

## Minutes for UNF-UFF Chapter Council meeting – 09 January 2015

Call to order by President John White at 1141 am.

Attending: Ellie Scheirer, Susan Perez, Caroline Guardino, Stephanie Weiss, Alice Eng, Candi Churchill, Daniel Dinsmore, John White, John Hatle

There was some confusion on the delayed start time of the meeting, causing the absence of some members.

The minutes from the November 2014 meeting were approved with the correction that John White is President, not Vice President.

### **Committee reports:**

Treasurer report from Caroline Guardino: The chapter gets most of its funds in a 'reimbursement' from the state FEA/UFF office. All local dues go first to the state office, and then a portion is returned to the local chapters. We should be getting our next reimbursement in February.

The holiday party was well attended, with about 50 people present. The party cost \$990. In addition, Membership has allotted ~\$1500 on t-shirts, magnets, a flag, and other paraphernalia to get our name out around campus. These will be paid for when the respective invoices arrive.

Our current balance is about \$57,000.

### Grievance report by John White:

There is a case of suspected intimidation by a chair. A member missed a meeting due to an injury, and the chair demanded documentation of the injury, that the faculty member use sick leave days for the absence, and more office hours be scheduled. John pointed out that any medical documentation that needs to be presented should go to Human Resources, not to chairs.

A faculty member applying for promotion and tenure feels the process has been violated. Promotion decisions cannot be grieved, but the process can.

The chair of Math is moving to implement curricular changes. These include adding labs to existing 3-credit course. This is tantamount to increasing the course load without further compensation, and it involves changing the curriculum without faculty input.

Some librarians have questions about who is in-unit and who is not.

Bargaining report by Susan Perez and Candi Churchill: Susan says we are nearing resolution on a contract with the Administration, but there are still hang-ups. Our UFF priorities are promotable ranks for non-tenure track faculty and increases in salary (especially fixing compression and inversion). We have made good progress on these. Our current concern is the rate of implementation of the promotions for NTTs.

The Administration's priorities seem to be Evaluation of faculty, Guidelines for evaluations (replacing the old by-laws), Job Abandonment, Clinical Ranks, Intellectual Property rights for distance learning courses, and some waivers of appeals. Since the Chapter Council (as of 20 Jan 2015), the team feels we have agreed in principle to good articles on Evaluations, Tenure and Promotions for tenure-track faculty, and Clinical Ranks. The remaining concerns are the article on evaluation and promotion of librarians and intellectual property. [[Update of 06 Feb 2015: Several articles have reached Tentative Agreement, and the final major issues on the table are implementation of the promotable ranks for non-tenure track faculty, and Intellectual Property for distance learning courses.]]

Membership: There was no report due to the rescheduling of the meeting.

Communications report Stephanie Weiss and Alice Eng: The next edition of the newsletter will be coming out this spring. We need a name for it, and several were suggested by Josh Gellers in Political Science. The consensus of those present seemed to be that the name State of the Union would be appropriate. (Obama just finished the SOTU as I type this.)

Stephanie and Alice encourage the Chapter to offer a dues waiver through summer for new members joining in the spring. They said these waivers were part of their initiative to join. These offers usually come from the state office, but can be offered by local chapters.

President's report: Mark Ari, our Grievance officers in fall 2014, is on Professional Developmental Leave for spring 2015. Hence, John White will take on an additional role and serve as Grievance Officer. Academic Affairs has agreed, in lieu of a course release, to pay the adjunct course rate as an overload payment. John is willing to return these funds to the chapter, but everyone else in the room felt John should keep it as appropriate payment for the extra work.

Ari was also on the Bargaining Team. His spot is now being filled by Zornitza Prodanoff of the School of Computing.

The Faculty Association just announced the proposal of a new policy for grade appeals. This procedure differs from one in the contract being bargained, and the article containing the grade appeal procedure is tabled upon a tentative agreement. Hence, the bargaining team has decided that if the administration prefers the procedure proposed by the Faculty Association, it will be up to the Administration's bargaining team to raise the issue at the bargaining table.

John White will have monthly meetings with President Delaney, and he will usually be joined by Susan.

The UFF State Senate meetings will be February 21 and 22 in Tampa.

Adjourned at 1250 am

Submitted by John Hatle