

Faculty Questions and Concerns for Dr. Vess:

1. Can we have a rotation for faculty attending graduation? Faculty would only be required to attend one graduation ceremony a year. (This is coming from several faculty members).
2. Lack of overload is going to force many teachers to get a second job (or third), whether it be another teaching job, a waiter, a janitor, or any other choice. If a last minute meeting comes up on campus, and their other work schedule does not allow them to make it, is there going to be leniency or are they going to get in trouble because they can't make the meeting?
3. One question I have has to do with current thinking about summer school. Is her prediction that it will stay like it is or change into a third block? If it changes into a block, how will that affect faculty summer loads? Will there be fewer courses offered?
4. Is the Rank and Tenure system going away at AC? A lot of this Faculty Evaluation System sounds very similar to the rank and tenure process. Will that faculty who has already achieved rank continue to receive rank pay and/or do we have to prove ourselves all over again every single year? (i.e. Isn't the rank and tenure system already the faculty version of "merit" pay?)
5. Will there still be "steps" for cost of living increases? (well, for those who are not already stepped out)
6. One of my major concerns with merit pay for faculty (which I'm sure has been voiced already by others) is that we barely even get cost of living increases for meeting the expectations of our jobs because of budget constraints. Where is the money going to come from for merit pay?
7. I have huge concerns with the Professional Development section. For those of us who already have hours way above the required amount for our jobs, there is no incentive to pay hundreds or even thousands of dollars to obtain even more graduate education nor pay for pricey professional development seminars. I suspect no amount of "merit pay" can truly cover how much it costs to attend/complete such professional development. I totally support the concept that we need to stay current in our fields. But when we have to pay for such education / professional development out of our own pocket, there is little incentive to do it for merit pay purposes as the merit pay would never match the cost.



