up the good work.
13	Thank you for all your work. I hope that our Association stays strong and active in this time of district reorganization and efficiency assessment.
14	I appreciate all of the hard work the faculty on the M&C team do.
15	Thank you for your service!
16	(Name redacted) is great, but the rest of you need to stop being wimps with the administration.
17	Even though the MFA is a terminal degree, I don't think that it should be equivalent to a doctorate in terms of salary placement. I also don't think that labs should be loaded equal to lectures because they generally don't require the same amount of preparation and grading for each session. Not all credits are equal in the amount of workload associated with them.
18	Thank you for your work on our behalf.
19	It feels like there are many big issues happening at the district that are chaotic. It would be nice to have more updates on these issues--even if the update is something like "this is the current status" "we don't have any definitive resolutions" but I find myself in a lot of meetings where people are trying to update each other with parts of information, conjecture, etc.
20	Thank you for your hard work.
21	There is a general movement to kill shared governance across the district. At this point, we should demand to be at ALL CEC meetings like we used to do, and not every other one. That is not acceptable. We need to support the classified staff, as the attempts to ignore their ability to negotiate will be a stepping stone to going after the faculty.
22	Thank you:)
23	Thank you for your service.
24	You are doing a fantastic job of working for faculty! I sincerely appreciate your hard work!
25	Please get this done before I retire! 22 years of unequal pay.
26	You navigate territory between a rock and a hard place. The job is difficult. Your work is much appreciated. Don't ever lose sight of the fact that, all your IBN training to the contrary, sometimes the relationship between faculty and administration is just going to be an adversarial one. Always remain vigilant against throwing out the baby and leaving your constituents with the bath water. Always remember your job on Meet and Confer is to be constructive and collegial but never obsequious.
27	I appreciate what was done with lab loading and supervision. I know it has been lots of work. Lets seal the deal on the MFA issue. It has been kicked down the road for a long time now, and repackaged, and put off long enough.
28	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.
29	NONE
30	Please Keep the salary step schedule...pay ranges are a terrible idea.
31	Thank you for your hard work on our behalf.
32	Appreciate your time and hard work on our behalf, thank you!
33	The new language added to 5.4. Accountability/Professional Responsibilities is overly-proscriptive and micromanaging. It also is redundant with 5.4.5. and with 5.4.7. This is "Administrative-creep" towards a checklist of minutia to be used to dictate and evaluate all Faculty weekly activities outside of teaching almost down to the minute. IOW, it is a path to implementing a PAR-like process for Appointive Faculty.
34	Thanks for all you do! Its no easy task.
35	Please DO NOT implement the PAR for all appointive faculty!! This is a solution that never had a problem. The FEP is not perfect (no evaluation ever will be), but the problems that have been expressed against the FEP have ALL been implementation problems or lack of using the tool as it was intended. The PAR is FAR MORE BUREAUCRATIC and time consuming and it will not fix the problems that it is supposed to fix. In fact, from everything I have seen, the PAR appears to be the FEP with added paperwork plus a slightly more specific mentorship/collegial part added. The FEP already has all of this -- it is simply not being used the way it was designed. Simple questions: since the PAR is clearly more time consuming, from whence do you think the extra time for this paperwork is going to come? Are we, perhaps, actually carving out a piece of time that is supposed to be for students and classroom to do paperwork? Do we not see how such a process necessarily will compete with our teaching and learning time? Please do not add more burdens upon faculty shoulders!
36	Please quit giving away our rights and our salary. You've cut me over \$10,000 per year. I still do the work; I just don't get paid. It seems like the FEC is only interested in perpetuating the power of a few people in their FEC leadership roles. Let's get some new blood and quit recycling folks that should find other things to do. There is too much groupthink going on in the FEC leadership.
37	Thank you for your dedication!
38	We really need to come to conclusion on these issues. I see the same ones year after year.
39	Thanks!
40	None.
41	Thank you!
42	You need to find a way to communicate better
43	Thank you for all you do to support faculty. There are no easy answers or easy solutions - it is a tightrope and you all balance things beautifully. Have a restful summer and come back to the table refreshed and ready to represent faculty's interests with passion and collegiality.
44	Receiving the "final" version of the changes so late in the semester does not leave much time for discussion. I recommend completing discussions in the Fall semester with discussion sessions early in the Spring. Make revisions and then have a final vote in April.
45	Keep doing a good job on COLA. Thank you.
46	Thank you for your dedication and service.
47	Thanks
48	Outsourcing an important student resource such as the HelpCenter has not helped online students. How can faculty opinions about this type of cost cutting be heard? Email was used to reverse a decision on outsourcing the Child Care Center. Can there be a formal way to have faculty opinions about outsourcing BEFORE decisions are made?

49	The FEC and M&C are seen as secretive and controlling. Open communications up to the electorate versus a select few. increase communications and please bring back annual or biannual surveys that produce data that show the actual issues that the electorate find important then report the results.
50	I am disgusted with the Faculty Association leadership and will be withdrawing my support soon.
51	Thank you for your work
52	None
53	Thank you for your service. Once I get my head above water, I plan to be more active in the organization.
54	None.
55	What's up with the "in-residence" issue - who supports it? Why? Sounds like the administrative types at FEC are trying to reduce faculty rights.
56	The MFA agreement is taking too long to implement. Lumping it together with consideration of other credentials has muddied the waters and deprived those who hold the MFA of just compensation.
57	I would like to thank the team for its hard work, expertise and patience. I appreciate all your efforts on my behalf as faculty. (Name redacted)
58	Thank you so much for all of your hard work!
59	From our own administration, faculty need to fight harder for our rights
60	While I thank you for your work this year, I still don't agree with the use of PAR/PARC. This is a stress inducing waste of time for faculty and administration. I'm very unhappy that our own FEC leadership developed and allowed this to pass:(Hard to forgive FEC for this blunder...
61	Steps and COLA every year!
62	1. Ask yourselves what have you accomplished in the last ten years that has benefited faculty and compare that to the rights that faculty have lost. I do not see that the IBN process has benefited faculty nor have I seen trying to be buddies with the administration paying off for faculty. In fact, I have seen just the opposite. No matter what process faculty use for negotiations, faculty still need to negotiate! 2. There are way, way too many highly paid and benefited Vice-Chancellors at the District office in all its many forms such as Executive, Associate, Assistant, etc. Vice-Chancellor. What do they do? How do they impact student success? Why did faculty leadership allow this happen???? We need to reduce the number of District administrators who do not contribute to the mission of the District. 3. Do not let administrators put faculty down in meetings. I have heard that there are few if any District Administrators who have ever served as faculty and who have ever even worked at a College. How can they be such experts on what faculty do and not do? I have always said that one of the most dangerous individuals to faculty is a bored administrator because instead of sitting around and thinking about what they can do to further the District mission, they sit around thinking about what already overworked and burdened faculty can do and then sit around and complain that faculty will not do it. 4. Vet new language that you propose for the RFP early and often with faculty. How many times do we have to beg you to do this? Presenting new language at College meetings two weeks before a vote is not what I call early and often vetting. Meet and Confer faculty members are not the be all and end all regarding what faculty need to perform their jobs well. You have to ask the faculty! 5. If a faculty member has a desire to be an administrator, then said faculty has no business serving on a faculty senate as an officer who represents the senate on the FEC. This is just a blatant conflict of interest. Most faculty who are supportive of faculty rights are not perceived as good candidates for administrative positions. What has happened too often is that FEC members "sell out the faculty" to be perceived as administrator material. This is unethical and shameful. I understand that faculty can be effective administrators, but they should not put themselves in a position to get there by "selling out" their colleagues or by putting themselves in a position to be perceived as "faculty sell outs." I reiterate: If some faculty want to be administrators, then good for them; just stay out of faculty governance.
63	Keep up the good work.
64	It is an honor to serve our students and have the role of RFP. Thank you for all you do to support RFP. I am very, very grateful.
65	I would like to acknowledge the work and dedication of the Meet & Confer Team, especially (name redacted). Her tireless efforts go largely unnoticed by many but I know that we could be in a much different place if it weren't for her. Thank you, (name redacted).
66	Thank you for your work on our behalf.
67	Thank you for your work.
68	Thank you for your commitment and dedication to making this the best job in the world!
69	Since lab is a very large part of my teaching load, I would really like to see that get completed asap. Teaching students in the hospital for nursing is considered lab load. This is the most important, and nerve-wracking part of nursing education. We have to make sure 8 students are safe, yet get paid less than we would if we were in the classroom. That does not seem logical. Thank you for all you do!
70	Although I appreciate the work performed by the committee, I do not agree with changing our contracts from 195 to 196 days without this issue having been identified going into meet and confer. Since I am not given any way to vote at the issue level and since I feel strongly about this, you leave me no choice but to disapprove all.
71	I really appreciate everything you're doing for us, and am frustrated, mad and disgusted at the faculty who are not even paying members, who continue to bitch and moan about our situation and what the Meet and Confer Team does or does not do to their satisfaction. We need to do a better job of literally informing those faculty members that they are free riders, and do not deserve a voice in anything via the Faculty Association. We should have a list of faculty members who either are Faculty Association Members or are NOT FA Members, so that every person who shares their opinions in these emails can be pointed out as non-members, so we shouldn't have to take their opinions into consideration. Again, I really appreciate everything you're doing for us and am sorry about that up with which you have to put. :)
72	I have now been in the district 17 years and have been teaching lab course every semester. (BTW: I am not maxed out on the pay scale because of all our years with no advancement.) I am tired of waiting for the lab loading issue to get fixed. My labs are more work than my lecture classes. Either fix this inequality or adjust the pay scale to depend on the discipline taught. Most of the lab courses are in STEM based disciplines and faculty in STEM fields get paid more than other disciplines at other colleges and universities. I now have former students making more than me when they graduate with a bachelors degree in my discipline.
73	You all did a great job during this difficult process. Thank you.
74	Thank you for your hard work to represent us. WO / SCC
75	(Name redacted) and Team, my sincere gratitude, high fives, and happy dance for all the work you have done this past year and for the members who are cycling off the team. It continues to astound me the lack of respect and understanding mal-assumptive members of our faculty continue to use against the M&C team. I simply delete their reply-alls now as they pollute the waters with their outdated and unfounded rhetoric clouded by years of financial growth that simply is no longer the case. If these members were to exit and enter an extremely competitive market outside of Maricopa with their whining, they would be standing in the unemployment line. I have been part of M&C in the past, and I understand the frustration and wonder of "what was that" I experienced in many meetings. I am pleased with how the meetings and process have improved. I hope that our Chancellor will honor the work of the teams and move to repair the load issue. This has been central to me. Next, I hope the work the budget team is doing for predictive salary advancement and overall compensation for all supervision that faculty do, will be recognized and approved in the next two years. Thank you for NOT QUITTING! I appreciate you all! (Name redacted)
76	Keep pushing for better conditions, rights, and compensation. Thank you.
77	Please work to increase the level of transparency and provide more direct and frequent communication. I would also encourage an organizational shift to involve more and different persons especially on District committee's to better represent the general membership. Historically these appointments seem contrived to favor Administration perspective rather than more generalized Faculty needs.
78	thank you once again for all of your hard work;
79	Thanks for all your hard work. I couldn't do what you all do. I owe you a debt of gratitude. Thank you! Thank you! Thank you!
80	Thank you so much for the time and effort you put in for faculty. Thank you for caring. You are our heroes and are much appreciated!
81	Thanks for doing this difficult work!
82	Thank you for your dedication to faculty!
83	Thank you for your service to our faculty.
84	I think that this team has done a good job in representing faculty. Thank you for your time and service.
85	Thank you all for your tireless work on so many key issues. And congratulations on your forward progress with negotiations.
86	I think you do an amazing job in a mostly difficult and thankless position. I wish you would have changed the language in appendix D to say that the Division selects in accordance with the College Plan instead of the Division Chair. Thank you for all of your hard work on behalf of all of us!
87	Thanks for the continued effort

88	This isn't an easy job, and I appreciate your efforts on our behalf.
89	I'm confused about how the budget factors into this vote and how things would be brought into "alignment" afterward. Thank you.
90	I feel most of your detractors are a bunch of fools.
91	I am eternally grateful that there is the possibility of lab loading actually being worked on. I genuinely didn't believe it would ever be truly considered!
92	I'm still not clear based on this new language if "in residence" means that we have to be on campus five days a week or not. I saw that it says "no more than," but what is the minimum or is there one? Also, thank you for being our advocate and working hard for us. I appreciate it.
93	Thank you for your time, effort, and patience. I see a lot of critical reply-all responses, and I don't think many of those people have any idea how hard the M&C team works for the greater good. I appreciate your service, and am grateful for colleagues like you.
94	Thank you for your service to us!
95	Thank you!!
96	Thanks for all of your hard work!
97	Thank you for what you do!
98	Keep up the good work!
99	The rapid evolution (or proposed changes) of faculty compensation model initially proposed by the chancellors office suggests we moving need to be proactive rather than reactive as a faculty group. Meet and confir can't be the only method we use... we might need stately groups of faculty to help develop models and plans to assist the MC team in future issues. An example would have been developing a salary model and funding to justify the step system.
100	Who are you actually working for??????
101	It would be nice to know steps and cola before the end of the school year. Thanks for all your hard work!
102	We should not negotiate steps away unless we line item vote on such a fundamental change.
103	I don't think the new job descriptions for supervision should be in this document until the compensation issue is resolved. We should not be committing to duties and responsibilities until we know the complete picture. That is my primary reason for a no vote. I do appreciate teh lab loading issue to be finally resolved.
104	Not at this time.
105	Thank you for your service!
106	Lets get a solution on lab loading. 4 years is too long for one issue.
107	Can't describe my excitement that lab loading has been fully addressed. Thank you for all your work on that and other issues.
108	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.
109	Great job everybody! Your work is much appreciated.
110	Thanks for your hard work.
111	I am voting no on this RFP because I feel the in-residence part of the document is not needed. I feel it is shortsighted in terms of allowing administrators to work with faculty members to decide how they will meed the in-residence part of their contract. I foresee a time when someone can meet those requirements with Skype, Google Hangouts, or some other tool and not be physically on campus. I think it is not important to make sure a residential faculty member is physically in a building or on a campus. While this language does not impact me directly (I teach face-to-face classes 5 days a week), I don't like adding more restrictive language than necessary to the RFP.
112	To a large degree, I think it is ineffective to send an email with a yes/no vote without a better summary of what we are voting upon. While this survey monkey page was helpful, the yes/no vote email didn't have any of this information and so I hesitated voting on something without any information about the current RFP I was voting upon and what was negotiated. I do understand what the RFP is generally and the importance of our negotiating voice. However, from previous emails, I couldn't tell what exactly was agreed upon, argued, and the reasons behind it all. Thanks again for all your negotiating work. I just wanted to pass some feedback regarding my own experience which might also be shared by others. I just feel that while you work so hard on these negotiations, a final but necessary step would be to more clearly articulate the RFP to the faculty and the importance of your work.
113	Please do not waste time trying to make an MFA the same as a doctorate. That would open a can of worms, with everyone saying how their Masters is really a terminal degree. Both ASU and Uofa have Ph.D. programs in fine arts, as does virtually every other graduate program in America. There is no reason to give an MFA preferential treatment over other Master degrees. (I have 2 Masters degrees but still put in the many years of work and great expense to earn my Ed.D.!) I still do not understand how you can move a day of accountability from the spring to fall semester and change the days from 195 -196. It is the same day moved.
114	I still do not understand how you can move a day of accountability from the spring to fall semester and change the days from 195 -196. It is the same day moved.
115	Share with faculty what you want to negotiate on beginning of year and let them vote if it is something they all care about.
116	Great Job! Keep it up!
117	Thank you for your diligent work in negotiating on behalf of the faculty. Your efforts are greatly appreciated.
118	I believe there is significant faculty interest in negotiating ONLY on funding, placement, and progress of compensation and temporarily ignoring all other issues until substantial progress has been made.
119	Keep watch over District and Campus HR....they are too slow in hiring staff....I feel they are loosing many great candidates due to foot dragging and nonsense.
120	The insurance cost is going up. The salary is not.
121	Please read my response to question 2. Fabulous.
122	Amazing work during very difficult times!
123	Thanks to all reps!
124	Thanks for your dedication and hard work!
125	There is an increasing sense among faculty with whom I have spoken that the FA is too closely linked to District administration, and that this causes them not to act always in the best interest of all faculty. I am sure the administration is all too happy to promote a close relationship if it results in less resistance to their mandates. I am not accusing the Meet and Confer Team of being complicit, but I think it warrants mentioning that such familiarity - or the promise of some future personal gain - is not necessarily in the interest of all.
126	Thank you for your hard work. I know it's a thankless job.
127	Keep up the good fight! Thanks you.
128	Thanks for your hard work!
129	Thank you for all your hard work!
130	THANK YOU!!!!
131	You all are awesome! Thanks for your tireless dedication. Please keep up the good work. And don't be afraid to do what's right for faculty **and** staff.
132	Thank you for your dedicated, diligent work! I appreciate your efforts on the part of all faculty, and I am pleased with the processes, communication methods, and integrity with which you accomplish a very challenge - and very important - service for us all!
133	Sever the vote for salary from the vote for working conditions. We really do not negotiate salary increases, district budgets for them, we have no input there. In past years a fat increase has been the candy wrapped around erosion of faculty rights in the rfp, biz par parc fiasco a few years ago.
134	Thank you for your efforts. You are appreciated!!!
135	Great work. Thank you for your support of faculty, the RFP, and students.
136	I appreciate the many hours you give on behalf of the faculty. Thank you so much!
137	THANK YOU
138	I appreciate all you do trying to negotiate for us in this difficult environment. We need to continue to find leverage against the administration. It would help tremendously if faculty would not join in the college v college battles. Standardization, consolidation, and regionalization are not artifacts of budget or student success, but rather centralizing power.
139	Thank you for your service.
140	Because of the actions of the Scottsdale Community College Faculty Senate this past year redefining the department/division structure at SCC without proper vetting and engagement, I will not be renewing my membership next year. When a senate that is supposed to represent all faculty, instead promotes their own agenda, it undermines credibility. I do not feel that the faculty association has dealt with this misuse of power properly.

