
Meet and Confer Update – September 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>

Tue, Sep 27, 2016 at 3:28 PM

Faculty Colleagues,

With the Fall semester underway, we would like to provide you with an update on this year's Meet and Confer process.

Team Composition

We are pleased to inform you that the following faculty and administrators will be at the negotiation table this year.

Faculty Members: Patty Finkenstadt (Co-Chair, Academic Faculty, PC), Sean Petty (Occupational Faculty, PVCC), Jason Reif (Service Faculty, SMCC), and Salina Bednarek (FA Past President, PC).

Administrative Members: Paul Dale (Co-Chair, Interim Executive Vice Chancellor and Provost, College President, PVCC), LaCoya Shelton-Johnson (Vice Chancellor for Human Resources), Stephen Gonzalez (College President, GWCC), and Rey Rivera (Vice President of Learning (Academic Affairs), EMCC).

Issue Summaries

As you may recall, the Meet and Confer Team prioritized and worked to resolve five exceptionally complex and difficult issues over the past two years. Recognizing the complexity of these issues, we informed faculty through regular Meet and Confer communications that we anticipated some of these issues would be multiple year issues. While some progress was made on each issue, we recognize that there is still a great deal of work to be completed.

This Fall, the Team is again faced with the challenge of how best to respect the prioritization of issues by continuing negotiations on the prioritized issues while balancing identifying possible new issues for this year. If you haven't yet, please discuss the current issues and any additional issues you may like the Team to consider with your [Faculty Senate President](#).

The issues and comments solicited during Spring 2016 ratification are available on the [Meet and Confer website](#). It is worth noting that an informal analysis of the issues submitted during Spring 2016 ratification identify many of the current unresolved issues as priorities for faculty. The responses received closely align to the issues prioritized for negotiation in Fall 2014 that we are committed to continue working this negotiation cycle.

Detailed summaries of each of the issues and all prior communications, data analyses, etc can be found on the [Meet and Confer website](#). We encourage you to (re)familiarize yourself with each of the issues being negotiated. We have

provided a highly abbreviated summary and current status of each issue below.

Faculty Salary Placement and Advancement

Step and COLA

Every year, including this year, our Team will request 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 Salary Advancement

A subgroup of the Meet and Confer Team will continue to work with the external consultant as part of the larger Classification and Compensation Study currently underway by District Human Resources. For faculty, the Study is focused on compensation only. Any updated faculty compensation plan would provide for sustainable salary advancement for faculty and would aim to resolve a number of other issues, including the Masters of Fine Arts (MFA) placement and retaining and attracting qualified faculty. I encourage you to visit the [Classification and Compensation Study website](#) for regular updates on the progress of the Study.

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. The Meet and Confer Team has reiterated its commitment to resolve the issue and is working to identify appropriate funding, but acknowledge that implementation options may include multi-year or phased-in 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. during the 2015-16 negotiation cycle. Recently ratified language provides consistent timelines for the processes, allows for the informal resolution of both Grievances and Resolutions of Controversy, and ensures that faculty and administrative rights and responsibilities are clearly articulated. The remaining areas of Section 6 will be considered during this negotiation cycle.

Residential Faculty Accountability and Overload

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

Last year we worked to revise RFP §§C.3.2. and C.4.2., along with a new Appendix I, which deal with workload outside of days of accountability (e.g., winter, spring and summer terms). The Meet and Confer Team negotiated a

solution that updated instructional load limits to reflect the single summer session, provides parity between instructional and service faculty, and is similar to Fall/Spring loading limits.

For this negotiation cycle, the Meet and Confer Team will explore models that may better define faculty accountability and appropriate limits and compensation for overload to be considered by the Meet and Confer Team.

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 Team is currently reviewing the results of the Spring 2016 survey on these proposed roles. After review, the survey results and analysis will be posted to the Meet and Confer website.

In addition, the Meet and Confer Team has 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. This 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.

We are hopeful that we can make significant progress on the unresolved issues this year. As Faculty Co-Chair of the Meet and Confer Team, I will be providing regular updates to the Faculty Executive Council (FEC), sending monthly emails to all faculty, and posting information on the Faculty Association's website.

We appreciate your continued support of the Faculty Association and the Meet and Confer Team. If you have not yet taken the opportunity to join the Association or renew your membership, please take a moment to complete the attached membership application. Thank you!

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

 450K