

# Minutes

United Faculty of Florida-UCF Chapter  
September 15, 2011

Attending:

Pat Angley  
Terri Susan Fine  
Keith Folse  
Barbara Fritzche  
Jim Gilkeson  
Donna Malvey  
Jason Martin  
Michael Moats  
Shelley Park  
Blake Scott  
Kathy Seidel  
Stan Smith  
Beth Young

The meeting came to order at 12:32pm

1. **Minutes**—Shelley Park moved to accept the minutes as presented; Stan Smith seconded. The motion passed unanimously
2. **President's Report** (K. Seidel)

Kathy reported that she had her meeting with the provost; they discussed Governor Scott's plans for higher education. Kathy noted that there is an article from the *Chronicle of Higher Education* on this topic on the UCF-UFF website written by the president of FSU Eric Barron. The provost also indicated that the public university presidents are working together on this issue in order to speak with one voice.

The state revenue projection shows a small surplus of \$300 million. The provost does not anticipate any cuts.

The provost also addressed the perception that internal hires without searches are happening; those days are "in the past". His view is that there should be equitable opportunities available to pursue administrative and other positions, such as through competitive searches.

He also discussed that he would bring Lyman Brodie into Faculty Affairs part time, and will likely be reorganizing his office.

The two dates available for lunch with the provost are October 12 and November 2. A discussion ensued as to location. Keith Folse will organize the event and Kathy will confirm the date.

Consultation is October 14 from 10am-12pm in MH 395.

The offer went out asking UFF members to speak with their departments; two have come back asking for a guest speaker (Biology and SVAD).

A consultation item may involve dealing with invalid e-mails being in Outlook such as the College of Business not being in @ucf.edu but having its own server.

The website update was discussed. Jason, Donna and Michael Moats will approach possible web developers to discuss updating the website and provide a report at our next meeting.

FEA sued re: laws against tenure for K-12; these are work conditions that must be bargained.

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

We are in good shape;

The reconciled balances in the UCF Federal Credit Union as of 9/12/11 are below:

|              |                                      |
|--------------|--------------------------------------|
| Savings:     | \$100.45                             |
| Checking:    | \$6890.60                            |
| Money Market | \$31,667.46                          |
| Certificate  | \$11,593.15 (matures 7/7/11 at 1.1%) |
| Certificate  | \$13,034.65 (matures 6/17/12 at .7%) |
| Total        | \$63,286.31                          |

### 4. **Membership** (D. Malvey and K. Folse)

Kathy thanked Keith for a terrific social; there were 66 people there. The acoustics were a bit problematic, though. A lot of new people were there, not a lot of familiar faces, which is a good thing.

Donna and Mike discussed the fall membership plan. Donna proposed an intense week of visits followed by a membership meeting.

Officers will need to visit new faculty assigned to them; once those visits are made, other faculty will be assigned to them. Mike and Donna will work on the assignment sheets. Council members and faculty activists will have "walking lists" assigned to them.

The membership meeting might best take place on October 27 from 12-1.

Michael Moats will be developing walking lists for every Council member, and for faculty activists

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

Workshop: So far, 15 people have said that they will attend some or all of next Tuesday's Contract and Grievances Workshop (Tuesday 20, 2011, 10:00am-1:00pm, CNH 401)

There are not many active grievances right now.

One step 1 grievance (filed 9/8, waiting for "informal" pre-step 1 meeting) about overload pay in premium tuition graduate programs.

Waiting to hear the decision of another step 2 about TIP

Another step 1 was just denied (timeliness + deals with events that happened while grievant was out of unit)

Kathy mentioned that she mentioned to the provost the concern that an administrator might be assigned as a co-PI on a grant; the provost said that this is not the general practice, but there might be conditions that this is done, such as if the money is not handled well.

## 6. **Bargaining Report** (J. Gilkeson); Sherry Andrews, Jim Gilkeson and Kathy Seidel have been going to the meetings explaining Article 10. These are good "waving the flag" events.

The administration has now developed a specific domestic partner benefit; They are proposing to offer same-sex couples a health insurance stipend. Beneficiaries would have to certify as domestic partners (marriage certificate from another state would not qualify), and provide other proof of domestic partnership. Domestic partners eligible to receive any health insurance benefit from their employer, even if it is clearly inadequate or inferior to the UCF stipend, would not be eligible for the stipend. This is unfair because spouses married under Florida law are eligible for UCF insurance regardless of whether they are eligible for insurance benefits from their employer.

The first official bargaining meeting will take place in November and another scheduled for December. Jim sent an e-mail out asking for suggestions and input, and the input has been varied. Let Jim know if there are things that are broken, such as contradictions. Also, opportunities to improve conditions, including those that do not require money, are welcomed. Jim will push on adding benefits, such as domestic partnerships and other aspects of equity of working.

One question that arose was standardizing how sabbaticals are treated across colleges and departments.

## 7. **Communication Committee** (J. Martin). We will soon move to using the AFT e-mail system. Shelley Park will take a role in global visibility for the chapter.

The meeting adjourned at 2:10pm.

Respectfully submitted September 15, 2011.

Terri Susan Fine, Secretary, UFF