

PREAMBLE

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3 The intent of the parties hereto in carrying out their responsibilities to negotiate the terms and
4 conditions of employment of members of the bargaining unit is to promote the quality and
5 effectiveness of education in the University of Central Florida and to maintain high standards of
6 academic excellence in all phases of instruction, research, and service. The parties concur that
7 these objectives are facilitated by amicable adjustment of matters of mutual interest. It is
8 recognized by the parties that mutual benefits are to be derived from continual improvement in
9 the University of Central Florida, and that participation of faculty and professional employees in
10 the formulation of policies under which they provide their services is educationally sound.

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12 While the United Faculty of Florida (hereinafter UFF), as the elected bargaining agent, retains
13 the exclusive right to negotiate and reach agreement on terms and conditions of employment for
14 the members of the bargaining unit, and the University of Central Florida Board of Trustees
15 (hereinafter the Board) retains its rights, under law, to manage and direct the University of
16 Central Florida, the parties recognize the desirability of a collegial governance system for faculty
17 and professional employees in areas of academic concern. It is desirable that the collegial system
18 of shared governance be maintained and strengthened throughout the University of Central
19 Florida so that employees will have a mechanism and procedure, independent of the collective
20 bargaining process, for making recommendations to appropriate administrative officials.

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22 Collegiality in academic governance on each campus of the University of Central Florida can
23 best be accomplished through the Faculty Senate selected by representatives of the appropriate
24 campus constituencies in accordance with the Faculty Constitution and tradition. Appropriate
25 matters of concern should be brought before the Faculty Senate by its members or steering
26 committee, or by the President of the university or representatives. Among matters which may be
27 of concern to the Faculty Senate include: (a) curriculum policy and curricular structure; (b)
28 requirements for degrees and granting of degrees; (c) policies for recruitment, admission, and
29 retention of students; (d) the development, curtailment, discontinuance, or reorganization of
30 academic programs; (e) grading policies; and (f) other matters of traditional concern. The
31 Faculty Senate shall address itself to academic matters that concern more than one college and to
32 general education policies. Matters dealing with terms and conditions of employment for the
33 members of the bargaining unit should be referred by the Faculty Senate to the United Faculty of
34 Florida.

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36 In such a collegial system, departments or other traditional governance structures should play an
37 active and responsible role in academic matters, including significant involvement in the
38 recruitment of new faculty and professional employees, the development of high quality
39 programs, participation in the development of tenure, promotion, and merit salary increase
40 criteria, participation in the selection of instructional and library materials, and other matters of
41 professional concern. The collegial relationship is most effective when peers work critically
42 together to carry out their duties in the most professional manner possible.

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44 In recognition of the importance of the collegial system of governance described herein, the
45 President or President's representatives shall confer regularly with representatives from the
46 Faculty Senate and the United Faculty of Florida.

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2 This Preamble is a statement of intent and policy and is, therefore, not subject to Article 20,
3 Grievance Procedure.