

Paradise Valley Community College
DRAFT Faculty Senate Agenda
Thursday, February 5, 2014
2:30 p.m. to 4:30 p.m.
KSC-1122 (Agave Room)

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes
4. Officer Reports
 - A. President: David C. Rubí
 - B. President-Elect: Gary Smith
 - C. Treasurer: Gary Kellgren
 - D. Secretary: Michelle Carter
5. FEC Report: Gary Smith and Marilyn Cristiano.
6. Ad Hoc Board Member Committee report: Marianne Auten, Marianne Botos, Gary Smith.
7. Old Business
 - A. Scholarship/Essay Contest.
 - B. Issue of RFP faculty office hour scheduling and on-campus presence (See Appendix Item 1, page 2 of this agenda).
8. New Business
 - A. Issue of RFP faculty working for UofA during day hours: suggested language to interpret the RFP (See Appendix Item 2, page 2 of this agenda).
 - B. New M&C Issue: Supervisory Pay. (See Attachment A, pages 3-5 of this agenda).
 - C. Role of Phoenix College faculty member who is not teaching yet working at district office. (See Attachment B, page 6 of this agenda).
9. Adjourn

Upcoming Senate Meetings on the First Thursday of the Month:

Mar. 5, 2015, 2:30 p.m. to 4:30 p.m., KSC-1122:

Apr. 2, 2015, 2:30 p.m. to 4:30 p.m., KSC-1122:

May 7, 2015, 2:30 p.m. to 4:30 p.m., KSC-1122.

PVCC Faculty Senate Meeting
Appendix to the Agenda
Feb. 5, 2015

Appendix Item 1.

- A. Proposed PVCC Faculty Senate interpretation of the RFP for purposes of clarifying RFP faculty presence on campus:
1. Faculty cannot be required to post office hours on days they do not have class; however, this does not mean that faculty are allowed to be unavailable to meet with a student on days of accountability when they do not teach a class.
 2. Faculty cannot refuse to work on days of accountability if they have a college commitment including, but not limited to: committee meetings, convocation/graduation, division/department meetings, or other college functions where their attendance is required. However, faculty members cannot be required to be physically present at the college if they have no such commitments and their hours of accountability have been met.
 3. If a faculty member needs to temporarily change academic support (office) hours, the temporary change should be posted on the individual's office door for public viewing. Since faculty members are responsible for posting their office hours, such temporary changes do not need a supervisor's approval. However, the required number of office hour times must be kept and supervisors and support staff should be informed of any such temporary change.

This language is in draft form and for discussion. It may be adopted, if that is the will of the faculty senate.

Appendix Item 2:

- A. Proposed Interpretation of RFP that will allow for PVCC RFP faculty to teach during the day period for the UofA at PVCC program. It will also give us coverage for those who currently may have more than one work assignment in and out of the district:
1. Residential faculty may take on duties for pay outside of Paradise Valley Community College (PVCC) or the Maricopa County Community College District (MCCCD) during the regular day period, as defined by the current Residential Faculty Policies, (to be referred to herein as "outside duties") provided that:
 - a. the faculty member first and always meets his/her obligations to the PVCC and to PVCC students and makes these obligations a priority over any outside duties;
 - b. the faculty member document for their division chair how his/her outside duties will not interfere with his/her duties to MCCCD, PVCC and to PVCC's students.

This language is in draft form and for discussion. It may be adopted, if that is the will of the faculty senate.

End of the Appendix to the Agenda.

ATTACHMENT A
PVCC Faculty Senate Meeting
Feb. 5, 2015

Copy of E-mail correspondence between Keith Heffner and David Rubí, Jan. 29, 2015 to Feb. 2, 2015, regarding the new M&C Issue on supervisory pay.

On Thu, Jan 29, 2015 at 12:34 PM, David Rubi <david.rubi@paradisevalley.edu> wrote:

Dear Keith:

In being debriefed from both Gary and Marilyn about last Tuesday's FEC meeting, there was an item--which I didn't see detailed on the agenda--regarding adding a possible interest topic for meet and confer. However, I am getting two different "reads" on what actually was decided regarding this item, so I just need clarification so I know what is going on. Let me explain:

The item has to do with Division Chair compensation, which somehow has segued into a discussion of supervisor's pay, something I think we need to talk about. I guess this has to do with the bizarre notion that division chairs are double-dipping if they are paid what the RFP states and if they have evening chairs. However, what is not clear is:

- 1) the item is now going to go to the M&C as a new interest item for discussion and resolution, or
- 2) the item is going to be studied, or "investigated" solely by the FEC so that we can understand the issue more clearly, but it is not going to go to the M&C team until we can have a more complete dialogue about the item.

As can see, two different "reads" on the item. I just want to know which it is. What did the FEC vote on and what is the disposition of this item?

I appreciate any help you can give in clarifying this! Thanks,

DCR

Keith's Response, dated Jan. 29, 2015:

Hi,

FEC directed the Faculty M&C to work during the current M&C session (this year) the following: Research and develop options for faculty supervisory positions, roles/responsibilities, and compensation.

So it is a combination of the 2 you listed but no implementation, nothing moves forward until looped out, faculty review/feedback with the understanding we do not have to do anything--BATNA.

There's been too much made by admin over the VCHR interpretation of the RFP and chair comp and we wanted the opportunity to own the issue and see if we can come up with a better plan that is good for faculty in these positions and those in practice but not identified in the RFP like assistant chairs and course leads.

So we'd like to see the pay follow the work and have more say in developing a better way if we can.

The notion was also put forward that we should ask/request that another one of our issues be put on the table. This is our issue, and I for one would like to see if we can do even better.

Again, it is only a directive to develop options for review, not implement.

Keith

Hope you're feeling better.

Keith Heffner

On Mon, Feb 2, 2015 at 12:28 PM, David Rubi <david.rubi@paradisevalley.edu> wrote:

Dear Keith:

I received, read and was perfectly happy with the response you gave me regarding the issue of supervisory pay being brought up as a possible Meet & Confer issue. Then I read Frank Wilson's M&C minute e-mail and have some concerns, to wit:

Frank Wilson stated:

"In its January 27, 2015, meeting, the Faculty Executive Council voted in favor of having the Meet and Confer Team dialogue about supervision roles and supervision compensation during the current negotiation year." [My emphasis]

Compare what you wrote to me::

"FEC directed the Faculty M&C to work during the current M&C session (this year) the following:

"Research and develop options for faculty supervisory positions, roles/responsibilities, and compensation. [...]

"So it is a combination of the 2 you listed but no implementation, nothing moves forward until looped out, faculty review/feedback with the understanding we do not have to do anything--BATNA.

"Again, it is only a directive to develop options for review, not implement."

First of all, your e-mail indicated that this issue was to be done only by the faculty M&C team, not the M&C team as a whole; Frank's e-mail implies that it is to be discussed by the whole M&C team. This would contradict your statement.

Frank also stated:

"Recognizing that there are myriad interests surrounding this issue, the Meet and Confer Team will hold two centrally-located faculty forums in February. These forums will provide Department/Division Chairs, Occupational Program Directors, Evening Supervisors, and other interested faculty the opportunity to articulate their interests. Any options generated through the Meet and Confer process will be vetted through FEC and Meet and Confer forums held at each college (Step 1)."

Why do we need to have a whole, complicated process like this (the forums) and have it “vetted,” if it is only the Faculty M&C team doing research and developing options for us to consider, discuss and be prepared, and if there is to be no implementation, at least for this year?

I am sure you can see why this causes me concern.

DCR

Keith Heffner on Feb. 2, 2015, wrote:

Actually, no I don't understand your concern. We wouldn't work this alone and the Faculty Team felt it was proper to request the go ahead from FEC to go back to the table before doing anything.

There's nothing sinister here and in fact it was the right thing to do.

Kh

DCR's reply to Keith Heffner, Feb. 2, 2015:

I don't think it's sinister. It could just be confusion or misunderstanding. I mean if two of my colleagues heard two different things at the same meeting, something was [not] clear. So I just want to make sure we know what we doing: e.g., is this to be done only by the faculty M&C or by the whole M&C? Is it for research only or for implementation?

Just because some questions does not mean one suspects something sinister.

DCR

End of Attachment A

ATTACHMENT B
PVCC Faculty Senate Meeting
Feb. 5, 2015

Copy of e-mail from Keith Heffner to various recipients, re: Eddie Genna's position at the District Office, dated Feb. 2, 2014:

Hi Everyone,

PVCC's FEC alternate Marilyn Cristiano asked the following questions at FEC last Tuesday. I said I would look into it. I'm Cc-ing Mike Mitchell, a PVCC past president, since I cited him in a past FEC minute.

Please see below:

1- What is Eddie Genna's title and job description at the District Office?

Eddie retains his faculty status during this reassignment to the Chancellor's office. There is no title or job description, as he continues to be Liberal Arts faculty at Phoenix College and has been reassigned to the Chancellor's office to complete projects as directed by the Chancellor.

From FEC Minutes 1-22-2013 (attached) - Mike Mitchell and Gary Smith (representing PVCC) in attendance:

Past-President's Report

"Eddie Genna announced that the Chancellor has asked him to serve in the Chancellor's office for two years when his term ends in May. This position has existed in the Chancellor's office for many years but has been unfilled recently. Eddie will retain his faculty status and simply be reassigned from his other duties for the duration of the appointment."

(This is similar to Naomi Story's (now retired from MCC) reassignment, as Jim Reed stated during FEC on Tuesday.)

2- What kinds of lines of communication does Eddie have with the FEC?

Eddie is my personal mentor and as a past-president provides institutional background upon request. I have the same relationship with Past Presidents Barry Vaughan, Jim Simpson, and now Patty Finkenstadt. Eddie and I maintain an open line of communication, and I value his perspective as I do others. He is an active FA member and is visible and approachable at all GB open meetings or by appointment.

3. To what extent and how does Eddie represent faculty interests?

Broadly, fiercely, cooperatively, brilliantly, and successfully. That being said, the FA remains the representative of the faculty to the administration, through mechanisms such as meet-and-confer, participation in CEC, and direct interactions of FA officers with the administration.

Sincerely,

Keith Heffner

End of Attachment B