

Meet and Confer Issue Selection for 2014 – 2015

For the 2014-2015 negotiation year, constituents identified 11 priority issues for Meet and Confer Team consideration. Six issues were identified by faculty and six issues were identified by administration. (One issue was common to both groups.)

1. Predictable salary advancement (Faculty)
2. Lab loading (Faculty)
3. Permissible overload for residential faculty (Faculty)
4. Horizontal pay advancement for PhD faculty (Faculty)
5. Residential faculty overload pay (Faculty)
6. Conflict resolution policy (Faculty, Administration)
7. Faculty responsibilities outside of teaching (Administration)
8. Compensation for work outside of 30/35 hours of accountability (Administration)
9. Day/evening distinction (Administration)
10. Chair compensation (Administration)
11. Appointive faculty evaluation (Administration)

In addition to these 11 issues, two issues from the 2013 – 2014 negotiation year continue to be worked including MFA Initial Salary Placement and Salary System. In a typical year, the Meet and Confer Team can typically resolve four to six issues, depending upon the complexity of the issues.

To determine the collective faculty viewpoint on the proposed issues, the faculty on the Meet and Confer Team surveyed the faculty body. There were 749 faculty who responded to the survey. This is a response rate of about 55%. The faculty body was polarized on seven issues. For the purpose of this report, a polarizing issue is one in which at least 25% of respondents rated the issue as *extremely important* or *very important* and at least 25% of respondents rated the same issue as *not very important* or *not important at all*. The following issues were polarizing issues:

- Faculty responsibilities outside of teaching
- Day/evening distinction
- Compensation for work outside of 30/35 hours of accountability
- Chair compensation
- Horizontal pay advancement for PhD faculty
- Permissible overload for residential faculty
- Conflict resolution policy

Ironically, three of the polarizing issues were issues originally advanced by faculty. Polarizing issues are challenging because choosing to work a polarizing issue is choosing to work an issue at least 25% of the respondents viewed as unimportant. This can lead to accusations that the Meet and Confer Team is out of touch with the interests of the faculty body. At the same time, not choosing to work the issue can lead to the same criticism. Figure 1 shows the percent of respondents who rated an issue *extremely important* or *very important* (green) and the percent of respondents who rated the same issue as *not very important* or *not important at all* (red).

Polarization Analysis

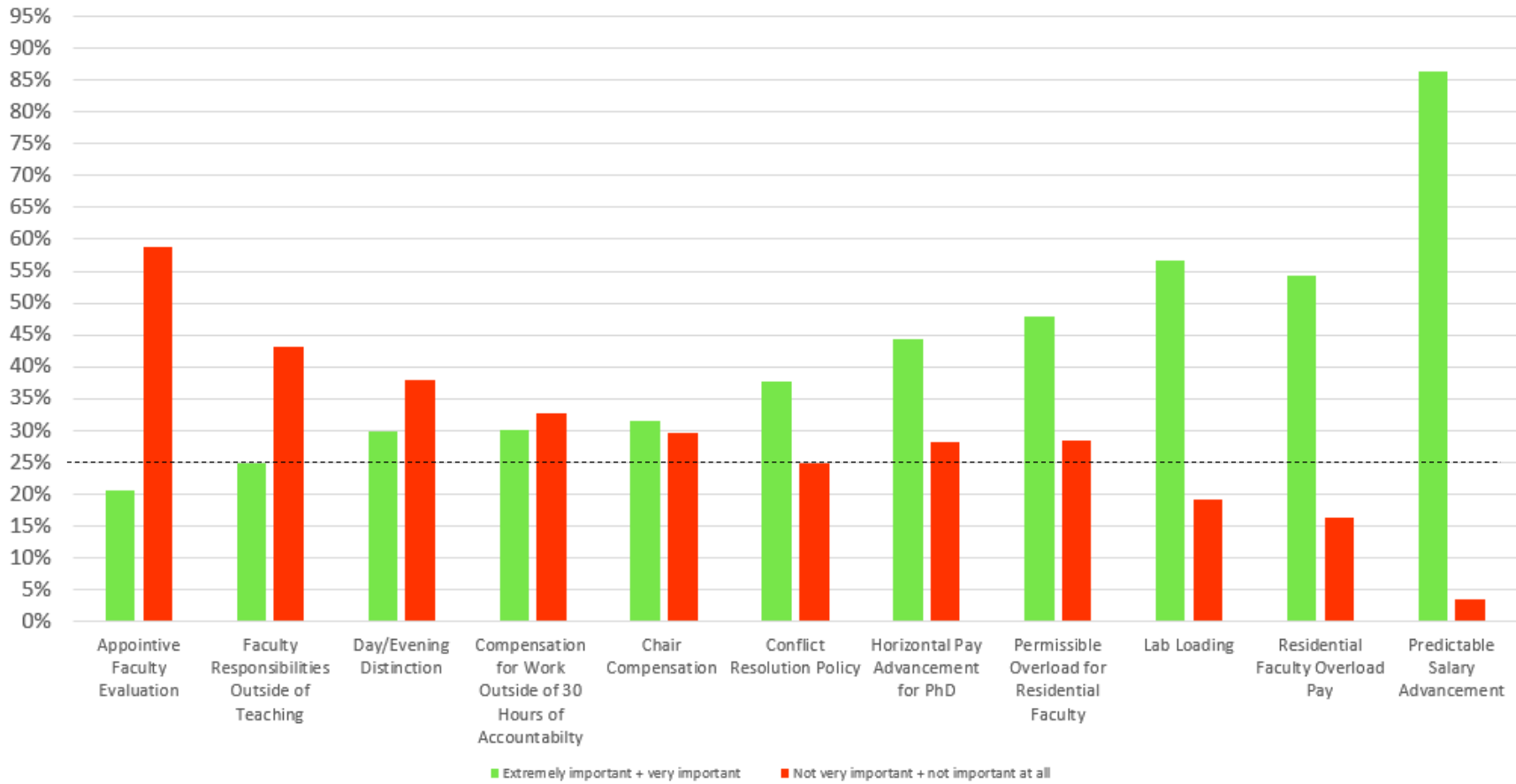


Figure 1. Proposed Meet and Confer Issue Polarization Analysis

The divergent faculty views on the proposed issues represent an ideological tug of war. To gauge which direction the faculty body is leaning in regards to a particular issue, we calculated the difference between the percentage of respondents rating an issue as *extremely important* or *very important* and the percent of respondents who rated the same issue as *not very important* or *not important at all*. If the difference was negative, the collective faculty viewpoint was that the issue was *not very important* or *not important at all*. If the difference was positive, the collective faculty viewpoint was that the issue was *extremely important* or *very important*. The collective faculty viewpoint on each issue is documented in Table 1.

Table 1

Collective Faculty Viewpoint on Proposed Meet and Confer Issues

Issue	Extremely important/ very important	Not very important/not important at all	Difference	Collective faculty viewpoint
Appointive Faculty Evaluation	21%	59%	-38%	strong negative
Faculty Responsibilities Outside of Teaching*	25%	43%	-18%	negative
Day/Evening Distinction*	30%	38%	-8%	slight negative
Compensation for Work Outside of 30/35 Hours of Accountability*	30%	33%	-2%	slight negative
Chair Compensation*	31%	30%	2%	slight positive
Conflict Resolution Policy*	38%	25%	13%	positive
Horizontal Pay Advancement for PhD*	44%	28%	16%	positive
Permissible Overload for Residential Faculty*	48%	28%	20%	positive
Lab Loading	57%	19%	38%	strong positive
Residential Faculty Overload Pay	54%	16%	38%	strong positive
Predictable Salary Advancement	86%	3%	83%	uber positive

* Polarizing issues

Based on Table 1, it is clear that the faculty body wants residential faculty overload pay, lab loading, and predictable salary advancement to be negotiated this year. It is also clear the faculty body does not want appointive faculty evaluation to be negotiated this year. The remaining seven issues are polarizing issues with support and opposition ranging from 25% to 48%.

Constituent confidence in the Meet and Confer process depends upon the Meet and Confer Team’s ability to find viable solutions to priority issues identified by constituents. Both the faculty and the administration must derive a tangible benefit from the negotiation for the process to be sustainable over time.

Faculty Evaluation of Proposed Meet and Confer Issues 2014-2015

