

# Professional Growth Increment (PGI)

Where we have been, where we are,  
where we are going . . .

# Fall 2020: PGI Committee Resigns

Resigning committee members argued:

- ▶ SRJC one of only two CCC's still requiring PGI
- ▶ Requiring additional workload for advancement is discrimination
- ▶ Article 21 deeply flawed, confusing, and inconsistent
- ▶ Article 21 applied arbitrarily and inconsistently by the District

# 2021: Moving Forward

Need to send the issue back for negotiations

In the meantime . . . need to form a new committee to:

- ▶ Process applications already in the pipeline
- ▶ Restore trust and increase transparency
- ▶ Provide feedback to negotiators

# Accomplishments 2021–23

- ▶ Committee back to full strength
- ▶ “Say yes whenever we can” attitude
- ▶ Increased flexibility with lower-division units
- ▶ Confirmed credit for the Teaching Fellows Program
- ▶ More feedback/direct interaction with submitters, resulting in all applicants passing

# Committee Membership 2021–23

- ▶ Dr. Mark Anderman (Chair)
- ▶ 2021–22 Dr. Jane Saldaña-Talley (VPAA)  
Mark Ferguson (AFA)  
Michelle Van Aalst  
Holly Vettori
- ▶ 2022–23 Dr. Robert Holcomb (VPAA)  
Filomena Avila  
Dr. K Frindell Teuscher (AFA)  
Dr. Erin Sullivan



# New Provisions Pending Ratification of 2023 TA

# All Salary Columns Eligible for all PGI Steps

## CURRENT CONTRACT

- ▶ Only PG-20 available to all Salary Classes
- ▶ PG-24 available to Classes B, C, D
- ▶ PG-28 only for Classes C & D

## NEW CONTRACT

- ▶ PG-24 and PG-28 available to all Salary Classes
- ▶ Many faculty will suddenly become eligible that were not before
- ▶ May submit portfolios immediately if eligible

# Reduction in Total Units

## CURRENT CONTRACT

- ▶ 15 units over 4 years
- ▶ 12 units max/category
- ▶ “Conference formula” (J.2):  
12 hours = 1 unit
- ▶ No verification of College Service

## NEW CONTRACT

- ▶ 10 units over 4 years
- ▶ 7.5 units max/category
- ▶ New “Conference formula”:  
15 hours = 1 unit
- ▶ Deans verify College Service



# New Menu of Activities

## CURRENT CONTRACT

- ▶ Committee reviews portfolios, checks for Article 21 compliance
- ▶ Subjective judgement sometimes involved
- ▶ Problems with consistency

## NEW CONTRACT

- ▶ Committee creates a menu of pre-approved activities
- ▶ Clearly posted on PGI website
- ▶ More like Flex: choose from the menu, check the box
- ▶ Like flex, faculty can propose new activities for pre-approval

# Activities Verified by the Administrator

## NEW CONTRACT

- ▶ Criteria for verification listed on the Menu
- ▶ Documentation submitted to the Supervising Administrator
- ▶ Due on the first day of the semester
- ▶ S. A. verifies criteria have been met
  
- ▶ Administration grants salary advancements, not fellow faculty

Hope for the future . . .

“Pay as you go?”

# Flex vs. PGI

## Flex

- ▶ Available online in your Faculty Portal
- ▶ Check off activities as you do them (“pay as you go”)
- ▶ Running total shows how close you are to completion

## PGI

- ▶ Submit once every 4 years
- ▶ Cross your fingers you did everything right
- ▶ Pipelines for feedback have not always been clear

With a little help from IT, PGI can be like Flex . . .