



Patty Finkenstadt <patpt03961@phoenixcollege.edu>

Meet and Confer Update - January 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>

Sun, Feb 5, 2017 at 12:20 PM

Faculty Colleagues,

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

Sustainable Faculty Salary Placement and Advancement

This issue has been prioritized by the Faculty Executive Council (FEC) and Faculty Meet and Confer Team for the past several years. During the 2012-13 negotiation year, a joint Task Force (see [here](#) for a review of the history related to this issue) was convened to identify interests and to make recommendations to the Joint Meet and Confer Team and then to the Classification and Compensation Advisory Committee. The recommendation of the Task Force was expected to return to the Meet and Confer Team in Fall 2013 for further discussion. However, as the Classification and Compensation Study progressed in its review of job classifications for classified staff (formerly MAT, PSA, M&C, PS, and Crafts), the compensation portion of the study, including both faculty and staff, was repeatedly delayed. As the timelines of the Study were adjusted, continuing negotiations at Meet and Confer were deferred to align to the updated timelines.

As indicated in the recent [joint statement](#) sent by Vice Chancellor Shelton, Faculty Association President Soza, and the Co-Chairs of the Meet and Confer Team, negotiations on this issue will resume this negotiation year.

At our last Meet and Confer meeting, the Team came to consensus on the (re)creation of a Salary System Subgroup to complete the work began in 2013. Co-Chaired by FA President Elect Mike Mitchell and College President (GWCC) Steven Gonzales, this subgroup will work to identify interests, a number of which were expressed by faculty in the recent survey (available on the [Meet and Confer website](#)), and will make recommendations to the Team on an updated faculty salary system.

Among other questions, the subgroup will make recommendations related to

1. How will newly hired faculty be placed within an updated faculty salary system?
2. How will current faculty be placed within an updated faculty salary system?
3. How will faculty progress within an updated faculty salary system?

In addition, Faculty Leadership and the Faculty Meet and Confer Team have communicated to Chancellor Harper-Marinick that any updated salary system must have a sustainable funding source. As a result, a group of faculty, classified staff, and administrators 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.

We have reached out to your College Faculty Senate Presidents to identify residential faculty to work on these two subgroups.

Lab Loading

The Meet and Confer Team sought verification from Instructional Councils with lab-based courses to ensure that the data provide an accurate estimate of the cost to resolve this issue and we are currently reviewing this data. In addition, we are reviewing course data from Fall 2015, Spring 2016 and Summer 2016 to further validate our cost estimate. We are committed to resolving this issue and are working with the Vice Chancellor of Business Services to identify appropriate funding strategies.

Conflict Resolution (RFP Section 6)

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.

The Joint Meet and Confer Team reviewed Administration Evaluation (§6.6.) and Internal Investigations (§6.8.) and are examining a model that incorporates the principles of peer review and provides for objective and unbiased review and investigation of complaints involving faculty. We have met with the external policy writer and expect to review a first draft of proposed policy language at our next Team meeting in mid-February.

The Team held two focus groups earlier this semester which included Vice Presidents, Deans and Division/Department Chairs to discuss the current instructional grievance process as outlined in the RFP and Administrative Regulations (§6.7. & [AR S-6](#)). The results from these meetings will be reviewed by the Team, and proposed policy changes will be considered in collaboration with Common Pages representatives.

Constituent feedback will be sought when preferred options have been agreed upon.

Residential Faculty Accountability and Overload

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

The Team continues dialoguing on the alignment of current policy language and constituent feedback will be sought on any proposed policy changes related to faculty accountability.

Upon the recommendation of FEC and the Faculty Development Council (FDC), the Team has recommended rescheduling the Friday "Day of Accountability" that occurs early in January to the Friday before our current accountability begins in August. If this proposed change moves forward, it is anticipated that it would take effect no earlier than Academic Year 2018-19. We recognize that this is a change, especially for those colleges that currently hold convocations or other college-wide events early in January. We are working with District Academic Affairs (including MCLI and FDC), Human Resources and Business Services to ensure that any transition will be made as seamlessly as possible. The total number of faculty accountability days will NOT change nor will faculty compensation be changed as a result of this proposed change.

Faculty Supervision and Compensation

The Meet and Confer Team has requested proposed policy language regarding the three possible categories of faculty leadership within a Division/Department: Chair Supervision (e.g., Division Chair, Department Chair, Assistant Chair, Co-Chair); 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 Team is also considering models of compensation to ensure that compensation follows the work.

Additional constituent feedback will be sought when a preferred option has been agreed upon.

Cleanup, Clarification, and Consistency

The Team has identified several areas that may be adjusted to provide additional clarity on interpretation and implementation of policy language. These include the role of the Faculty Developer in the PAR process (§3.6.), the name of the educational leave for appointive faculty under the Retain and Retrain policy, (§3.15.) and updating §2.11. to reflect the consolidation of the other employee groups into one consolidated employee group.

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
website | www.phoenixcollege.edu