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Meet and Confer Update -- November/December 2015

1 message

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Thu, Dec 17, 2015 at 10:40 AM

Faculty Colleagues,

The following message will update you on the work of the Meet and Confer Team.

The process for addressing issues involves the following steps:

1. Identify the history and interests for the issue (i.e. scoping)
2. Identify data needed and analyze data
3. Brainstorm options
4. Determine which options appropriately address the interests
5. Identify a preferred option or options
6. Gather constituent feedback on the preferred option(s)
7. Draft policy language (as appropriate)

2015-16 Issues

Salary Placement and Advancement

Faculty Salary Placement and Advancement is aligned with the Classification and Compensation Study currently underway by District Human Resources. For faculty, the study focused on compensation only. The Team is identifying the shared interests related to the creation of an updated faculty compensation plan that would provide for sustainable and predictable salary advancement for faculty. An updated compensation plan would aim to resolve a number of other issues, including the Masters of Fine Arts (MFA) placement. We anticipate working with the Classification/Compensation Study consultant to continue the examination of the District's compensation practices as it relates to retaining and attracting qualified faculty. (Step 2 – 3)

Lab Loading

This issue is intended to address that under current practice faculty who teach courses with laboratory components are paid a reduced amount of load for each period of student contact.

Last year, the Meet and Confer team negotiated a solution that proposed that instructional load assigned to lab courses (with the exception of drop-in labs) be equal to the periods that the lab meets. This option was costed out by the Vice Chancellor of Business Services' office and the Team is working

on identifying additional data needs and brainstorming options. (Step 2 – 6).

Conflict Resolution Policy (Section 6 of the RFP)

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. Although there are elements in each of these policies that protect faculty rights and provide guidance to administrators, the lack of a fully integrated, comprehensive policy has created confusion regarding which conflict resolution method is appropriate in a given situation.

The Team reviewed the history and interests of the issue as well as identifying sections of the current policy that should be maintained or moved. Specifically, the ideals of peer-review, designated representation, and consistent and appropriate timelines were discussed, and well as relocating RFP §3.12. (Faculty Member Dismissal) to Section 6. We anticipate meeting with the external policy writer who has expertise in drafting policy language in higher education for a possible first draft of policy language. The Team will review and request revisions of drafts of possible language to ensure that the identified interests are addressed in proposed language. (Step 5 - 7)

Residential Faculty 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., which deal with workload outside of days of accountability (e.g., summer, intersession, spring break). Models are being reviewed that would maintain reasonable weekly workload limits for teaching and non-teaching assignments while providing equity between Residential Faculty and adjunct faculty teaching during non-accountability periods. (Step 4 – 6)

The Team is working to identify appropriate data and researching alternate models of faculty accountability and overload compensation. Different models are being explored that may better define faculty accountability as described in RFP §5.4.1. and more clearly link these responsibilities to the PAR and FEP processes (§§3.5. and 3.6.). The goal is to more clearly communicate what is “in the box” in terms of accountability to then better determine what duties are “outside the accountability box” for purposes of consistent overload and compensation. (Step 2)

Faculty Supervision and Compensation

Last fall, an interpretation of the RFP §D.1.3. by District Human Resources mandated that Division/Department Chairs be compensated for all adjunct faculty.

The focus of the discussion contemplates additional models of Faculty Supervision and Compensation to meet the interests of the parties involved. The Team has requested data regarding current compensation models and specific amounts for Division/Department Chairs, Occupational Program Directors, Evening and Summer Supervisors, and other non-RFP Faculty Supervisory roles district-wide. This data will be used to help brainstorm alternate models of faculty supervision and appropriate compensation. (Step 2 - 3)

Memorandum of Understanding (MOU) for RFP §3.12. and Section 7

Last year, the RFP was modified as part of “Clean-Up, Clarification, and Consistency” to align RFP language with Governing Board policy, specifically the action taken by the Governing Board on December 9, 2014 (minutes attached) that delegated responsibility for employee policy manuals to the Chancellor. Throughout the RFP, “Governing Board” was replaced with “Chancellor” (or designee).

At that time, current language in RFP §3.12. was retained in anticipation that an improved process to appeal recommendations for dismissal would be considered by the Meet and Confer Team, FEC, and the faculty-at-large. Appropriate language has yet to be drafted and current language in RFP §3.12. remains out of compliance with Governing Board policy. In addition, Section 7 was not completely cleaned up to reflect the change in Governing Board policy.

In order to rectify this situation, Faculty Association President Bednarek has been asked to sign a Memorandum of Understanding (MOU) that would bring the RFP into compliance with Board policy. The proposed MOU replaces "Governing Board" with "Chancellor" and "Chancellor" with "Vice Chancellor for Human Resources" in §3.12.; these changes are shown in the attached "Redlined RFP 3.12. Version". In Section 7, "Board" has been replaced with "Chancellor" and language has been added to clarify the role of Interest-Based Negotiations in the Meet and Confer Process (Section 7 Redlined Version). These changes have been reviewed and approved by the Faculty Association's legal counsel.

Any additional proposed changes will be reviewed by the Faculty Association's legal counsel, discussed with FEC, and communicated to faculty-at-large via monthly updates and the Spring Meet and Confer Forums held at each college prior to ratification.

Clean-up, Clarification, and Consistency

The Team has agreed to identify possible sections of the RFP that may be adjusted to provide additional clarity on policy language, interpretation and implementation no later than the end of Fall accountability and to communicate this early in Spring.

We appreciate your continued support of the Meet and Confer Team as we seek to negotiate solutions that positively impact faculty. Thank you!

Patty Finkenstadt

Meet and Confer Team Co-Chair

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3 attachments

 **Section 7 Redlined Version.pdf**
78K

 **RFP 3.12. Redlined Version.pdf**
108K

 **12.09.14 Regular Board Meeting Minutes.pdf**
183K