

## Minutes

United Faculty of Florida-UCF Chapter  
November 17, 2011

### Attending:

Kathy Seidel	Terri Susan Fine
Jim Gilkeson	Beth Young
Peter Larson	Keith Folse
Mark Johnson	Dawn Trouard
Donna Malvey	Shelley Park

The meeting came to order at 12:37pm

1. **Minutes**—Jim Gilkeson moved to approve; Shelley Park seconded. The motion carried unanimously.

### 2. **President's Report** (K. Seidel)

Kathy recognized Peter Larson as a guest;

Beth Young moved that Peter Larson be added as an Alternate Senator to the UFF-UCF Council. Shelley Park seconded. Motion carried unanimously.

Kathy inquired about scheduling a December meeting

December 8, 4p-7 is the end of semester Fall social at Azteca on University Boulevard. The Council will meet at 3:30pm on December 8 at Azteca.

January/February/March/April and May. Terri will send around notices soon about the spring schedule.

At this point, Tuesday and Thursday between 12-2 look good, try to tie it to the class schedule, such as starting at noon.

Getting feedback from department visits; little information forthcoming regarding committee meetings. It is perhaps that they seem to be fighting about redistricting now.

Faculty have been asked to provide a lot of data to the governor; we don't know what the outcome will be

We are getting some interesting reactions to the support statement about the Occupy Orlando movement

UFF-UCF has been getting some e-mails from different groups about Occupying UCF, on December 9-11—Kathy has decided not to respond at this point—UCFUFF is not officially part of any occupation

The Board of Trustees is meeting today—the domestic partner item is included on the consent agenda for their meeting  
Jim Gilkeson was quoted in the *Sentinel*; Equality Florida has reached out to Jim to develop a network, especially for information purposes  
The responses to the Sentinel article has been positive (the comments on the article found under the article on [www.orlandosentinel.com](http://www.orlandosentinel.com))

### 3. **Treasurer's Report** (K. Seidel for S. Smith)

We are in good shape.

The reconciled balances in the UCF Federal Credit Union as of 11/10/11 are below.

Savings \$ 100.51  
Checking 6,052.36,  
Money Market 31,699.39,  
Certificate 11,720.67 (matures 7/7/12 at 0.70%)  
Certificate 13,034.65 (matures 6/17/12 at 0.70%)  
Total 62,607.58

### 4. **Membership** (D. Malvey (P. Angley))

We have a serious membership problem, in part, because the records are incomplete  
Membership needs to be verified, especially for those pursuing grievances  
State UFF requires a signature, and does not allow an electronic signature, which may create some confusion. Kathy may speak with Ed Mitchell at UFF-Florida to address this issue.

Kathy may address the recordkeeping issue with her consultation with the provost;

Jim Gilkeson moved that we lodge a formal complaint with Tom Auxter against Ed Mitchell that we want the issue on the next Senate meeting agenda that the list will be provided at the end of each calendar quarter as an updated list. Dawn Trouard seconded. The motion carried unanimously.

### 5. **Grievance Report** (B. Young)

Most grievance calls relate to assignment, and aren't turning into grievances.

Settled grievances:

- \* overload pay in COHPA premium tuition Master's program
- \* TIP errors: settled

Ongoing grievances:

- \* Chapter - overload pay in COHPA premium tuition Master's program (this one is almost

settled)

Just received information from our Public Records Request about overtime pay in premium tuition programs and is reviewing it.

Beth may be in a situation where something can be solved without a grievance relative to sabbaticals allocated to centers

## 6. **Bargaining Report** (J. Gilkeson)

The first formal bargaining session took place.

BOT wants to look at:

Non-reappointment for 12 month people

Premium tuition programs—language ambiguous

Intellectual property

Look at layoff article to get rid of ambiguity and get clarity on the notice process

Promotion for instructors

UFF wants to look at:

Salary

Concern about medical costs—

Parking—response from BOT was that the bonds on the parking decks are based on revenue coming in—only source to pay for those bonds, UFF-UCF has other ideas

Establish a reward program for the rest of the bargaining unit that is not eligible for TIP/RIA/SOTL---Professional Excellence—in the same amount as TIP/RIA/SOTL

Article 20 Grievances---as to the union filing grievances—certain limitations need to be addressed

Discipline—“just cause” is problematic as to clarity and meaning

Sabbaticals—unevenness of how that fits into the evaluation

Both sides will bring those articles that do not need attention, or minor change, to the December meeting

Will work on the instructor promotion to be included in the contract

## 7. **Communication Committee** (K. Seidel for J. Martin).

Jason unhappy with proposed website

This issue will still be investigated

## 7. Events (K. Folse)

December 8, 2011—fall social at Azteca

33 people RSVPd for the awards workshop---there was a lot of interest

For 2012—doing one event per month

Has no specific dates

January 2012: TIP/SOTL aren't due til March 16, perhaps in January 23-27, a TIP workshop will come up

February 2012—another TIP

March 19-23: session on moving to rank of Full Professor

April 20<sup>th</sup> (Friday) or April 26<sup>th</sup> (Friday): end of semester Social

May have a January welcome back social at Azteca

8. Old Business—Shelley discussed the possibility of getting letterhead; K. Seidel indicated that this was a good use of resources.

The meeting adjourned at 1:36 pm.

Respectfully submitted

Terri Susan Fine, Secretary, UFF

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