

FLORIDA GULF
COAST UNIVERSITY

UFF

UNITED FACULTY OF
FLORIDA

STRONGER TOGETHER!

UFF-FGCU Chapter Meeting

APRIL 24, 2024

SRHM 110

Welcome!

- Membership
- UFF-FGCU Election Results & Appointments
- Call for Service
- Bargaining
- Compression & Inversion
- Merit Pay
- Treasurer's Report
- Grievance/Contract Enforcement
- Research Misconduct Policy
- Self-Authored Textbook/Materials
- Questions & Member Feedback

Membership

As of April 24, 2024:

- Current dues-paying UFF-FGCU members: **334**
- Total in-unit faculty: **546**
- Membership density: **61%**

Awaiting confirmation from PERC that our recertification has been approved. We should hear any day and do not anticipate any issues. We will email all in-unit faculty when we receive the confirmation.

UFF-FGCU Election Results

2024-2025 Term (all officers elected by acclamation):

President – Carolynne Gischel

Vice-President – Vacant

Secretary – Tammy Sadighi

Treasurer – Traci Mays

Membership Co-chairs – Jennifer Fulwider & Michelle Leaver

UFF-FGCU Election Results

2024-2025 UFF Senators:

Michelle Angeletti – Marieb College

Mark Erickson – Dept of Rehab Serv

Jennifer Fulwider – COE

John Griffis – Ecology & Environmental Science

Patti Kirk – Academic Advisor

Morgan Paine – CAS

Rachel Tait – University Library

Judy Wilkerson – Education Research & Assessment

Kara Winton – Dept. of Comm and Philosophy

Alternate Senator:

Traci Mays – University Library

UFF-FGCU Election Results

2024-2025 FEA Delegates:

Michelle Angeletti – Marieb College

Jennifer Fulwider – COE

John Griffis – Ecology & Environmental Science

Annie Stout – Entrepreneurship

Carolynne Gischel – Dept of Education

UFF-FGCU Appointments

2024-2025 Chairs/Officers:

(positions to be appointed by Executive Committee at May 3 meeting)

Bargaining Chair

Communications Officer

Diversity Officer

Grievance Chair

Call for Service

The call for service for the 2024-2025 Academic Year (term is August 1, 2024 to July 31, 2025) went out April 18 and closes April 30.

We need your help!

Please consider serving in one of the following roles:

- Vice President
- Bargaining Team
- Diversity Team
- Grievance Team
- Steward Team



https://fgcu.qualtrics.com/jfe/form/SV_85HVO2IB0XGlcV8

Bargaining Update

Substantive agreements reached:

- Article 10: Employee Performance Evaluations – some clarity on what is evaluated and feedback provided
- Article 14: Promotion Procedure – denial letter must include “descriptive explanation” for denial
- Article 8: Appointment: **8.5.D. ONLY** – pathway for instructor/professor; FAT/Faculty Senate to develop petition process

Bargaining Update

Minor/procedural agreements reached:

- Article 1: Recognition
- Article 6: Nondiscrimination
- Article 25: Payroll Deduction
- Article 27: Miscellaneous Provisions
- Appendix A: Position Classifications
- Appendix B: Membership Dues Authorization Form

Bargaining Update

Active negotiations:

- Article 3: UFF Privileges
- Article 8: Appointment
- Article 9: Assignment of Responsibilities
- Article 12: Non-Reappointment
- Appendix G: Professional Leave Promissory Note
- Appendix H: Sabbatical Promissory Note

Bargaining Update

- Negotiations ongoing; trying to wrap up next couple of weeks
- Be sure to check your email over the summer
- Sessions scheduled (virtual):
 - May 2 – 11:00 to 1:00
 - May 6 – 9:00 to 11:00
 - May 10 – 1:00 to 3:00
- Link to observe bargaining sessions:
<https://www.fgcu.edu/facultystaff/collective-bargaining/united-faculty-of-florida/#MeetingNoticesDatesMinutes>

Compression & Inversion

- Committee nearly done with work
- Met more than 20 times over 6+months
- HOPE to have work done with Friday
- When complete, will have lengthy final report to explain definition, methodology and allocation decisions
- Keep in context: C&I not addressed in more than decade; allocation limited to \$300,000

Merit Pay

- The committee last met April 18 and discussed how Merit Pay Plan will be applied for Student Success Counselors since they are not yet being evaluated using PDPs (though they should, as per the FPED). Marisa Ouverson attended and will attend the next meeting to continue discussion.
- The committee still plans to work towards development of the next plan iteration so that we have something in place, should merit pay funds be negotiated.

Treasurer's Report

Ending Bank Balance 03/31/2024	48,052.80
Encumbered for UFF-FGCU Communications Intern (\$3000) See Minutes II.f.ii. from 09/13/2023	00.00
Encumbered for UFF-FGCU Faculty Union Recruitment and promotional material (\$15,000) See Minutes II.iv. from 09/13/2023	4,669.43
UFF-FGCU Chapter Meeting – Panera catering	680.77
UFF-FGCU send condolences for the death of a union colleague at UFF-FAMU. Donation to the children's college fund.	200.00
TOTAL	42,502.60



In memory of Dr. Roscoe Hightower, Jr. UFF-FAMU President

February 7, 1966 – April 4, 2024

<https://myuff.org/in-memory-of-dr-roscoe-hightower-jr/>

Grievance/Contract Enforcement

- Two members have recently been assigned FEA attorneys.
- Grievance Chair and President are currently working with a department to address faculty concerns.
- Consulting with FEA attorney and UFF Executive Director to enforce University compliance with CBA provisions for Student Success Counselors.

Research Misconduct Policy

- UFF-FGCU prepared and submitted feedback and a position statement to the General Counsel's Office and via the official feedback form.
- Vee Leonard responded with an invitation to collaborate on the proposed policy.
- UFF-FGCU is assembling a small group to meet with General Counsel. Please reach out to Carolynne Gischel if you are interested in participating.

Self-Authored Textbook/Materials

- We have heard faculty concerns about the Self-Authored Textbook Waiver Form. The form details criteria for approval of self-authored materials, and a description of the "distribution arrangement" with the University and faculty/employee for royalties.
- A meeting is being scheduled by Academic Affairs to address concerns. The meeting will include at minimum:
 - Tony Barringer, Provost & Executive VP for Academic Affairs
 - Carolynne Gischel, UFF-FGCU President
 - Precious Gunter, Chief Equity, Ethics, & Compliance Officer
 - Lyndsay Rhodes, Faculty Senate President
- Please continue to share concerns/questions/feedback.

Call for Service

The call for service for the 2024-2025 Academic Year (term is August 1, 2024 to July 31, 2025) went out April 18 and closes April 30.

We need your help!

Please consider serving in one of the following roles:

- Vice President
- Bargaining Team
- Diversity Team
- Grievance Team
- Steward Team



https://fgcu.qualtrics.com/jfe/form/SV_85HVO2IB0XGlcV8

Questions & Member Feedback

Thank you for attending!

Please reach out to any UFF-FGCU officer
with questions, concerns, and input.