



Patty Finkenstadt <patpt03961@phoenixcollege.edu>

Meet and Confer Update – October 2016

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>

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Faculty Colleagues,

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

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.

Sustainable Faculty Salary Placement and Advancement

The [Classification and Compensation Study](#) currently underway by District Human Resources will address faculty compensation with a modified timeline for development and implementation. At this time the Meet and Confer Team has no further information on an updated faculty compensation plan. However, any proposed salary system updates would need to provide for sustainable salary advancement for faculty and resolve a number of other issues, including the Masters of Fine Arts (MFA) placement and retaining and attracting qualified faculty.

A subgroup of the Meet and Confer Team is scheduled to meet with the District Strategic Staffing team to review current initial faculty salary placement policy and guidelines in an effort to identify areas for improvement.

Masters of Fine Arts placement

The Masters of Fine Arts issue was prioritized during the 2014-15 negotiation year, but the Team did not reach consensus on a preferred option. To ensure that the issue would remain on the negotiation table to be solved, the Team agreed that the issue would be included in continued negotiations related to Faculty Salary Placement and Advancement.

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 (with the exception of drop-in labs) be equal to the periods that the lab meets. The estimated cost to address the inequities associated with lab loading issue is \$3.3 million.

In order to confirm the proposed cost, the Vice Chancellor of Business Services has requested an updated estimate using Fall 2015, Spring 2016 and Summer 2016 data; this analysis is currently underway. In addition, the Meet and Confer Team is in the process of seeking verification from Instructional Councils with lab-based courses to ensure that the data provide an accurate estimate of the cost to resolve this issue. We have also met with District Academic Affairs, Human Resources, and

Business Services staff to ensure any adjustments to the enterprise systems (electronic and otherwise) required to implement any changes are able to be completed in a timely manner.

The Meet and Confer Team has reiterated its commitment to resolve the issue and is 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 Meet and Confer Team focused on RFP §6.1., 6.2., and 6.3. in order to provide consistent timelines for the processes, allow for the informal resolution of both Grievances and Resolutions of Controversy, and ensure that faculty and administrative rights and responsibilities are clearly articulated. The remaining areas of Section 6 will be considered during this negotiation cycle.

Administrative Evaluation (§6.6.)

The Team reviewed and updated the scoping documents for the Administrative Evaluation process, and anticipate sending them to an external policy writer with expertise in drafting policy language in higher education by the end of the semester.

Conflict Between Student and Faculty Member (Instructional Grievances; §6.7. & AR S-6)

The Team will be holding focus groups of Vice Presidents, Deans and Division/Department Chairs to discuss the current instructional grievance process as outlined in RFP §6.7. and Administrative Regulation S-6. Results from these meetings will be shared with the FEC Common Pages Representatives and any proposed changes to the policy will be aligned with the Common Pages process.

Internal Investigations (§6.8.)

An initial draft policy that outlines investigatory best practices has been developed by District Human Resources and the external policy writer. This draft is currently being reviewed by the Team and we are discussing how this proposed policy will intersect with and support the other areas of the Conflict Resolution Management System and the principles of peer review.

The Team will review and request revisions of drafts of possible language to ensure that the identified interests are addressed in proposed language. Constituent feedback will be sought when a preferred option has 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.

During this negotiation cycle, the Meet and Confer Team will explore and consider models that may better define faculty accountability (what has sometimes been referred to as “what is in the box”) and appropriate limits and compensation for overload (which may be referred to as “outside the box”). This may include alignment of §5.4.1. with other sections of the RFP, inclusion of protections for faculty members who may be requested or required to meet their base load during the evening or weekends, and consideration of the provisions of Appendix C.

Faculty Supervision and Compensation

The Meet and Confer 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 [results](#) of the Spring 2016 survey on these proposed roles can be viewed on the [Meet and Confer website](#).

In addition, the Meet and Confer Team worked to estimate the RFP-minimum (per Appendix D) costs associated with Faculty Supervision and Compensation at each college (except Rio which provides full reassign time to their Faculty Chairs but no additional supervisory stipend). The data includes Chair stipends and reassign time; Occupational and Academic Program Director stipends and reassign time; Evening and Summer Supervision; and other faculty leadership roles that may exist. The complete analysis can be viewed on the [Meet and Confer website](#). The total RFP-minimum estimated cost to the Colleges for faculty supervision is approximately \$5.2 million.

These data will be used to help brainstorm alternate models of faculty supervision and appropriate compensation while remaining budget-neutral. Additional constituent feedback will be sought when a preferred option has been agreed upon.

Cleanup, Clarification, and Consistency

The Team will identify possible sections of the RFP that may be adjusted to provide additional clarity on policy language, interpretation and implementation. We anticipate identifying these sections by the end of January 2017.

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