

## Meet and Confer Minute – November 2013

**From:** Frank Wilson [mailto:frank.wilson@cgc.edu]  
**Sent:** Wednesday, November 27, 2013 3:14 PM  
**To:** dl-fac-all@memo.maricopa.edu  
**Subject:** Meet and Confer Minute - November 2013

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)

For most of the issues, we are at step 1, 2, or 3 (see below).

1. **Retain and Retrain Policy (RIF)** – The team has documented the history and interests and has begun brainstorming options.
2. **Salary inversion** – The team has documented the history and interests and has conducted an initial review of the data.
3. **Pay rates and reassign time in Appendix C** – The team has documented the history and interests. Requested data is being collected.
4. **One Year Only faculty positions** – Scoping of this issue scheduled for a December Meet and Confer meeting
5. **Salary system plus MFA salary placement** - Scoping of both issues scheduled for a December Meet and Confer meeting
6. **Evening/weekend/summer supervision** - The team has documented the history and interests. Requested data is being collected.
7. **Service faculty ratio** – The team will resume dialogue on the preferred option for the counseling faculty ratio in a December Meet and Confer meeting
8. **Day/evening distinction** – The team has documented the history and interests. Requested data is being collected.

Happy Thanksgiving to all!

Frank Wilson  
Faculty Meet and Confer Team Chair