

1	Ratification Ballot for the 2016-2017 Residential Faculty Policies
2	What comments, if any, would you like to share with the Faculty Meet and Confer Team?
3	
4	Responses
5	
6	Thank you for your efforts
7	Thank you for the work you do!
8	None at this time, thank you!
9	Thank you for your hard work!
10	None
11	Keep up the good work! Thank you for your time and service on behalf of teaching and learning.
12	Continue doing a good job, How do I donate to help in the Fall election
13	Thanks!
14	Thanks much for your help!
15	Thank you for working for us!
16	None.
17	Thank you all for your hard work and dedication!
18	I appreciate the hard work the team has done!
19	Voted no regarding extra contract work.
20	Thank you very much for your time and for your hard work.
21	Thanks for your hard work on behalf of the faculty!
22	Thanks for your hours of hard work required to produce the 2016-17 proposed RFP document
23	Thank you to the team for all their hard work. I do though wonder if the grouping or bundling of issues delays movement. The multiple year work is frustrating for all. Perhaps including budget folks on the team so that issues are not stalled by budget. The issues need to be conveyed to the Chancellor during the negotiation process so that a supportive budget can be developed in tandem.
24	Thank you for all of the communication this year. The email updates and campus visits were much appreciated!
25	Please review the faculty inversion formula and bring equity of pay to those who have been loyal employees of MCCCCD.
26	Thank you for your hard work and dedication.
27	Thank you for your hard work. It's not easy to maintain the balance between protecting faculty rights and maintaining the power of the RFP. The RFP is a great document but at times, it does a little too good a job protecting faculty who don't want to update their classes or engage with department or college initiatives. The PAR process and the above listed issues are steps in the right direction.
28	The president of the Faculty Association needs to clear when asked a direct question. I continued to follow the progress of the MFA negotiations and don't believe there were any. There certainly was not any resolution that I saw. I would like to know exactly what was negotiated and decided with regard to MFA advancement on the salary scale. I have a vote of no confidence in [name redacted]

29	Thank you for all that you do! It is much appreciated!
30	None
31	Thanks for the great job you do for all of us Residential Faculty!
32	None that I can think of.
33	Thank you for stepping up to the bat and working hard for us.
34	Make it harder for steps to be suspended. Steps are what attracts great faculty.
35	No comments.
36	Thank you for your work!!
37	Keep up the good work!
38	Thank you for all you do. It is difficult work.
39	Thank you for your hard work!
40	Thank you for our hard work -- so glad we got a Step!
41	Thank you for your dedication and hard work.
42	Thank your for your hard-work in representing faculty interests.
43	Get a Salary advancement policy going. We have only had 1 pay raise in the five years I have been here. I believe only 2 in the last 10 years. Thank you for another one this summer. If the upper echelon believes we don't need them then maybe they should start doing away with their lavish extras in their pay. We all saw the article. The people I feel sorry for is the people that start at step 1 and think they will be working their way up from there each year. 10 years later they are at step 3. The other bad thing is when we just get a COLA., the ones maxed out get a higher pay raise while the ones at step 1 don't even get half the pay raise because it is off of percentage. 3% of 100,00 is \$3000. 3% of 50,000 is \$1500. It doesn't seem fair and I wish the team would push harder for steps rather than COLA's. How about steps for the ones not maxed out and COLA's for the ones maxed out. The income equality for all is not adding up here. [name redacted] would be very disappointed!
44	You all are doing a great job!
45	Thank you.
46	There should be some sort of review system in place for administrators.
47	Thank you for all your hard work!
48	thank you for your good work.
49	Thank you for all the work you do!
50	Thank you for your hard work on our behalf!
51	The constant slow-walking of progress on important issues by admin team is unacceptable and needs to be met with a walkout if it occurs again
52	Start listening to the faculty's concerns or you are going to lose the Faculty Association
53	The MFA argument is based on the assumption that it is a terminal degree. While that may be true for some disciplines, there are many universities offering Ph.D's in advanced Creative Writing Programs. Having been on several committees, I have seen several applications from people who have such degrees. The argument that the MFA is the same as a Ph.D is offensive. It is the same as an MS or MA, but those of us who worked hard to earn Ph.D find the argument full of fallacies. I think that the team needs to focus on getting consistent raises for everyone, not focus on a special group.

54	<p>Continue to hammer on the district. It is the second largest budget and is one of the first places we should be looking at cutting. The colleges have had to give back money year after year....and what has the district done? This should be done vigorously and constantly considering some of the budgetary issues we are facing.</p> <p>Continue to improve communication with faculty. One thing that I dislike about many of the emails, is by reading the subject line and the first paragraph or two of something, you get the feeling it doesn't affect you, then you find out about 2 paragraphs from the bottom is something crucial that is not mentioned in the subject. And this is for district email in general, not just the association. Try to put a short bullet list of the key topics covered at the top of the email.</p> <p>Despite all my complaining, I am proud to be a member of the association, and proud of the efforts that the FEC and senates put forth.</p>
55	Please get the lab loading finished. There should be equal pay for equal time. It is as important as salary placement.
56	Thank you for your diligent work on behalf of faculty.
57	Keep up the good work.
58	Thank you for your hard work on my behalf. I greatly appreciate your time and dedication to faculty.
59	<p>The meet and confer team must reflect on the progress of faculty compensation over the past 10 years. When faculty retire there is a salary savings. The use of these savings on anything other than salary is an unethical and immoral use of funds. The compounding effects of non-salary advancement is severely affecting the financial future of all young faculty.</p>
60	I do not believe that the MFA should have a separate salary system. If it does, I would like to know how those of us who hold both a PhD and an MA would be placed. I hold a MA TESL that is a terminal degree just like the MFA. How my terminal degree be placed along side the MFA?
61	Thank you!
62	<p>In my discipline, all of the classes are integrated lecture/lab sections. For the last 10 summers, I have been teaching two 4 credit lecture/lab sections during our 8-week summer session. This year, I was prevented from doing so by policies in the RFP. Another residential faculty member in my department was unable to teach this summer for the same reason. The result is that we were unable to offer three sections of classes that are in high demand so most certainly would have filled to capacity. It makes no sense to close full sections of classes! Please change this policy so that residential faculty can teach full loads in the summer!</p>
63	I did not attend your campus visit because you made it clear last time that my input at this point was not welcome. The attitude of the team has been never been one that welcomes feedback, esp. late in the game.
64	<p>I think the team does a great job balancing the issues and working with both ornery and often selfish faculty and equally (or maybe more) ornery and childish administration.</p> <p>My only comment is speed is sometimes good. For example, lab loading. I are you telling me the District doesn't have 3.3 million? I think, but can't prove, they have the money, they just don't want to spend it.</p>
65	Please strengthen the RFP rather than continue its erosion
66	Keep up the good work.
67	n/a

68	Lab loading needs to be a top priority! It is grossly unfair to require faculty in STEM fields, who teach classes with labs, to work more hours than other faculty. At many places, faculty in STEM fields actually get paid more than those in humanities and liberal arts, since they could be making much more in private sector jobs. MCCCDC has it backwards.
69	Keep up the good work to keep us healthy and happy. :)
70	Thank you for your efforts. They are greatly appreciated.
71	I am very satisfied with the way issues were handled this year.
72	Great job! Thanks for working so hard on our behalf.
73	Thanks for your hard work, and your continued work on lab loading. That is the issue closest to my heart!!!
74	Only focus and energy on compensation. Make this a top priority for retaining faculty or take the risk of losing many more than you expect in the near future.
75	Thank you for your efforts on our behalf.
76	Thank you for your service to MCCCDC Faculty!
77	Thank you for the step:) it some help especially with health insurance escalating.
78	Thanks for your hard work
79	I appreciate your work for the benefit of us all.
80	Appreciate your efforts on our behalf. I am curious to see what the faculty relationship with the chancellor will be like under [name redacted]
81	Thank you for all of your hard work. It's very appreciated.
82	Thank you for all of your efforts to support faculty!
83	You have a PR or a major communications problem. I have talked with several people who are dropping out because they don't believe the Faculty Association has there best interests at heart.
84	The MFA should be taken off of the table. Those of us who worked for years on our doctorate do not appreciate this "free pass" proposal for one segment of our faculty body. There are numerous doctoral programs in the Fine Arts to choose from, so let them pursue a higher degree like the rest of us!
85	Thank you to the team for all the hard work you do and for representing faculty!
86	Thank you for all you do. I look forward seeing progress in the faculty supervision issue. Have a great summer team!
87	I believe we need to negotiate directly with the Board. Faculty need to be respected as the heart and soul and conscious of the entire institution, not just another employee class of teachers.
88	Thank you
89	Thank you all for your tremendous efforts and continued dedication to improving the lives of faculty members.
90	I appreciate the hard word the team put into the negotiations.
91	That you for the step. Keep that up!
92	Thank you for your hard work in negotiating. It seems to be a thankless job especially with yahoos posing as faculty coming out of the woodwork from time to time to rail against some perceived action or inaction on your part. Note that the majority of faculty appreciate what you all do and that without your hard work, we would not be where we are. While I might not always agree with 100% of the negotiated result, I know you all are negotiating the best deal possible under the circumstances. You work with the cards you are dealt, not the ones you'd like to have, so I get it.
93	A HUGE THANKS to everyone that contributed to the process!
94	no agreement on lab loading is a total failure.

95	Thank you for your work.
96	Thank you to the M & C team and all your work to help our students have a successful learning environment.
97	A lot of good issues are being addressed. Thanks..
98	Thank you for all your hard work!
99	Great job!
100	Thank you for your service to your colleagues!
101	Thank you for the amazing work! You are greatly appreciated!!!
102	Thank you! The Meet and Confer Team does an amazing job representing all of us and I deeply appreciate their hard work.
103	Keep up the great work!
104	Thank you so much for your dedication to this work. Your relentless pursuit of important issues is a thankless job and well...THANK YOU for your service to us!
105	Thank you for your efforts!
106	Thanks for the work you have done.
107	In general you do great work with little positive feedback. Thank you for all of the work that you do on behalf of faculty.
108	THANK YOU!! Very much appreciated!
109	Thank you! The majority of faculty understand how valuable you are for keeping our rights and improving our working conditions. You are appreciated!
110	Just a huge thank you for all that you do. I really appreciate it!
111	Thank you for all of your hard work on these issues. Many of us on the faculty are grateful for the work you do.
112	Thank you for your service!
113	Please communicate better regarding the strategy and philosophy and data behind this issue: Salary Placement and Advancement (including the MFA)
114	thank you for all your work this year!
115	Thanks for all your hard work.
116	Keep up the good work!
117	Keep up the great work
118	Such great work! I know this is the result of some pretty tough work, so THANK YOU!!
119	None
110	None at this time.
111	There were no new items this year, so that the items from last year could be addressed including Lab Loading. It is unfortunate that this year, even with the addition of no new items there was still very little accomplished. The list of things to work for next year, is basically the same as the list of things for this year. What exactly is going on during all these meetings?
112	MFAs should be compensated for the extra units they accrue over an MA/MS. MFAs should only count as terminal degrees if the faculty member is teaching in that field/discipline.
113	Thank you.

	<p>I want to thank you for the time and effort that you put into the M&C process. I appreciate the detailed updates that you provided all year, and I would not be opposed to seeing even more frequent communication from the team in the future.</p> <p>While they may seem minor, it is my experience that oversights dealing with consistency can have unintended consequences. For example:</p> <p>Section 3.15 When you say in the comments that "Changes in this section are corrections of typographical or grammatical errors except as noted," you should still point out those corrections as changes. A grammatical error is no different than an error in reference to a section number. Same with Appendix A, Appendix B, Appendix C, Appendix D.</p> <p>Section 6: Does the note "Proposed new language for Conflict Management, including Grievances and Resolutions of Controversy," refer to the entire section? This needs to be made more clear for the reviewer.</p>
114	Isn't Appendix I new language? Why was it not labeled as such?
115	Thank you.
116	Thank you for your hard work on our behalf.
117	Good work
118	You have done an excellent job for us. Thank you!
119	You all are doing a great job, and unfortunately you don't get the recognition you deserve. Thank you.
110	The work on the initial salary placement tables looks to be a disincentive for new-hires. It seems like the primary purpose was to entrench the lack of steps for the current faculty. Now, if you are a new hire, you don't get credit for all your previous experience--because...well...the current faculty didn't get credit for all of their experience (not a step every year). I think this is very short-sighted and will lead to the best faculty members taking jobs at other institutions.
111	Thanks for your work!
112	Thank you...a million times...thank you!
113	This is my 20th year of getting paid less than my non lab colleagues and I am so sick of the inequality. Why don't I deserve the same pay as English or math!!!???
114	Thank you!!
115	Well done!
116	Thanks for your hard work!
117	Good job!
118	When, if any time, do you think that there might be a Buy out for retiring faculty? Has anyone done the math and see what the savings might be?
119	Get rid of or seriously change PAR. It is too much work for the renewal of a one-year contract. Some are talking about making this part of the residential faculty evaluation process. Some PAR faculty are in support of this and asking "Why is it too difficult for all faculty? If it was good enough for me then why not everyone?" I am not in support of this.
120	The MFA advancement should be dropped. There are far more important matters to be concerned with and negotiate.

121	I approve of this set of issues, particularly residential faculty overload pay. For faculty who teach overload courses, we should be compensated as full-time faculty.
122	You guys are doing a great job. Especially you, [name redacted], you are a fantastic communicator and I feel as though we are making progress on some really tough issues. Thank you to all of the M&C Faculty Team members.
123	Thank you for working on these negotiations this year-
124	None
125	Thanks for your continued effort in improving things for all of us.
126	Thank you for all you do!
127	I know the team takes a fair amount criticism from some malcontents, but I really respect the fact you are willing to put yourself out there for the good of the faculty. Thanks for all you do!
128	Make salary placement the sole topic that you negotiate. It is absolutely absurd that you have gotten nowhere on this issue in over five years. This ibn process has gotten us nowhere! It is time to consider another option. If you get nowhere on this issue again, I am done with the association! Many of my colleagues will follow. It will get to a point where you will not represent the majority of faculty! We have no faith in the process.
129	Appreciated the college forum with explanation of the process, progress, and ongoing challenges. Good communication helps increase engagement in the process and trust in our team. Keep up the good work!
130	Thanks for negotiating the step for this year.
131	I want to say "thank you" for the huge amount of work this entails. And that I appreciate what you are doing for the "greater good" of Maricopa faculty.
132	Thank you!
133	Protect the RFP and remember that you represent faculty interests, not those of district administration.
134	Thank you for all that you do.
135	Thanks for all the work and for dealing with all the crap from malcontents.
136	We really do need a step. I have worked for the district for 25 years and my pay has been stagnant. I however, have not. They have a much better teacher now and I have earned recompense
137	Please finish and resolve the inequity in the Lab Loading... Each year science faculty put in approximately 3.6 contact hours a year without compensation. Another way of looking at it is they are putting over 10% in extra load without compensation.
138	Thank you for your hard work and dedication.
139	Thank you for all of your hard work!
140	Steps are for years of teaching experience and COLA's are for a cost of living adjustment. I see these as separate reasons to receive salary adjustments. It seems unfair that faculty eligible for steps receive a step but not a COLA. While those that have maxed out the steps receive a COLA. Why are faculty treated differently? Should all faculty regardless of whether they are eligible for step also receive a COLA?
141	Is this COLA a permanent adjustment to the salary schedule only for those that maxed out their steps? This would also be unfair.
141	Thank you for your commitment and all your hard work. I very much appreciate it!

142	In this ballot, it would be best to have a link to the SPECIFIC changes made before asking for a vote. That is, the original text of the sections before changes, then the corrections to wording. Or, at the very least, a summary of the specific changes. I almost voted no just because linking to the text of the changes isn't enough. But next time I will vote no as I do not know the specifics of the changes.
143	Thanks for your work.
144	Great job! Too bad the ignorant can't possibly understand what you must go thru.
145	Thank you for your hard work on our behalf. Solidifying membership and strategizing responses to dissenting members (and non-members).
146	Thank you for your efforts in a thankless job!
147	Thank the team for the hard work and progress this year.