

Minutes for UNF-UFF Chapter Council meeting – 10 Oct 14

Call to order by Vice President John White at 1038 am.

Attending: Dale Casamatta, Ellie Schierer, Juliana Leding, Dan Dinsmore, Caroline Guardino, Susan Perez, John White, Mark Ari, Jeremy Hall, Alice Eng, Gabe Ybarra, Stephanie Weiss, Chiu Choi, Wanda Hedrick, John Hatle

Absent (all excused): Nick Hudyma, Nick de Villers, Terri Ellis, Alison Bruey

The minutes from the 12 Sept 2014 meeting were approved.

Committee reports:

Treasurer report from Caroline Guardino: She is working on gaining approval of federal 990N form for non-profit status. This report was not filed that past 2 years, so failing to gain approval this year risks our non-profit status. She travelled to the state office in Tallahassee to get help from FEA accountants, and talked with the IRS for 6 hours on the phone, bought new software for managing accounts, and continues to work to get this form approved. [Update: The notification of approval came through on the afternoon of October 10!]

Caroline anticipates going over budget on a few items (especially travel), based on expenditures so far. The consensus seemed to be that none of the overages are excessive. Our current total assets are \$60,078.43.

Grievance report from Mark Ari: One complaint about an instructor given adjunct pay for an overload course, instead of the higher overload pay, was resolved via informal resolution. Faculty are not allowed to teach for less than the pay set in the contract.

There is an ongoing informal resolution on the Teaching Online (TOL) courses offered by the Center for Instruction and Research Technology (CIRT). Recently, faculty taking the course have signed an 'application' that the administration is using as a contract, despite the fact it is signed only by the faculty member and not be a representative of the administration. These pseudo-contracts agree to joint ownership of the materials and a stipend upon completion of the course. A chapter grievance is possible on this issue, as it is direct dealing (i.e., bargaining outside of the contract negotiations).

In particular, a portion of the application/contract suggests that faculty are required to update the materials for their online courses in perpetuity. Upon discussion, the administration agree to change this wording, but it has not yet been changed.

Bargaining report by Susan Perez: We continue to focus on salary increases for all faculty and promotable ranks for non-tenure track faculty. The Administration has offered a 4% across-the-board raise plus \$1M for addressing inversion and compression. However, their latest salary model includes using some of the \$1M for 'raising the floor', namely giving raises to Assistant Professors. While UFF is in support of better pay for newer faculty, Assistant Professors are (by definition) not inverted or

compressed. Our team's plan has been to fix inversion and compression this year, and then address the 'market' (how UNF salaries compare to similar institutions) next year. In particular, the Administration's raising of the floor to address market was not based on any research that was presented to UFF. At present, we will wait on the Administration's response to our proposal on promotable ranks for non-tenure track faculty before we make a response to their salary offer.

Getting a pulse of new members could increase our strength at the bargaining table, so all member are encourage to recruit colleagues.

Membership report by Gabe Ybarra: We have 178 members now. Since spring we lost 16 members due to drops and retirements. Over the same period we have gained new members, leaving us with a new loss of 8.

The plan to reward the members recruiting the most new members with a cruise on the St. Johns River has been shelved.

The 2014 fall membership dinner will be a breakfast at Mimi's in the Town Center on Friday, November 7 at 1000 am. Gabe is planning on extending a personal invitation to new faculty.

Communication report by John White: John introduced the new co-chairs of the Communication Committee, Alice Eng and Stephanie Weiss, both of the Library. He stated that Jeremy Hall (Library) has constructed the new website. Jeremy said he's in the process of transferring information relevant and current information from the old site to the new site. John White asked who has access to change the old site (on the UNF server), and Jeremy said he did not know, but that he could fix the old site if given access.

Stephanie told us there has been a search to identify a new logo for our chapter. We have some prospective designs from a local graphic designer. She and Caroline will solicit input from members with expertise in graphic design and then pick one.

Alice talked about the rejuvenation of the newsletter, with plans to publish the first one before the General Election on November 4. It will contain a short report from each Committee Chair and a contest to name the new newsletter. Submissions are due by October 17. The plan is to publish 3 newsletters per academic year.

Nominations and Elections: no report.

President's report: John W., Susan, and John H. will meet with Delaney on October 23. Under discussion will be the salary negotiations and the issue of online ISQs. There was some discussion on the validity of online ISQs.

John White stated that a few Promotion and Tenure committees on campus included Chairs from outside the department of the candidate. This is not allowed, and if anyone knows of an instance like this, let John know so he can get it changed.

There is some discussion of allowing dossiers to be electronic (not hardcopy). Most faculty seem to be in favor of this.

John reminded Committee Chairs that each sub-committee is to meet monthly (in addition to the monthly Chapter Council meeting).

Chip Klostermeyer, President of the Faculty Association, notified faculty via email that an additional extraction of funds from our retirement allocation is occurring. Since in July 1, 2014, the university allocation to our retirement is 7.69% (as shown on our pay stubs). However, 2.55% (or 33% of the allocation) is now going to a state fund to support pension, not into a fund saved for the individual faculty member's retirement. John will talk with Chip about whether this change is legal.

A former member, who has now left UNF, is seeking a reimbursement of due for a lost grievance. He blames UNF's handling of his grievance for his non-reappointment, even though he was a Visitor and UFF has been actively trying to reduce the number of visiting faculty. After some discussion, there was a vote on whether to reimburse the former member, and the motion was rejected (i.e., we voted not to reimburse).

New Business

The scheduled date and time for the December Chapter Council meeting conflicts with COAS graduation, so our meeting was moved to Friday, December 5 at 1030 am.

Adjourned at 1215 pm

Submitted by John Hatle