

Faculty Executive Council Recommendation of Issues to the Meet and Confer Faculty Team

September 10, 2013

In the September 10, 2013, FEC meeting, Meet and Confer Team Co-Chair Frank Wilson presented FEC members with a document containing a consolidated summary of the proposed issues, a brief description of the submitted issues, and a verbatim copy of the submissions by the Faculty Senate Presidents. Frank talked the FEC members through the document and made revisions and clarifications to the document as requested by FEC members. Once the FEC had reached consensus on the framing of the issues, the 20 voting members of the council present were invited to cast votes for the issues they believed were of greatest importance to their faculty constituents. The number of votes cast in favor of the issue is shown in parentheses.

1. Compensation inequities (8)	7. Step 15 IP + 48 (4)	12. Reduction in Force (13)
2. Inversion (20)	8. Create market-competitive, equitable salary practices that provide faculty the opportunity to progress economically over their careers. Salary advancement should be predictable. (19)	13. Day/evening distinction (8)
3. MFA (Terminal degrees) (13)	9. Steps (20)	14. Increased compensation for unused sick time (4)
4. Lab loading (11)	10. COLA (10)	15. Faculty governance in district-wide initiatives (3)
5. PhD+ (4)	11a. Probationary faculty evaluation - revisit (6)	16. 25-load cap (3)
6. Internship load (1)	11b. Probationary faculty evaluation - repeal (1)	17. Service faculty, Appendix D (6)

After FEC members discussed the result of the issues vote, a formal motion was made, seconded, and approved unanimously to advance the following issues to the Faculty Meet and Confer Team in priority order. (Inversion and steps tied for first. MFA and RIF tied for fourth.)

1. Inversion
1. Steps
3. Create market competitive, equitable salary practices . . .
4. MFA
4. Reduction in Force
6. Lab loading
7. COLA

The Faculty Meet and Confer Team will consider the recommendation from FEC and make a final determination on issues to be advanced no later than September 23. Like the FEC, the Team will seek to advance the issues of greatest importance to the faculty.