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## Faculty Salary System Update

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Vice Chancellor HR <vc.hr@domail.maricopa.edu>  
To: DL-FAC-ALL <dl-fac-all@memo.maricopa.edu>

Wed, Dec 21, 2016 at 9:59 AM



### Faculty Salary System Update

Colleagues,

As you know, faculty and administration in our District have developed a strong working relationship that supports shared governance in decision making and at every level of the organization. We have enjoyed an incredibly strong partnership predicated on the understanding and appreciation of the benefits of using an interest-based process to solve problems and to make decisions, even when it is difficult.

However, we also recognize that 2016 has been a year filled with tremendous change and uncertainty. And in such circumstances, mistakes and miscommunications may be inevitable. Such is the case with the faculty salary system issue. While updates and improvements to the faculty salary system have been on the negotiation table for many years as part of the Faculty Salary Placement and Advancement issue at Meet and Confer, it has been necessarily deferred to align to the timelines of the Classification and Compensation Study, which for faculty included compensation only. The administration's efforts to engage the faculty in proposed changes to the salary system were based on some misunderstandings of past communications related to this topic. These misunderstandings have now been clarified.

We write this letter to reaffirm our universal commitment to shared governance and the utilization of an interest-based process to work on the many issues facing us as an institution. Working together, within the Meet and Confer process, we will develop an updated and improved faculty salary placement and advancement system that will meet the interests of all parties, including, but not limited to, promoting innovation and excellence in instruction, encouraging continued professional growth, providing budgetary flexibility, and ensuring equitable and non-discriminatory compensation practices.

When we return from the winter break, we will convene faculty and administrative leadership to develop and communicate our next steps to work this issue to completion.

Sincerely,

LaCoya Shelton-Johnson, Vice Chancellor for Human Resources

Robert Soza, Faculty Association President

Patty Finkenstadt and Paul Dale, Meet and Confer Co-Chairs

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