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Meet and Confer Update - March 2016

1 message

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Wed, Mar 23, 2016 at 7:20 AM

Faculty Colleagues,

The following message will update you on the work of the Meet and Confer Team.

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)

Salary Placement and Advancement

The Faculty Meet and Confer Team requested that the District approve a step for all step-eligible Residential Faculty and an appropriate Cost-of-Living-Adjustment for the 2016-2017 Fiscal Year.

As you may have read in Salina's email, the Governing Board approved a FY 2016-17 budget that included a step for all step-eligible employees or a 2% increase for those employees who are currently at the top of the pay scale ("stepped out"). (Step 7)

The Faculty Meet and Confer Team and Faculty Association leadership are pleased that the District Administration, under the leadership of Interim Chancellor Harper-Marinick, presented a budget for the Governing Board's consideration that included employee compensation.

A subgroup of the Meet and Confer Team continues to work with the external consultant from Gallagher & Co. as part of the larger Classification and Compensation Study currently underway by District Human Resources. For faculty, the Study is focused on compensation only. Any updated faculty compensation plan would provide for sustainable and predictable salary advancement for faculty and would aim to resolve a number of other issues, including the Masters of Fine Arts (MFA) placement and retaining and attracting qualified faculty. We anticipate working with the Classification/Compensation Study consultant to continue the examination of the District's compensation practices. (Step 2 – 3)

Lab Loading

This issue is intended to address that under current practice faculty who teach courses with laboratory components are paid a reduced amount of load for each period of student contact.

Last year, the Meet and Confer Team negotiated a solution that proposed that instructional load assigned to lab courses with loading formula S or E (with the exception of drop-in labs) be equal to the periods that the lab meets. This option was recently costed out by the Vice Chancellor of Business Services' office. The estimated cost to address the inequities associated with lab loading issue is \$3.3 million. This is based on an analysis of instructional sections taught in MCCCDC during Fall 2014, Spring 2015, and Summer 2015 at all 10 colleges and in all instructional modalities. The complete data analysis is available on the Faculty Association's Meet and Confer [page](#). The Meet and Confer Team is seeking verification from those Instruction Councils with lab-based courses to ensure that the data provide an accurate estimate of the cost to resolve this issue. The Meet and Confer Team has reiterated its commitment to resolve the issue, but acknowledged that implementation options may include multi-year or phased-in strategies. (Step 2 – 6)

Faculty Supervision and Compensation

During Fall 2014, an interpretation of RFP §D.1.3. by District Human Resources mandated that all chairs be compensated for all adjunct faculty. In Spring 2015, the Faculty Meet and Confer Team sought direction from the Faculty Executive Council to begin negotiations regarding the issue of Faculty Supervision and Compensation.

Any proposed policy changes would help clarify the role of Department/Division Chairs, Program Directors, and Evening and Summer Supervisors while helping ensure these roles are appropriately compensated. In addition, the discussion contemplates additional models of faculty leadership to provide flexibility to colleges and departments, ensure faculty are compensated for the work performed, and provide a clearly articulated set of duties for the positions.

The Meet and Confer Team is currently discussing options that identify three possible categories of faculty leadership within a Division/Department: Chair Supervision (e.g., Division Chair, Department Chair, Assistant Chair, Co-Chair, etc.); Non-Chair Supervision (e.g., Occupational Program Director, Academic Program Director, Evening Supervisor, etc.); and Non-Chair/Non-Supervisor (e.g., Lead Faculty, Course Coordinator, Adjunct Evaluator, etc.). At this time, dialogue is focused on the possible roles and duties of these different departmental leadership positions and we will be looping out a short survey to gather constituent feedback. All feedback will be considered by the Meet and Confer Team and used to identify appropriate options. (Step 2 – 6)

In addition, the Meet and Confer Team is in the process of determining the RFP-minimum (per Appendix D) costs associated with Faculty Supervision and Compensation at each college (except Rio which provides full reassign time to their Faculty Chairs but no additional supervisory stipend). We have also requested data regarding compensation (reassign time or stipend) that exceeds that minimally required by the RFP. The data includes Chair stipends and reassign time; Occupational and Academic Program Director stipends and reassign time; Evening and Summer Supervision; and other faculty leadership roles that may exist. This data will be used to help brainstorm alternate models of faculty supervision and appropriate compensation while remaining budget-neutral. Additional constituent feedback will be sought when a preferred option has been agreed upon. (Step 2 – 4)

Conflict Resolution

Section 6 of the RFP covers grievances, resolutions of controversy, informal resolution and mediation, administrative evaluation, conflicts between students and faculty members, and internal investigations. Although there are elements in each of these policies that protect faculty rights and provide guidance to administrators, the lack of a fully integrated, comprehensive policy has created confusion regarding which conflict resolution method is appropriate in a given situation.

The Meet and Confer Team has focused on RFP §6.1., 6.2., and 6.3. this negotiation cycle. Updated language will provide consistent timelines for the processes, allow for the informal resolution of both Grievances and Resolutions of Controversy, and ensure that faculty and administrative rights and responsibilities are clearly articulated. Proposed policy changes will be looped out and constituent feedback will be sought. (Step 5 – 7)

Faculty Accountability and Overload

This issue is a combination of three interrelated issues: Permissible Overload, Compensation Outside of Accountability, and Faculty Overload Pay.

Last year we worked to revise RFP §§C.3.2. and C.4.2., which deal with workload outside of days of accountability (e.g., winter, spring and summer terms). The Meet and Confer Team negotiated a solution that updates instructional load limits to reflect the single summer session, provides parity between instructional and service faculty, and is similar to Fall/Spring loading limits.

Under current policy, residential instructional faculty are limited to 15 load hours in the summer term, of which no more than 9 load hours may be concurrent. Service faculty do not have any workload limits for summer term.

It was proposed that we revise the policy to focus on instructional contact hours instead of load hours, to address work during intersessions, and to address service faculty workload. The proposed policy is that instructional and service faculty be limited to no more than forty (40) work hours per week during non-accountability periods (such as summer term) of which no more than thirty-six (36) hours may be instructional contact hours. Assignments during non-accountability periods would remain subject to the approval of the appropriate VP or designee.

The Faculty Meet and Confer Team received over 100 responses to the survey, and nearly 60% of respondents strongly supported or supported the proposed change. 25% of respondents strongly opposed or opposed the proposed policy change. The complete survey results can be found on the Faculty Association's Meet and Confer [page](#).

After reviewing the feedback from faculty and administration, the Meet and Confer Team drafted policy language that will update and revise RFP §§C.3.2. and C.4.2. to reflect that during non-accountability periods faculty may work up to 40 hours per week (of which no more than 36 may be instructional contact hours) and this limit will be inclusive of all MCCCDC compensation (grants, supervision, etc.). Upon ratification by the faculty and signature by the Interim Chancellor, the policy change will be effective July 1, 2016. (Step 7)

For this negotiation cycle, the Meet and Confer Team will not propose policy changes related to faculty accountability and overload compensation. However, models will continue to be explored that may better define faculty accountability as described in RFP §5.4.1. for consideration by the Meet and Confer Team during the next negotiation cycle. (Step 2)

Clarification and Clean-Up

Two additional areas have been identified for Clean-Up. These include addressing typographical errors in RFP §3.15. and updating RFP §4.3.1. to reflect the updated HLC minimum faculty hiring qualifications.

Memorandum of Understanding

Faculty Association President Bednarek has signed an **MOU** to complete the required modifications to the RFP as a result of the Governing Board action in December 2014.

Meet and Confer Spring Forums

Please mark your calendars for the Meet and Confer Forum as scheduled below. All Residential Faculty are invited and encouraged to attend. If you are unable to attend the Forum scheduled at your college, you are welcome to attend any of the other Forums.

- April 14, 3 - 4:30 @ MCC (NU-101)
- April 20, 1:30 - 3 @ GWCC (CH-1106)
- April 21, 2:30 - 4 @ GCC (MA-142)
- April 22, 10 - 11:30 @ PC (C-102)
- April 22, 12:30 - 2 @ SCC (location TBD)
- April 25, 1 - 2 @ EMCC (CTL/Montezuma Room)
- April 25, 3:30 - 5:00 @ PV (KSC-1000A)
- April 27, 1 - 2:30 @ Rio (Thor Room)
- April 28, 2:30 - 3:30 @ SMCC (SMCL-162)
- April 29, 12:30 - 2 @ CGCC (CHO-110)

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

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Meet and Confer Team Co-Chair

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Biosciences Faculty

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