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**RE: UNF; UFF Negotiations**

1 message

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Thu, Mar 2, 2017 at 1:49 PM

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Dear Leonard and BOT team,

In addition to the proposals our faculty team presented on Jan 27<sup>th</sup>, we have some questions for your team to please be prepared to answer. With months in between sessions, we do hope we can make some progress next week.

The last round of bargaining where raises were provided (2014-15), the UFF priority was fixing compression and inversion. The UNF team agreed to work on C&I, but also demanded that Assistant Professor salaries be raised first, stating that the Administration wanted to help "the lowest paid faculty." This had the effect of increasing salaries for Assistant and Associate Professors in low paid departments, but did not allow C&I to be fixed for Associate Professors in higher paid departments. Eventually, we settled on \$56,800 (per 9 months) as a minimum median salary for Assistant Professors in each department, and did not address minimum salaries for lowest paid faculty (Instructors and Lecturers).

Since summer 2015, UNF has been hiring many new Assistant Professors (mostly in the humanities) for \$55,000 or even \$54,000 per 9 months and non-tenure-track faculty for \$44,000 per 9 months. This runs counter to the UNF Administration's stated goal of helping the lowest paid faculty.

We have also noted from the [Florida Auditor General's Report No. 2016-175 Financial Audit \(March 2016\) \(page 43\)](#) that UNF computes the total pension liability by assuming that UNF employees (including faculty) receive an annual increase in salary of 3.5% (including an inflation adjustment of 2.6% percent). However, faculty have not received these increases to salary on an annual basis.

These practices lead us to ask what the UNF Administration's goals are for faculty salaries at UNF. We want faculty salaries to be a priority. Does the UNF Administration agree? If so, how will this be accomplished in the current bargaining cycle (2016-2017)?

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