

UNF-UFF Chapter Council minutes – 09 Oct 2015

Call to order – John White – 1043 am

Present: Caroline Guardino, Zornitza Prodanoff, Ellie Scheirer, Allison Bruey, Mark Ari, Juliana Leding, John White, John Hatle, Alex Schonning, Dan Dinsmore, Stephanie Weiss, Susan Perez, Alice Eng

Absent: Terri Ellis (teaching), Joe Flowers (teaching), James Beasley, Gabe Ybarra

Grievance – Dan Dinsmore reported that a faculty member questioned the decision on an outside activity report. It was unclear how decisions were made about outside employment. Hence, Dan Dinsmore requested and then received from Dan Moon (Assoc Provost) the Administration's guidelines on evaluating outside employment. The CBA is rather vague on the topic, but the Administration seems to be interpreting this portion of the contract in the worst way possible for faculty. For example, a faculty member was told they could not work at Starbucks, which is not even an academic institution. Caroline mentioned that this can more profoundly affect persons with disabilities, who have limited opportunities for outside employment. Dan Dinsmore will continue to work to ensure that the rules are applied as written, and not any more stringently. It was suggested this would be a good information item for the newsletter's "Did You Know" section.

The minutes from September and August were approved.

Elections – The University Non-tenure track promotion committee is short a few members. A couple administrators were nominated to serve, but John communicated to the Administration that UFF would like only in-unit faculty to serve on promotion committees.

Membership – We have had a slow but steady increase in membership, which is good. There is a membership social this afternoon, and a special social for non-tenure track faculty that Ari is hosting. We have 24 new members since April, which is the strongest increase in membership in the last 5 years.

Treasury – Our saving balance is strong. We have spent ~\$1400 on the 50/50 membership campaign, and the positive aspect of this is it means we are getting new members. We are staying close to the budget we established in August.

Communications – A new newsletter (State of the Union) was published a few weeks ago. The UNF-UFF Facebook page has been a bit more active, including a mention of John White's TV interview on the Guns on Campus issue. John White said that several faculty mentioned to him that the newsletter is appreciated. John also continues to keep the webpage updated. Alice and Stephanie said they are limited to 3 pages with the free software they use to produce the newsletter. The Council seems willing to approve funds for a more powerful version of the software when needed.

Bargaining – The Bargaining Team and John White recently issued an update to faculty on the year's re-openers.



Bargaining Update
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The bargaining team has been dealing with one other, multifaceted issue. There has been discussion about banking credits from Directed Independent Study (or other extra instructional activities). This would allow faculty to receive a course release or an overload payment after accumulating sufficient units of credit for supervision of students. This type of direct faculty supervision of undergraduate research is one aspect of the UNF experience that sets us apart from other SUS schools. The initial plan floated by the Administration required 20 units (of 3 credits of DIS each) to gain a course release. The faculty generally perceived this as so meager as to be almost worthless. Hence, Zornitza surveyed

the faculty for comments. Faculty are passionate about this issue, and very much seek to be compensated for these activities. There were many varying opinions within this framework. There are also a variety of activities across campus that should be compensated. There was discussion on how DIS credits are reported across departments; some departments have the Chair as the Instructor of record for all DISs, while others have the actual faculty member as the Instructor of record.

Zornitza presented, and there was extended discussion, on the Faculty Activity Reports. The administration has adjusted our FARs based on the state performance metrics. They do not agree with the actual efforts of the faculty or the FTEs. Many faculty have reported that their FARs do not accurately reflect what they did, or that different faculty taught the same course but got different amounts of credit. It seems it would be best to address the overload policy and the banking policy at the same time.

President's report – John reported that processes involved with the development of Guidelines by departments around campus have created confusion among faculty and administrators. There have been some instances of administrators making statements that are inconsistent with the CBA. For example, one Dean said the Guidelines cannot have a numerical point system. The CBA states that the role of the Deans is to determine if the Guidelines (produced by the department faculty and the Chair) are consistent with the mission of the university. Stating that the Guidelines cannot have a point system does not seem to be determining whether the Guidelines are consistent with the goals of the university.

The UFF continues to work on limiting the duration of Visiting appointments (so that the University will step up and make a permanent appointment when necessary).

John White received the documents for a Public Records request on the compensation of Leonard Carson, the chief negotiator for the Administration. There was some confusion on what pay was for Carson's role in bargaining with UFF versus other bargaining with other unions at UNF (e.g., Police, service workers). Regardless, we now have the data on what UNF pays to bargain with the unions on campus.

There will be a panel on campus titled "A Loaded Topic: Gun Control". The panel composition appears to be very one sided. It does include any faculty speaking, despite the fact that there are faculty in Criminology and other departments that have expertise on the relevant statistics.

Adjourned at 1157 am.

Submitted by John Hatle