

## Minutes for UNF-UFF Chapter Council meeting – 12 Sept 14

Call to order by Vice President Susan Perez at 1039 am.

Attending: Juliana Leding, Nick Hudyma, Dan Dinsmore, Susan Perez, Caroline Guardino, Dale Casamatta, John Hatle

Absent: Several were absent due to the UFF State Senate in Tampa on Sept 13/14, with some training starting on Sept 12.

No quorum was established, so no votes were held.

Committee reports:

Treasurer report from Caroline Guardino: Our total assets are \$60,154.64. She will transfer some funds out of our Share account as it has a (very) low interest rate.

Grievance report from John Hatle (for Mark Ari): The chapter will likely file for informal resolution on direct dealing (negotiating contracts with individuals instead of the entire union). The informal resolution process seeks to solve the problem without filing an official grievance. CIRT has been offering training in distance learning (i.e., Teaching Online, or TOL, courses). In the past few years, taking the course has involved signing a contract that pays the faculty member a \$2000 stipend, with a potential for \$1000 more.

Caroline reported that CIRT has been increasing their ownership of materials for Academic Partnership courses. For example, CIRT staff will automatically archive materials that a faculty member loads into his/her Academic Partnerships course. Further, they are requesting weekly updates to any courses. Hence, CIRT is taking action to save any teaching materials in their files. Caroline state that she does not currently have access to these archives, and at minimum she seeks access to them (since they include materials she prepared).

Bargaining report by Susan Perez and others:

Intellectual Property – The Administration's proposal includes their taking ownership of all materials related to the teaching of any distance learning course. UFF has counter with status quo (i.e., retaining the language from the existing contract), under which faculty would retain the rights to materials for all teaching.

Salary – We are negotiating how to allocate the \$1M that has been offered for fixing inversion and compression. The Administration's model included raises for Assistant Professors in low-paid departments (who are by definition not inverted or compressed). This is beneficial for faculty in these departments, but it leaves several faculty in higher-paid departments inverted. UFF plans to counter the Administration's model.

Nick Hudyma asked if it was possible to agree to the salary increases and get them implemented while the rest of the contract is still being negotiated. Susan answered that, as counseled by our FEA lawyers, we plan to agree to a complete contract so faculty can vote on whether to ratify the entire agreement.

Nick Hudyma also asked whether faculty salaries and administrator salaries come from the same source. John Hatle agreed to check on this.

Evaluation – The Administration began using online ISQs without getting acceptance from UFF, which is against the contract. UFF agreed to let use of online ISQs continue provided we would get some return at the bargaining table. The Administration's first offer in the contract included online ISQs and nothing in return for UFF. We have countered by requesting that the reporting of ISQ scores in annual evaluations be optional unless at least 70% of the students complete the ISQ. Dan Dinsmore, a member of the Faculty Association's Distance Learning Task Force, said that Dan Richard reported on online ISQs recently. Richard showed that scores were similar between paper and online ISQs, regardless of the response rate. The issue is how Chair's use the data.

Membership: no report.

Communications: Updates on salary bargaining will be sent to faculty soon.

Nominations and Elections: Terri Ellis was absent (teaching), but sent a letter as her report. The Professional Development Leave committee needs another member from Brooks College of Health. There were no nominations (even though all instructors in the college were notified of the vacancy by email), so the Dean of the college gets to appoint the new committee member.

Adjourned at 1119 am

Submitted by John Hatle