

From: Frank Wilson [mailto:frank.wilson@cgc.edu]

Sent: Monday, August 18, 2014 6:36 AM

To: 'DL-FAC-ALL'

Subject: Meet and Confer Minute - August 2014

Faculty,

The following message will update you on the status of Meet and Confer issues from 2013-2014 as well as the issue gathering process for 2014-2015.

2013 – 2014 Issues

- **Salary inversion Fix:** Letters have been sent to affected faculty, supplemental evidence is being submitted, and salaries are being adjusted. Most faculty salaries will be adjusted by August 31, 2014, and all faculty salaries will be adjusted by December 31, 2014. Salary adjustments are retroactive to July 1, 2014.
- **Peer Assistance and Review:** A question was asked of the Meet and Confer Team regarding the frequency of required observations for probationary faculty. The Team agreed in its August 11, 2014, meeting that the existing policy language was not clear. A memorandum of understanding is being drafted to clarify that the Vice President of Academic Affairs (or designee) and the Department/Division Chair will each evaluate probationary faculty once a semester for the first two years of the probationary period and once a year for the last three years of the probationary period. The policy language in the 2015 – 2016 RFP will be modified to clarify this matter.
- **Masters of Fine Arts Salary Placement:** We reached the options generation stage on this issue last Spring and continued to work the issue into the summer. We will resume dialogue on this issue during Fall semester and hope to be able to reach consensus on a solution within the next few months.
- **Salary System:** This issue is related to the Classification and Compensation study as well as the faculty priority of predictable salary advancement. This issue will be discussed during the 2014 – 2015 negotiation year.
- **Lab Loading:** This issue did not prioritize high enough to be worked in 2013-2014; however, the Team agreed to roll this issue forward to 2014 – 2015 to be prioritized alongside other issues brought forward for consideration.
- **Faculty Role and Responsibilities:** This issue, originally brought forward by the administration, did not prioritize high enough to be worked in 2013-2014; however, the Team agreed to roll this issue forward to 2014 – 2015 to be prioritized alongside other issues brought forward for consideration. Because this issue has not been framed, we do not yet know what the underlying concern is.

2014 – 2015 Issue Gathering and Prioritization

- **Faculty Association Member Issues Identification:** During the RFP ratification vote, Faculty Association members were invited to identify priority issues for 2014 – 2015 Meet and Confer negotiations. The issues submitted most frequently were framed by the faculty on the Meet in Confer Team in consultation with the Faculty Executive Council. Those issues included steps/predictable salary advancement, lab loading, MFA salary placement, horizontal salary advancement for Ph.D.

faculty, permissible overload, and summer load limits. Additionally, the issue of the conflict resolution policy was framed.

- **Faculty At Large Issues Identification and Classification:** Commencing on August 14, 2014, all faculty were invited to rate the relative importance of the seven framed issues and to identify any other priority issues. As of the morning of August 18, 118 faculty had responded to the survey. To weigh in with your feedback, please complete the survey at <https://www.surveymonkey.com/s/14-15Issues>. The deadline to complete the survey is Sunday, August 24.
- **Issue Prioritization Process:** The following timeline details the issues prioritization process:
 - August 25:** Faculty Senate Presidents will be provided the survey feedback from faculty at their college
 - August 26 – September 5:** Faculty Senate Presidents will work with their faculty to identify the top three issues for their college.
 - September 9:** The members of FEC will discuss and prioritize the proposed meet and confer issues.
 - September 12:** The faculty on the Meet and Confer Team will meet to strategize how to best advance the priority issues.
 - September 15:** The Meet and Confer Team faculty and administration will discuss the issues brought forward by the faculty and the issues brought forward by the administration.
 - September 16 – September 24:** Faculty at large will provide feedback on the full issues list being considered by the Meet and Confer Team.
 - September 29:** Meet and Confer Team selects issues for 2014 – 2015 negotiations

Thank you for your support of the Meet and Confer Team this year. We appreciate it!

Frank Wilson
Faculty Meet and Confer Team Chair