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Meet and Confer Update - January 2016

1 message

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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)

2015-16 Issues

Salary Placement and Advancement

The faculty 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. The Chancellor has recommended that the Governing Board approve a \$2 tuition increase and a 2% tax levy increase. The Governing Board will vote on the proposed tuition increase on February 23, 2016 and will consider the proposed tax increase in May.

This issue is aligned with the Classification and Compensation Study currently underway by District Human Resources. For faculty, the study focused on compensation only. A subgroup of the Meet and Confer Team met with Managing Director James C. Fox of Arthur J. Gallagher & Co. to discuss faculty compensation plans that would provide for sustainable and predictable salary advancement for faculty. An updated compensation plan 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 the exception of drop-in labs) be equal to the periods that the lab meets. This option was costed out by the Vice Chancellor of Business Services' office; the Team will be seeking information from those Instructional Councils with lab-based courses to ensure that the data analysis provided an accurate estimate of the cost to resolve this issue. (Step 2 – 6)

Conflict Resolution Policy (Section 6 of the RFP)

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.

A subgroup of the Meet and Confer Team met with the external policy writer to craft a first draft of policy language, which is expected at our next Team meeting. The Team will review and request revisions of drafts of possible language to ensure that the identified interests are addressed in proposed language. (Step 5 - 7)

Residential Faculty 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 has 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 is 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 and intersessions) of which no more than 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 Team is seeking feedback regarding this proposed change. **Please complete the survey by February 18, 2016.** You will need to be signed into Google through your Maricopa email address to complete the survey. Feedback will be considered by the Team prior to drafting policy language. (Step 5 – 6)

Note: For those faculty who teach courses during non-accountability terms, a method has been developed that will help Department/Division Chairs, VPs and HR personnel determine how many hours a course meets during a week based upon the number of weeks that course is offered.

For this negotiation cycle, the 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 Team during the next negotiation cycle. (Step 2)

Faculty Supervision and Compensation

Last fall, an interpretation of the RFP §D.1.3. by District Human Resources mandated that all chairs be compensated for all adjunct faculty.

The focus of the discussion contemplates additional models of Faculty Supervision and Compensation to meet the interests of the parties involved. The Team has requested data regarding current compensation models and specific amounts for Division/Department Chairs, Occupational Program Directors, Evening and Summer Supervisors, and other non-RFP Faculty Supervisory roles district-wide. This data will be used to help brainstorm alternate models of faculty supervision and appropriate compensation.

The 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.). The specific categories, titles, roles, duties, and compensation are still being discussed and constituent feedback will be sought when a preferred option has been agreed upon. (Step 2 - 4)

Memorandum of Understanding (MOU) for RFP §§1 and 2

Last year, the RFP was modified as part of “Clean-Up, Clarification, and Consistency” to align RFP language with Governing Board policy, specifically the action taken by the Governing Board on December 9, 2014 that delegated responsibility for employee policy manuals to the Chancellor. Throughout the RFP, “Governing Board” was replaced with “Chancellor” (or designee).

During review of the RFP to identify areas for possible Clean-up, two sections (in addition to §§3.12. and 7) were identified to update to align the RFP with Governing Board policy. The specific changes are outlined in the attached document (Redlined Sections 1 and 2). It is anticipated that Faculty Association President Bednarek will sign a Memorandum of

Understanding (MOU) to bring the RFP into compliance with Board policy.

Clean-up, Clarification, and Consistency

The Meet and Confer Team is proposing several "Clean-Up, Clarification, and Consistency" changes. These can be reviewed in the attached document (Proposed Clarification and Clean-Up Policy Changes). (Step 7)

Spring Meet and Confer Forums

During April 2016, the faculty members of the Meet and Confer Team will be presenting Spring Meet and Confer Forums at each college to discuss proposed policy changes and to gather feedback on the proposed language. Once scheduled, additional information on specific dates, times and locations will be provided.

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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2 attachments



Proposed Clarification and Clean-Up Policy Changes.pdf

135K



Redlined Sections 1 and 2.pdf

81K