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## Meet and Confer Communication -- August 2015

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Thu, Aug 27, 2015 at 5:12 PM

Faculty Colleagues,

Welcome back to a wonderful new academic year!

As the semester begins, we would like to provide you with an update regarding Meet and Confer for this year.

### Team Composition

We are pleased to inform you that the following faculty and administrators will be at the negotiation table this year.

Faculty Members: Patty Finkenstadt (Academic Faculty, PC, Co-Chair), Brian Quarles (Occupational Faculty, PVCC), Jason Reif (Service Faculty, SMCC), and Keith Heffner (FA Past President, MCC).

Administrative Members: Maria Harper-Marinick (Executive Vice Chancellor and Provost), LaCoya Shelton-Johnson (Vice Chancellor for Human Resources), Paul Dale (College President, PVCC, Co-Chair), and Casandra Kakar (Vice President of Academic Affairs, PC).

### Meeting Schedule

We have updated our meeting schedule to provide for full day negotiations and will meet monthly. This will allow the Team to continue the dialogue regarding the complex issues prioritized last year.

We hope to finalize negotiated solutions early in Spring, providing significant time for communication, loop out, and feedback from faculty. As before, the Team will be scheduling Meet and Confer forums at each college in the Spring, and all faculty are encouraged to attend these meetings.

### Issue Generation and Prioritization

The faculty on the Meet and Confer Team remain committed to working priority faculty issues to completion. In Fall 2014, college Faculty Senates prioritized issues identified by faculty and advanced these issues to the Faculty Executive Council (FEC). Senate presidents and other faculty representatives serving on FEC identified six priority issues for the 2014-2015 negotiation year.

1. Predictable salary advancement
2. Lab loading
3. Conflict resolution policy
4. Residential faculty overload pay rate
5. Permissible overload for residential faculty
6. Horizontal pay advancement for PhD faculty

The faculty on the Meet and Confer Team advanced these issues to the Administration and were successful in getting five of the six issues on the negotiating table including the following:

1. Salary System - This issue includes the following items:
  - o Step and COLA
  - o Predictable salary advancement
  - o Masters of Fine Arts placement
2. Lab loading
3. Conflict resolution policy
4. Residential faculty overload (to include pay rate and permissible overload)

On January 27, 2015, FEC voted in favor of having the Meet and Confer Team dialogue about supervision roles and supervision compensation.

5. Faculty supervision and compensation (prioritized Spring 2015)

Recognizing the complexity of these issues, we informed faculty through regular Meet and Confer communications that we anticipated some of these issues would be multiple-year issues. In spring, the Team agreed the prioritized issues above would continue to be negotiated in the 2015-2016 cycle. We expect the majority of our time this year will be spent resolving these issues. We will have a better idea of anticipated timelines on each of the above issues once the entire Meet and Confer Team meets in September. As we transition into the 2015-2016 negotiation year, we remain committed to resolving the priority issues identified in Fall 2014.

We are hopeful that we can make significant progress on the unresolved issues this semester. As Faculty Co-Chair of the Meet and Confer Team, I will be providing regular updates to the Faculty Executive Council (FEC), sending monthly emails to all faculty, and posting information on the Faculty Association's website. Please feel free to contact me directly, or via your Faculty Senate President.

We appreciate your continued support of the Meet and Confer Team as we seek to negotiate solutions that positively impact faculty. Thank you!

Patty Finkenstadt

Meet and Confer Team Co-Chair

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**Patricia Finkenstadt, Ph.D.**

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