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Sent: Wednesday, February 26, 2014 11:29 AM
To: dl-fac-all@memo.maricopa.edu
Subject: Meet and Confer Minute - Feb 2014

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)

For most of the issues, we are at Step 5 - Step 7 (see below).

1. **Retain and Retrain Policy (RIF)** – Informed by the feedback from faculty at large, the Team is in the process of drafting policy language. We have not yet reached consensus on all aspects of the proposed policy and continue to negotiate this issue. (Step 5 – Step 7)
2. **Salary inversion** – The Team identified multiple options that will fully address the inversion issue over a designated implementation period ranging from 1 – 4 years. Methods of funding the inversion fix are presently being explored. Discussion is ongoing. (Step 5)
3. **Pay rates and reassign time in Appendix C** – The Team determined that there will be no change in the service faculty overload rate (\$47) and the instructional faculty extra duty rate (\$27). However, when instructional and service faculty are employed to perform work with no student contact (e.g. complete professional growth projects, participate in educational development projects, participate on summer committees such as hiring committees), they will all be paid at the \$27 rate. We have finalized policy language. (Step 7)
4. **One Year Only faculty positions** - We continue to brainstorm options and have not yet reached consensus on a preferred option that appropriately addresses the interests. (Step 3 – Step 4)
5. **New salary system plus MFA salary placement** - The new salary system issue was deferred to the 2014 - 2015 negotiation year. We are scheduled to resume the discussion on the MFA in our 3/3/14 meeting. (Step 5)
6. **Evening/weekend/summer supervision** - We have reached consensus on RFP language for evening supervision and summer supervision (beyond that performed by Department/Division Chairs). (Step 7)
7. **Service faculty ratio** - We've reached consensus on the library faculty ratio and counseling faculty ratio: 1000 FTSE to 1 residential faculty. We have finalized policy language. The implementation period to attain this ratio will be 8 – 10 years, consistent with the implementation period for the 60:40 ratio for instructional faculty. (Step 7)
8. **Day/evening distinction** – The current RFP defines a Day Program (6:00 a.m. – 3:55 p.m., M-F) and an Evening Program (all other times). The question the Meet and Confer Team is discussing is whether or not it makes sense to remove the day/evening distinction from the RFP. During the 2/25/14 Faculty Executive Council meeting, council members expressed serious concerns about removing the distinction. Specifically, council members were concerned that removing the distinction would put faculty in the position of being compelled to teach outside of the Day Program. The faculty representatives on the Team will communicate these concerns to the full Meet and Confer Team in the next scheduled meeting (3/3/14). (Step 3 – Step 4)

Faculty Forums at the Colleges

Beginning on April 1, the faculty members on the Meet and Confer Team in conjunction with the Faculty Association leadership will be holding faculty forums at each of the colleges. During the forums, we will explain the proposed RFP changes and seek faculty feedback. We are planning to have the redlined RFP available by April 1 for faculty to review. After receiving feedback from faculty at the colleges, the Meet and Confer Team will meet on April 21 to discuss any final revisions to the proposed policy language. The finalized RFP is planned to be presented to faculty for ratification in early May.

Frank Wilson
Faculty Meet and Confer Team Chair