

Minutes for UNF-UFF Chapter Council meeting – 14 Nov 14

Call to order by John White (President) at 1033 am.

Attending: Nick Hudyma, Dan Dinsmore, Dale Casamatta, Chui Choi, Stephanie Weiss, Alice Eng, Susan Perez, John White, Juliana Leding, John Hatle, Allison Bruey

Absent: Caroline Guardino, Terri Ellis, Mark Ari, Gabe Ybarra

The minutes from the 10 October 2014 meeting were approved.

Committee reports:

Treasurer report from Caroline Guardino by letter: Caroline and Gabe requested \$1500 for marketing items; this is \$500 more than initially reserved for marketing. After a short discussion, the request was approved by vote.

Caroline's letter asked whether the Council approved travel funds for representatives attending the state FEA meeting. John Hatle has now checked the minutes from May 2014 and confirmed that our chapter voted to pay all expenses for 3 representatives to attend one FEA meeting for the year.

The federal 990N form for non-profit status has been approved (it came the afternoon of the October meeting).

Grievance report by John White for Mark Ari: The informal discussions on ownership of materials for distance learning continue. UFF continues to argue that all course materials are the intellectual property of the faculty. As of now, we plan no grievance on the past handling of ownership of materials for distance learning courses, but we will stay vigilant on this issue in the future. In addition, the new CBA (currently under negotiation) would trump any informal agreement.

Membership report by John White for Gabe Ybarra: New members continue to trickle in.

The winter social will be at 230-530 pm at the Boathouse.

The new website (see Communications report) has a list of benefits of membership. If you have ideas for items to add to this list, send them to John White or Gabe Ybarra.

Communications report by John White, Stephanie Weiss, and Alice Eng: The new website (<http://unf-uff.org/>) has been extensively updated, and will continue to be updated. The old website on the UNF server is no longer in use.

The first edition of the new newsletters was produced by Stephanie and Alice. It received several compliments. Josh Gellers (Poli Sci) submitted the following possible names for the Newsletter: United Quarterly, Solidarity Sentinel, Unity Gazette, Faculty Register, State of the Union, Union Perspectives, United Perspectives. These likely will be voted on at the December 5 social. (Thanks Josh!)

Bargaining report by Susan Perez: There has been good progress recently. The Administration has offered an article that fully implements a system of promotions with 12.5% raises for non-tenure track faculty, although the phasing of the implementation is a bit slower than we'd like. In conversations with John White, Delaney has suggested the Administration will not continue to pursue intellectual property as it has done since May. Also from conversations with the President, we're hoping that disciplinary issues will be removed from the promotions procedures; it is our view that discipline should be in an employee's Personnel file (in Human Resources), not in an employee's Performance / Evaluation file (in the academic department's office for faculty).

Chiu Choi asked about allowable consulting hours, which if increased would allow faculty to supplement their incomes. Members of the bargaining team did not believe this was explicitly addressed in the contract.

Nick Hudyma stated that addressing the salaries of faculty in engineering, and specifically how UNF engineers are paid less than engineers at comparable institutions, will likely be important in retaining quality faculty. The bargaining team acknowledged that this was not addressed this year, and their plan is to address market issues next year (with the hope that there are funds for good raises again in 2015-16).

President's report: John White will meet soon with Delaney about ISQs, discipline, the Guidelines (replacing the old bylaws), and intellectual property.

New Business:

The NEA/AFT's 2015 national conference on higher education will be in Orlando from March 13-15. This is a great opportunity to learn about the issues that face higher education.

The next UFF Senate will be in Tampa on February 21-22. Travel plans can be made in early January.

Adjourned at 1150 am

Submitted by John Hatle