

FACULTY MEET AND CONFER UPDATE

Faculty Colleagues,

I am sending you this message to provide you an update on the status of the issues under negotiation by the Meet and Confer Team.

STEP AND COLA

At the October 6th, 2017 Meet and Confer joint meeting, the team formally requested that District include a step for all step-eligible Residential Faculty and an appropriate cost-of-living-adjustment (COLA), in the budget proposed to the Governing Board for the 2018-2019 Fiscal Year.

SUSTAINABLE FACULTY SALARY PLACEMENT AND ADVANCEMENT

Over the summer, the Meet and Confer team conducted a market analysis to determine how MCCCDC compares to our peers around the nation in regards to salary for full time faculty. The market analysis, jointly conducted by Faculty and District members, analyzed data from five comparator colleges that have similar enrollments, demographics, cost of living, and population. The joint-team is currently working to certify the results of the market analysis so the data collected may be used as a platform going forward. Additionally, the Meet and Confer team has been working on a solution to address initial placement and advancement on the pay-scale. The solution would also address those with multiple Master's degrees and degrees such as MFA's, that require coursework beyond a traditional Master's degree. Finally, the Meet and Confer team is working on a sustainable salary advancement model to encourage the hiring, growth, and retention of faculty. There will be more to follow in the future.

LAB LOADING

As stated in our last update, members of the Meet and Confer team are working with District administration (e.g., CCTA) to update our current loading formulas to reflect the agreement for lab-based courses (loaded currently with load formula S and E). Faculty will be compensated for the instructional periods that the course meets (load = periods). The team has been hard at work to make the necessary language modifications to the RFP to ensure a smooth roll-out of the changes which are scheduled to take place for the Fall 2018 semester. In relationship to the lab-loading the Meet and Confer team is working to address the 22.5 teaching

limit, negotiating a solution that will address any problems brought on by the increase in load for those courses affected by the change in loading formula.

CONFLICT RESOLUTION (RFP SECTION 6)

Section 6 of the RFP covers grievances, resolutions of controversy, administrative evaluation, conflicts between students and faculty members, and internal investigations. The Meet and Confer team has drafted new language that would change the way faculty and administrators handle policy violations by faculty members. The proposed policy language in section 6.6. is designed to ensure that employees have an ability to resolve complaints, bring forward infractions, conduct fair investigations, offer protection from reprisals, and ensure the proper level of action is taken to correct negative behavior. Here is a summary of the proposed policy language, please see the attached file for the entire language proposal:

- *Section 1.2. of the RFP includes an expanded definition of “Just Cause”. This updated definition establishes an understanding that faculty members may not be disciplined without first completing an appropriate investigatory process.*
- *The added language in section 6.6. provides a policy to guide an investigation into alleged misconduct by a faculty member. The process offers a new procedure that separates the investigation process from the disciplinary process by forming two separate committees. Each committee is formed by the college president and Faculty Senate President and consists of two trained faculty members, and one trained administrator.*
- *If the investigation committee finds that an infraction occurred, they forward their findings to a separate committee that decides which disciplinary action to take. The recommended action committee consists of one VP and two residential faculty members who had no previous involvement in investigation process. The proposed language also ensures that any corrective actions taken must be proportional to the act of misconduct committed by the investigated member.*
- *In addition to the process stated above, the proposed language ensures faculty members are afforded the right to appeal decisions made by either committee, or file a rebuttal.*

Earlier in the semester, the team sent a draft of the proposed policy language to your Faculty Senate Presidents and requested that they disseminate the information and bring any feedback from the faculty to the Meet and Confer team. We ask that if you have not yet reviewed the proposed policy changes in Section 6.6. (attached and posted to the Meet and Confer website) of the RFP, that you please do so, and channel your feedback through your Faculty Senate President or directly to me.

RESIDENTIAL FACULTY ACCOUNTABILITY APPENDIX C

During the last negotiation cycle, the Meet and Confer team worked together to refine the language in the RFP to better define duties listed in section 5.4.1. In this negotiation cycle, the team is working to streamline Appendix C and is considering a tiered stipend scale to

compensate faculty for the duties they accomplish outside of their normal scope of accountability. Incorporating a more simplified yet equitable contract compensation model is the goal of the team. The team is currently collecting contract data from District and is in the process of analyzing that data to formulate a strategy going forward. We are still in the early stages of this task, and will have more to report in the near future.

FACULTY SUPERVISION AND COMPENSATION

During the last negotiation cycle, the Meet and Confer team successfully developed new supervision criteria (Chair; Non-Chair Supervisor; and Non-Chair, Non-Supervisor), that is incorporated into the 2018-2019 RFP. Currently, the team is working to develop a compensation model that adequately compensates faculty members serving in each role. The team is working to have this issue resolved before the end of the current negotiation cycle.

As we move forward through the semester, the team would like you to know that we value your concerns and your feedback on these sensitive issues. The team is working diligently to ensure that your interests are met. We look forward to more progress soon, and invite you to share any questions or concerns you may have.

Have a wonderful day!

Thank you,

Sean D. Petty

Meet and Confer Co-Chair

Resident Faculty, Business / IT Division
18401 N. 32nd Street, Phoenix, AZ 85032
phone | 602-787-6658 • fax | 602-787-6725
email | sean.petty@paradisevalley.edu
website | www.paradisevalley.edu