



Patty Finkenstadt <patpt03961@phoenixcollege.edu>

---

## Meet and Confer Update - February 2017

---

**Patty Finkenstadt** <patricia.finkenstadt@phoenixcollege.edu>  
 Reply-To: patricia.finkenstadt@phoenixcollege.edu  
 To: Patricia Finkenstadt <patricia.finkenstadt@phoenixcollege.edu>  
 Bcc: DL-FAC-ALL <dl-fac-all@memo.maricopa.edu>

Tue, Mar 7, 2017 at 6:45 AM

Faculty Colleagues,

The following message will provide a brief update on the work of the Meet and Confer Team. Additional detailed updates, including any proposed changes to policy language, will be sent after our Joint Team meetings this month. All issues are still being actively negotiated, including lab loading, conflict resolution, MFA (by the Sustainable Salary Subgroup), faculty accountability & overload, and faculty supervision & compensation.

Please note that we are in the process of scheduling Meet and Confer forums at each college for April. Once the dates and locations have been finalized, we will let you know.

### Sustainable Faculty Salary Placement and Advancement - Subgroup Composition

As reported earlier, the Team has (re)created the Salary System Subgroup to complete the work began in 2013-14. Co-Chaired by FA President Elect Mike Mitchell and College President (GWCC) Steven Gonzales, other members include Travis Butchart (District HR), Frank Wilson (CGCC Faculty), Dwain Desbian (EMCC Faculty) and Eric Leshinskie (GCC VPAA). This subgroup will work throughout the Spring semester and upcoming summer to make recommendations to the Team on an updated faculty salary system. Any proposed changes will be thoroughly vetted by FEC and faculty at-large during the Fall and Spring semesters.

In addition, Sasha Radisich (GCC Faculty), Angela Genna (PC Classified Staff Council), Gaye Murphy (Vice Chancellor of Business Services) and LaCoya Shelton (Vice Chancellor for Human Resources) will work collaboratively to research models of sustainable employee compensation in higher education environments and will make recommendations of prioritization of existing revenues and/or methods to generate new revenues.

### Cleanup, Clarification, and Consistency

The Team identified several areas for proposed policy changes to provide additional clarity on interpretation and implementation of policy language. Proposed policy changes can be found on the [Meet and Confer website](#). These include

1. RFP §2.11. - change MAT to "exempt non-Faculty (formerly MAT)"
2. RFP §3.5. - clarification that appropriate VP "or designee" may sign FEP
3. RFP §3.6.2. - clarification that instruction or "primary work activity" is documented in IDP
4. RFP §3.6. - reorganization of existing language to emphasize the purpose of PAR, followed by the method by which it will be documented. No new language is proposed.
5. RFP §3.15. - change name of "retraining sabbatical" to "retraining leave"
6. RFP §6.3. - add "or written" to first informal step of grievance or RoC
7. RFP Appendix C.3.3. - fix spelling error in title of section (InterSession)
8. Release Time - change "release" time to "reassign" time

We appreciate your continued support of the Faculty Association and the Meet and Confer Team.

Patty Finkenstadt  
 Meet and Confer Team Co-Chair

---

**Patricia Finkenstadt, Ph.D.**

Biosciences Faculty

1202 W Thomas Road, Phoenix, AZ 85013  
 phone | [602.285.7108](tel:602.285.7108) • fax | [602.285.7349](tel:602.285.7349)  
 email | [patricia.finkenstadt@phoenixcollege.edu](mailto:patricia.finkenstadt@phoenixcollege.edu)  
 website | [www.phoenixcollege.edu](http://www.phoenixcollege.edu)

