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Meet and Confer Update - March 2017

1 message

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Sun, Apr 9, 2017 at 4:57 PM

Faculty Colleagues,

The following message will provide an update on the work of the Meet and Confer Team. The [Meet and Confer website](#) includes all past communications, data analyses and proposed policy language, as well as a redlined version of the RFP comparing current policy language to proposed policy language.

For your convenience, the following documents are attached to this email.

1. Redlined RFP for 2016-17 (comparison of current RFP to proposed RFP)
2. New Lab Loading Analysis (AY 2015-16)
3. Appendix D Proposed Policy Language
4. Day of Accountability-195 Days Proposed Policy Language
5. Faculty Accountability Proposed Policy Language

Sustainable Faculty Salary Placement and Advancement

Step and COLA

At the October 28, 2016 Meet and Confer meeting, the faculty requested that the District approve a step for all step-eligible Residential Faculty and an appropriate Cost-of-Living- Adjustment for the 2017-2018 Fiscal Year.

At this time, there is \$4.6 million in the proposed District budget for employee salary adjustments but no date has been set for the approval of the budget by the Governing Board.

Salary System Subgroup

This subgroup will work throughout the rest of the Spring semester and Summer to make recommendations to the Team on an updated faculty salary system. Any proposed changes will be thoroughly vetted by FEC, College Senates and faculty at-large during the Fall semester and any proposal will be subject to ratification for inclusion in the 2018-19 RFP.

The subgroup is also considering models that will address other long-standing issues, including the Masters of Fine Arts and professional growth advancement for faculty with doctoral degrees (Ph.D.+).

Faculty Association Leadership met recently with Chancellor Harper-Marinick and were assured that no decisions had been made as to what an updated salary system for faculty would look like and that she would not support anything that did not work for the faculty.

Lab Loading

In 2014-15, the Meet and Confer Team negotiated a solution that proposed that instructional load assigned to lab courses with loading formula S or E be equal to the periods that the lab meets. Using data from [Fall 2014](#), [Spring 2015](#) and [Summer 2015](#) the estimated cost to address the inequities associated with lab loading issue was \$3.3 million. At the Vice Chancellor of Business Services' request, the Meet and Confer Team reviewed course data from Fall 2015, Spring 2016 and Summer 2016 to validate our initial cost estimate. This new [analysis](#), which was confirmed by the District Institution Planning, Research and Effectiveness Office, estimated the cost of addressing the lab loading inequities at approximately \$3 million.

The Chancellor's Executive Council and Vice President of Academic Affairs Council recently discussed a proposed implementation strategy for resolving the inequities associated with lab loading and are supportive of resolving the issue, but are concerned about the budget impact of the proposed solution.

We are committed to resolving this issue and will continue working with the Vice Chancellor of Business Services and the Chancellor to prioritize appropriate funding to resolve this issue.

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.

This year, the Team focused on revising the Administrative Evaluation (RFP 6.6.) and Internal Investigations (RFP 6.8.) policies. The Team discussed new policy language that would include a two-step strategy to 1) investigate complaints made against faculty members, and 2) if the complaint were substantiated, to provide guidelines for appropriate recommended action.

The draft policy would incorporate principle of peer review and provide for objective and unbiased review and investigation of complaints involving faculty. A key policy change would be the requirement that faculty and administrators involved in the process be appropriately credentialed (trained) in investigative best practices. The existing protections would be retained, including the right to be provided a written, signed complaint, to have representation during the process, and significant due process rights.

Unfortunately, the Team was unable to reach consensus on final policy language in time to consider ratification this year. We expect to complete negotiations on this policy early in the Fall and to ratify for inclusion in the 2018-19 RFP.

Residential Faculty Accountability and Overload

The Team received feedback regarding the proposal to adjust the RFP to allow for the Friday "Day of Accountability" that currently occurs early in January to be moved to the Friday before current faculty accountability begins in August. FEC discussed the feedback and indicated support for this proposed change. In order to effect this change, the 195-day contract as defined in the RFP was adjusted to 196, but the total number of faculty accountability days was NOT changed. It remains at 170.

Faculty Association Leadership will work with District Academic Affairs to develop an academic calendar that reflects the move of a day of accountability as described. It is anticipated that this change will take effect beginning Fall 2018 but additional communications regarding the timeline of this change will be sent by the Executive Vice Chancellor and Provost. It is important to note that neither the number of days a faculty member is expected to work nor faculty compensation will be changed as a result of this change.

In addition, this year the Team focused on better defining expectations related to faculty accountability as defined in RFP 1.2. and 5.4. The proposed language:

1. Aims to provide policy language that supports faculty who work regular work schedules that fall outside what is generally understood as the hours of accountability (e.g., teaching clinical courses on weekends) by providing an expectation that reasonable effort will be made to provide the faculty member two (2) consecutive days off (i.e., a weekend).
2. Aligns current policy language in RFP 5.4.1. to other areas of the RFP, particularly 3.5. and 3.6.
3. Provides guidance for working remotely as part of the professional responsibilities of faculty. The new definition of "In Residence" proposed in 1.2., when taken together with the new language in 5.4.1., allows for faculty, with approval of their immediate supervisor, to work off site, as long as they are able to be physically present at their college, if required, within a reasonable amount of time.

Faculty Supervision and Compensation

Currently, the RFP identifies a limited number of faculty supervision roles including Department/Division Chair, Occupational Program Director, Evening Supervisor, and Summer Supervisor. In practice, colleges have added additional roles to address supervision needs such as Assistant Chair, Academic Program Director, Lead Faculty, Clinical Coordinator, and Course Coordinator.

The introduction of new roles in some colleges and the varied approach to addressing supervision needs has created perceptions of inequities between colleges and even within different departments at the same college. Furthermore, it has become unclear how supervision compensation is to be distributed among those performing supervision work. Thus, the Team worked to identify new department/division roles this year, and will continue negotiations on appropriate compensation models to support the new roles during the next negotiation cycle.

Please note that the proposed language would be effective Fall 2018 to allow 1) the Team to negotiate appropriate compensation models; 2) time for colleges to update their College Plans, if needed; and 3) individual Departments/Divisions to discuss which, if any, of the new roles as described in the RFP are needed.

The proposed language would classify faculty supervision positions into three categories: Chair; Non-Chair Supervisor; and Non-Chair, Non-Supervisor. Each Department/Division would identify which supervisory roles are needed to effectively conduct the work of the Department/Division. All Residential Faculty within a Department/Division would collaborate together to identify the supervisory roles needed. By having a robust set of supervisory role options in the RFP and by ultimately providing guidelines for the allocation of compensation to each role, consistency, transparency, and equity will increase even as Departments/Divisions adopt different supervisory roles.

Cleanup, Clarification, and Consistency

As described previously, 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 way it will be documented. No new language is included..
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 typo in title of section (InterSession)
8. Release Time - change remaining "release" time to "reassign" time

Joint Meet and Confer Spring Forums

Please mark your calendars for the Joint Meet and Confer Forum as scheduled below. All Residential Faculty are invited and encouraged to attend. This year, we are also inviting our administrative partners to the presentation, followed by separate Q&A sessions. In addition, the Team will be jointly presenting to the Chancellor's Executive Council, Vice President of Academic Affairs Council and Senior Human Resources Council.

If you are unable to attend the Forum scheduled at your college, you are welcome to attend any of the other Forums.

April 10, 10:00 - 11:30 @ GWCC (SO-1330) (this presentation will be recorded)

April 12, 1:00 - 2:30 @ CGC

April 13, 3:30 - 5:00 @ PV (KSC 1000B)

April 14, 2 - 3:30 @ EMCC

April 18, 12:30 - 2:00 @ Rio

April 19, 3:30 - 5:00 @ PC

April 21, 12:00 - 1:30 @ SMCC

April 26, 1:00 - 2:30 @ GCC (MA-142)

April 27, 3:00 - 4:30 @ MCC

SCC (date, time and location TBD)

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.


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5 attachments

 **Redlined RFP for 2016-17.pdf**
1336K

 **Proposed Appendix D Policy Language.pdf**
125K

 **Proposed Faculty Accountability Policy Language.pdf**
118K

Load Analysis for Fall15 Spr16 Sum16.pdf

 315K

 **Day of Accountability_195 Days Proposed Policy Language.pdf**
103K