

Faculty,

The following message will update you on the status of the issues being worked by the Meet and Confer Team this year. The process for addressing issues involves the following steps:

1. Identify the history and interests for the issue (i.e. scoping)
2. Identify data needed and analyze data
3. Brainstorm options
4. Determine which options appropriately address the interests
5. Identify a preferred option or options
6. Gather constituent feedback on the preferred option(s)
7. Draft policy language (as appropriate)

2014 - 2015 Issues

- **Masters of Fine Arts Salary Placement:** A proposed option is being costed out by the office of the Vice Chancellor of Business Services. Once the cost information is available, the Team will finalize negotiations (Step 5).
- **Lab Loading:** Frank Wilson (faculty) and VPAA Casandra Kakar (admin) have been appointed to take the lead on this issue for the Meet and Confer Team. The Team identified the history and interests in the 10/13/14 meeting in addition to identifying data to be gathered. This issue is highly complex and involves multiple stakeholders. We anticipate we will work this issue in 2014 – 2015 and 2015 - 2016. (Step 2)
- **Salary System:** This issue is related to the Classification and Compensation study as well as the faculty priority of predictable salary advancement. It is a roll forward issue from 2013-2014. We have requested an update on the Classification and Compensation study timeline so that our process will be in-sync with that timeline. It was proposed that the Predictable Salary Advancement issue that was raised through this year's issue generation process be combined with the Salary System issue; however, the Team has not yet decided whether to combine the two issues. A decision on combining the issues is expected to be made in the 11/10/14 Meet and Confer meeting. (Step 2 – 3)
- **Residential Faculty Overload:** This issue is a combination of three issues brought forward through the issue generation process: Permissible Overload, Compensation Outside of Accountability, and Faculty Overload Pay. The Team approved the issue in the 10/13/14 meeting and appointed Amy MacPherson (faculty) and President Irene Kovala (admin) to take the lead on the issue. The focus of this issue is to:
 - Clarify which responsibilities are part of hours of accountability and which work activities warrant additional compensation
 - Establish an overload pay rate that is perceived as commensurate with the work performed
 - Establish reasonable guidelines related to faculty workload limits

This history and interests of the issue will be scoped in the 11/10/14 Meet and Confer Team meeting (Step 1)

- **Conflict Resolution Policy:** Keith Heffner and Patty Finkenstadt (faculty) and Jim Bowers (District HR) have been appointed to take the lead on this issue. The Team identified the history and interests in the 10/13/14 meeting. One of the objectives of revamping the policy is to make it clear to all parties which process should be used when conflicts arise and to provide process clarity. (Step 2 – 3)

Proposed issues that were not identified as priorities this year by the Meet and Confer Team include Horizontal Pay Advancement for PhD Faculty, Faculty Responsibilities, Day/Evening, Chair Compensation, and Appointive Faculty Evaluation.

Frank Wilson
Faculty Meet and Confer Team Chair