

Minutes for UNF-UFF Chapter Council meeting – 11 July 14

Call to order by President John White at 1031 am.

Attending: John White, Susan Perez, Terri Ellis, Caroline Guardino, Eli Scheirer, Alison Bruey, Becky Marcon, Chiu Choi, Nick Hudyma, Mark Ari, Gabe Ybarra.

Excused: Daniel Dinsmore, Dale Casamatta, Jeremy Hall

Committee reports:

Grievance report by John White: A grievance request by a member (carrying over from last year, so handled by John as last year's Grievance Officer) has gone to arbitration after the member lost the case. The UNF Chapter has dropped representation of the member now that the process is out of our hands. The grievant won the right to see negative comments that were placed in his/her file. The benefit of the process to the chapter in general is that the Administration is now giving faculty a voice in the process of grade changes. In the past, when a student appealed a grade, it could be changed by the Chair or Dean without approval or even consultation with the instructor. The current contract negotiations include a change to this process, to ensure that instructors have a voice in the grade change process. Eli commented that the Academic Standards Committee of the Faculty Association would be interested in this, as that committee is concerned with grade assignments and appeals (as well as other aspects of academic standards).

Membership: John Hatle reported that the Membership committee is now chaired by Gabe Ybarra.

Nominations and Elections: Terri Ellis reported that elections to university committees will now be via electronic ballot, as she set up this process (with CIRT) last spring. In contrast, union elections must have in-person voting, as we're not allowed to use UNF computers for union elections. This is unfortunate, as it would likely increase turnout.

Bargaining: Susan Perez reported that bargaining the contract with the Administration started in May. In general, so far this year's meetings have a more positive tone than last year. This may be due to some turnover in the Administration team, which now includes Pam Chally, David Jaeger, and John Kantner. (Leonard Carson, Marianne Jaffee, and Marc Snow are holdovers on the Administrative team.)

UFF's first major goal is improving salary, with the first step correcting Inversion and Compression on campus, and the second step bringing UNF up to market in comparison to SUS and aspirant institutions. Our second major goal is creating promotable ranks for non-tenure track faculty, which would include raises with the promotions. Other aspects of the bargaining, which appear to be the major goals of the Administration, are revisions to the evaluations article, and a new article on 'Guidelines', which replaces the bylaws within each department.

John Hatle talked about the status of the negotiations on salaries. UFF showed that about ½ of UNF faculty are at an advanced rank (i.e., Associate Professor, Full Professor, Senior Instructor / Lecturer, Associate or University Librarian). Of these, about ½ are inverted (paid less than the median of

department colleagues at a lower rank) or compressed (now longer fully benefiting from their promotion raise; e.g., Associate Professors paid less than 112.5% of the median salary of Assistant Professors in the same department). In raw numbers, about 135 faculty on campus are inverted or compressed. This is not primarily due to a great number of years in rank without being promoted, as only about 15 faculty on campus fit this description. The Administration accepted this argument and gave a starting offer of a 4% across-the-board raise and \$1M for fixing inversion and compression.

The Bargaining team sought input on the issues of on-line teaching, intellectual property, and the contract with Academic Partnerships. Becky suggested that our view of intellectual property of teaching materials follow the guidelines of AAUP (American Association of University Professors). In general, they suggest that course materials be handled similarly to authorship of an article. Alison talked about conversations with Deb Miller at CIRT, which made it clear that once an on-line course is taught, the materials could be used to teach the course again without input from the initial faculty member. Gabe pointed out that the University of California system has a policy of providing financial benefits to faculty when their intellectual property is used. This could incorporate merit into the system, which would be appealing to the Board of Trustees. Caroline spoke specifically about the contract with Academic Partnerships, as her department is one that is involved with these programs. She said it was unclear how many students would be enrolled in each course, and there was no guarantee of 'coaches' to assist with large classes. How this might affect ISQ scores of faculty teaching courses for Academic Partnerships is unclear.

The last aspect of the bargaining report was on the allocation of travel funds that are provide (but not guaranteed) annually. The funds are only provided to tenure-track faculty. Because department-level by-laws have been removed, the process for allocation of these funds must be revised. The team sought input from the council. In History and Engineering, faculty provided funds have not observed any restrictions to how they are used. Some stated that the amount provided (\$1500 in recent years) is insufficient for any international travel. Non-tenure track faculty may be provided funds not used by tenure-track faculty, but because these fund would only be available in the summer (if at all), the timing makes travel planning difficult. The team will use this input to draft a counter to the Administration's initial article on travel.

Other business: The minutes from the 16 May 2014 meeting were approved.

President's report: John White told us that he and Susan will be meeting with the President or Provost on Aug 5 and 20, and other members of the council are welcome to attend if they provide advance notice. He is overseeing development of a new UNF-UFF website and hopes to have it ready for the fall semester.

New business: Alison Bruey spoke about the weak parental leave for faculty.

Adjourned at 1158 am.

Submitted by John Hatle.