

UFF-FGCU Report to Faculty Senate

March 28, 2025

Topics

- Membership Density
- Bargaining Update
- Spring Social
- Questions

Membership

As of March 28, 2025:

- Current dues-paying UFF-FGCU members: **324**
- Total in-unit faculty: **575**
- Membership density: **56.3%**
- Additional members needed to reach 60%: **21**

Anyone interested in joining can do so here: https://feacms.floridaea.org/portal/fasttrack/163/form

Contact UFF-FGCU Membership Chair, Jen Fulwider, with questions or for assistance. jfulwider@fgcu.edu

Membership

- We are planning a “blitz” for April 9-11, like we did in November of last year.
- Blitzers are needed for any part of those three days. We will provide lunch and blitz materials.
- Contact UFF-FGCU Membership Chair, Jen Fulwider, if you are interested in being a blitzer. jfulwider@fgcu.edu

Bargaining Update

- Although we have met with the BOT team about 10 times this academic year, we have not made substantive progress on anything.
- The March 24th meeting was focused on what the BOT team sees as language issues in the CBA related to advising employees (Student Success Counselors and Academic Advisors).
- These are the same issues the BOT has focused on at (almost) every bargaining session for the last three years.
- Following is a comparison of BOT and UFF documents shared at February 24 bargaining session.

Source: BOT Document*	Source: UFF Document*		
Related Bullet Point	Action Being Considered	Require Negotiation?	Who & What?
• **Common classification for non-instructional faculty advising students**	1. Reclassify Student Success Counselors and Exploratory Advisors to Academic Advisors	No; The classification of Academic Advisors already exists as in-unit and is comparable to Student Success Counselors.	Human Resources changes classification for all SSCs and Exploratory Advisors in any necessary systems/databases.
• **Clear three (3) Continuing Multi-Year Employment Agreement**	2. Issue 3-year continuing multi-year appointment (CMYA) contract to all former SSCs and Exploratory Advisors.	No; The CBA already requires CMYA for all in-unit classifications.	Human Resources would issue CMYA contracts and send copies to all affected.
• **Clear Evaluation procedures – Continue the work of the Evaluation Process for an In-unit non-instructional faculty advising students**	3. Conduct evaluations under FPED and SSEM PECAP, as per the CBA and FPED.	No; Academic Advisors are already being evaluated under the FPED and a PECAP for Academic Advisors already exists.	Possible need to train directors on how to evaluate using FPED and PECAP. Can be done by Academic Affairs in collaboration with Union.
• **Clear Promotion pathways – Continue the work of Promotion Pathway with the same percent increase rate in the CBA used for others**	4. Prepare an MOA to address how “staff evaluations” will be considered for promotions.	Not necessarily; An MOA already exists that can be reissued, and MOAs are typically developed between Academic Affairs and UFF-FGCU President.	Academic Affairs and UFF-FGCU President
	5. Review all Faculty Senate documents for accuracy;	No; These documents already exist and apply to	Faculty Senate

Bargaining Update

- At the previous bargaining session on February 24, we ended by asking the BOT to bring specific CBA language that they think are causing issues and want to adjust.
- They did bring documents to the March 24 meeting with their perceived problem language that “isn’t applicable” to advising employees.

Bargaining Update

Note included at top of documents on Articles 8 and 9 BOT shared at March 24 meeting:

Note: The purpose of this exercise is to identify the areas relevant to instructional and non-instructional faculty/employees in Articles 8 (Appointment) and 9 (Assignment of Responsibilities) of the 2024-2027 Collective Bargaining Agreement. Establishing clear definitions within these articles will help clarify their intent, ensuring the promotion of sustainable employment conditions and the protection of the rights of all parties involved.

8.3 Letter of offer as the Employment Contract

B. Position classification, four-digit CIP code ,CIP title and appointment status;

J. Percent of full-time effort (FTE) assigned; advising doesn't have FTE defined

Focus Mode

8.4 Appointment Types: B, C, D, E, F and G

B. Fixed Multi-Year Appointments (FMYA).

(3) Eminent Scholars and Research Associates;

(4) Tenured faculty who elect to give up their tenured status to take advantage of whatever incentives might be offered by a fixed multi-year

(5) Faculty who have not yet demonstrated instructional effectiveness through prior teaching experience.

(6) Faculty on non-recurring sources of funds such as contracts and grants, sponsored research funds, grants and donations trust funds

Bargaining Update

8.3 Letter of offer as the Employment Contract.

All appointments shall be made through the letter of offer and signed by the President or representative and the employee. The University may enclose informational addenda, except that such addenda may not abridge the employee's rights or benefits provided in this Agreement. All academic year appointments for employees at the University shall begin on the same date. The University letter of offer shall contain the following elements:

A. Start date (Effective date of employment contract);

B. Position classification, four-digit CIP code, CIP title and appointment status;

8.3 Letter of offer as the Employment Contract

B. Position classification, four-digit CIP code ,CIP title and appointment status;

J. Percent of full-time effort (FTE) assigned; advising doesn't have FTE defined

Focus Mode

8.4 Appointment Types: B, C, D, E, F and G

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Bargaining Update

8.4 Appointment Types.

A. Continuing Multi-Year Appointments (CMYA). A continuing multi-year appointment is an appointment of contingent duration, consisting of an initial three (3) year term extended annually with an overall satisfactory annual performance as determined through the criteria, standards, and procedures as stipulated in Articles 15 and 10, respectively. FGCU shall provide the option of a CMYA to all new multi-year faculty hires, with the exception of the appointment status categories listed in Section 8.4 (B) below.

B. Fixed Multi-Year Appointments (FMYA). A fixed multi-year appointment is an appointment of fixed duration, two (2) to five (5) years in length, with the opportunity for successive appointments. FGCU may offer an FMYA without the option of a CMYA to bargaining unit members in the following categories:

(1) Instructors and lecturers;

(2) New faculty members who have not yet completed their terminal degree requirements but are required to do so as a condition of continued employment;

(3) Eminent Scholars and Research Associates;

(4) Tenured faculty who elect to give up their tenured status to take advantage of whatever incentives might be offered by a fixed multi-year appointment;

(5) Faculty who have not yet demonstrated instructional effectiveness through prior teaching experience.

(6) Faculty on non-recurring sources of funds such as contracts and grants, sponsored research funds, grants and donations trust funds.

Bargaining Update

- The next bargaining session is scheduled for 10 a.m. to noon on **Monday, April 7 in Marieb 402** and via Teams.
- Observation link: https://www.fgcu.edu/facultystaff/collective-bargaining/united-faculty-of-florida/#MeetingNoticesDatesMinutes
- Salary negotiations are expected to begin in May.

UFF-FGCU Spring Social!

Friday, April 11
4:30 – 6:30 pm
BJ's Brewhouse – University Plaza



Join us for appetizers, drinks, and socializing with colleagues!

All in-unit are invited! Members & Non-members!

Members RSVP via Outlook invitation.

Non-members RSVP to Carolynne Gischel at cgischel@fgcu.edu



Questions & Follow-up

Please reach out to the appropriate UFF-FGCU Officer based on area of question/concern/input:

Bargaining: Kara Winton
kwinton@fgcu.edu

Diversity: Michelle Angeletti
mangelet@fgcu.edu

Grievance: Tammy Sadighi
tsadighi@fgcu.edu

Membership: Jen Fulwider
jfulwider@fgcu.edu

For more general question/concern/input:

Carolynne Gischel, President
cgischel@fgcu.edu

Patti Kirk, Vice President
pkirk@fgcu.edu

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UNITED FACULTY OF FLORIDA
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