

Minutes for UNF-UFF Chapter Council meeting – 12 February 2015

Call to order by President John White at 1038 am.

Attending: Alice Eng, Stephanie Weiss, Susan Perez, Juliana Leding, Terri Ellis, Dan Dinsmore, Nick de Villiers, Alison Bruey, Chui Choi, Nick Hudyma, Becky Marcon, Ellie Scheirer, James Beasley, John Hatle, John White, Gabe Ybarra, Dale Casamatta. Quorum was met.

There was no quorum for January meeting, so the minutes do not need official approval.

The agenda was approved.

Committee reports:

Grievance: John White will serve as the Grievance officer for the spring 2015 semester. Administration granted UFF an adjunct overload pay for John's overload assignment as Grievance officer. He will be helped by Susan Perez, so the funds will be split among John, Susan, and the chapter.

John reported that there is a case of possible harassment by a chair in COAS, which as of February 12 was not a formal grievance.

John stated there may be some obstruction to filing grievances on campus, and he's monitoring the situation.

Some faculty receiving overloads for assignments in Academic Partnership programs are being asked to update a 'master' course file. This may not be a violation of the contract as all faculty teaching in Academic Partnership programs have an additional agreement.

The Math curriculum is being changed by adding lab sections to existing 3 credit courses, without faculty approval or counting the lab section as an additional assignment.

A promotion and tenure procedure issue has been raised that is likely not grievable, but John is working toward more fairness in the procedures for future years.

The Grievance committee needs to meet regularly to screen potential cases for the Grievance Officer. Currently, the informal committee is John White, Susan Perez, and Candi Churchill (our rep from the state UFF office). Since these three already have several other roles in UFF, additional committee members are needed.

A new Grievance Officer is needed by May. If interested, please contact John White.

Bargaining: Several major articles have been agreed on recently (Guidelines for evaluations, Tenure-track promotions, Evaluation, Travel), but there are a few final contentious sticking points. First, for non-tenure track faculty, there will be a 3 tiered promotion system, but we feel the current implementation of the system is too slow, given the Administration is holding back some of the raise money to help pay for the future costs of NTT promotions. Second, the Administration still seeks some rights to materials

for distance learning courses when development of the materials is supported by a training (with stipend to the faculty member). UFF's consistent opinion has been that distance learning should be no different from face-to-face courses, and that faculty should own the materials. In addition, President Delaney has consistently said that intellectual property will not be an issue in settling the contract. Third, the contract contains some waivers of faculty rights, including transparency and grievability of compression and inversion raises.

Membership: Gabe says a social is planned for the period between spring break and final exams. There have been a few retirements and a few new memberships, but membership appears to be holding at about 36% of faculty (including Visitors). John stated the focus this year has been contract negotiations and communication with faculty, but we seek to increase membership next year. After contract ratification and raise disbursement is as good time for recruiting. Last, there has been talk at the state office of increasing dues from 1.0% to 1.1% of faculty salary. This topic will be discussed at the State Senate on February 21/22.

Communication: Alice and Stephanie told us that the newsletter is ready, but John White has asked it be held until there is a clearer message on the status of bargaining.

Elections and Nominations: Terri told us there are two types of elections coming soon.

First, elections for local committees (e.g., P&T, Sabbatical and Professional development) must have a call for nominations by March 17, nominations close by March 31, and elections in April. These elections can be held via electronic ballots.

Second, UFF Leadership elections will have a 2 weeks nomination period (before spring break), a one week campaign period, and a vote in March. This vote must be in person (i.e., not electronic) and the results must be reported to the state office by April 1. The voting must be supervised by two members at all times, and anyone on the ballot may not be an election supervisor. Hence, ask your fellow members to volunteer. The election will be held in 59/1001.

Third (we hope), contract ratification would need to be approved by the majority of the entire faculty.

John added that state UFF elections are also upcoming, and long-term President Tom Auxter is not running this year. Jennifer Profit (FSU) and Daniel Reiger (Broward Comm College) are running for President, and Elizabeth Davenport (FAMU) and Catherine Lisik (USF?) are running for Vice President.

Treasurer: Caroline was away at a meeting but submitted a spreadsheet of recent expenses and balances.

President's report:

UFF is officially against the proposed legislation to allow guns on college and university campuses. FSU President and former legislator John Thrasher is opposed to the bill. Janet Owen (UNF's lobbyist) thinks the bill will die in sub-committee. Nonetheless, there's an active movement to speak against the bill. We

voted to approve a resolution from UFF-UNF in opposition to the bill, using the verbatim language of FSU's resolution but with our chapter name replacing theirs.

There are discussions at the state level of academic freedom issues in the wake of major donations. This is largely a response to FSU's limitations in hiring faculty using the funds from the Charles Koch Foundation (the Foundation requires the right to approve hires).

There is concern (from Faculty Association President Chip Klostermeyer) that the University P&T committee allowed votes by committee members who were not present. While this is not a violation of the written requirements for the committee, it goes against years of established practice. John will talk to the committee chair to find out how the votes were actually taken.

A Department Chair asked UFF if a faculty member could teach a 2nd summer course at adjunct pay (at the faculty member's request). UFF does not allow this practice, largely because it devalues our teaching.

John White and Dan Dinsmore attended the Board of Governor's breakfast meeting held at UNF recently. He felt they had strange views of value added assessment, especially for online learning and 4-year graduation rate. The BOG has established 10 metrics by which each SUS campus is evaluated. John has heard that the UNF Administration is greatly concerned about falling into the bottom 3 in the state based on these metrics, as that would result in a substantial reduction of state funding for UNF. This is difficult because many of the metrics are bias toward Research-1 institutions.

The state UFF office had a surplus of ~\$850 about a year ago, but this is now down to ~\$250. This has led to discussions of possibly raising dues or reducing rebates to local chapters, in addition to cutting reimbursements for travel to conferences and meetings. This situation is partly why the Executive Director of UFF was removed. There is currently a search for a new Executive Director.

New Business: James Beasley talked about National Adjunct Walkout Day, planned for Wednesday February 25. This a protest of poor wages and limited academic freedom for adjuncts. Administrations often take advantage of adjuncts because of their weak job security. In particular, this is an issue in the UNF Writes program.

The NEA/AFT national meeting on higher education will be in Orlando March 12-15, 2015. State UFF will help support travel of those interested.

Alison Bruey reported concerns of the UNF Board of Trustees. They seem particularly concerned about: 1) low external grant funding at UNF, 2) that UNF's mission and goals do not match well with the BOG's metrics (see above), and 3) students who take extra credits that are not necessary for graduation.

Adjourned at 1147 am

Submitted by John Hatle