

*List of Issues by Category Identified in CCCFT General Membership Meeting 10/30/14*

*Priority Hire and Associate Faculty Issues*

- Increase/remove limit of 8 classes for AFs a year
- PH faculty must be offered and accept offers before offers are made to non-PH AFs
- Clarifying PH requirements for academic year
- Clarifying PH status and process
- Get rid of probationary status AF?
- Clarify process for moving through the stages of AF
- Clarify additional duties for AFs
- Clarifying Seniority wording for PH AF
- Make more of an effort to meet AF class requests, not just fill the minimum number of classes
- Step/promotion system for AF
- AF observations clarified
- Work and desk space for AFs: shared computers provide limited prep times; nowhere to confidentially meet with students
- Peer observation in PH process are awkward. Peer observations are better suited to mentorship
- Steps in pay for AFs based on years at college
- PH should NOT require additional duties

*Pay and Parity Issues*

- AF salary to equal 75% of fulltime; PH to equal 80%
- Raises
- Senior III promotion
- Pay for prep for subbing
- Professional development: problem of borrowing against future; problem of supplemental funds

*Workload*

- Reducing class

*Climate*

- Racism, sexism, other "isms" in the classroom and on campus
- Active policy to deal with racial and other harassment of faculty

*Other:*

- AFs taking classes on campus for free (Someone was told only FT can)
- Tuition reimbursement for children of faculty – AF too or only FT?
- Process for requesting the local Union and AFT to endorse an issue or candidate; who handles legislative lobbying and activism