

**IN THE MATTER OF IMPASSE BETWEEN UNITED FACULTY OF FLORIDA
AND UNIVERSITY OF CENTRAL FLORIDA BOARD OF TRUSTEES, Case No. SM-2013-045**

To: John Sprouls, Chair of the Compensation and Labor Committee,
University of Central Florida Board of Trustees

c/o W. Scott Cole, Vice President and General Counsel to the UCF Board of Trustees
4000 Central Florida Blvd
Orlando, FL 32816

From: United Faculty of Florida
c/o Candi Churchill, Service Unit Director
306 E Park Avenue
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**STATEMENT OF UNITED FACULTY OF FLORIDA'S POSITION
REGARDING ISSUES AT IMPASSE¹**

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I. Introduction and Background

The UFF bargaining team consists of dedicated scholars and teachers at the top of their fields who have won teaching awards at UCF and championed UCF graduates on their award-winning projects.² They teach and conduct research in the fields of finance, population biology, research methods, legal history, and industrial and organizational psychology. The question before the Board of Trustees is what wage increase to give the UCF faculty. The UFF team proposed a 3% merit increase as well as a 1% pool for Administrative Discretionary Increases (ADI), in addition to state-appropriated raises. The UCF administrative team's last proposal was a 1% general wage increase with .75% ADI pool, in addition to state-appropriated raises. The UCF administrative team stated emphatically and repeatedly that 1% was the bottom line³ for any general wage increase. Yet, state appropriations have been restored and additional dollars secured for "performance funding."⁴ UCF's revenues and reserves have increased dramatically while faculty have not seen even modest increases to their wages since 2010, which were followed by two years of cuts to their pay. Faculty have improved UCF's rankings, even while faced with larger class sizes. The Board of Trustees now has the opportunity to reward faculty. The following pages review publicly available data and then discuss why rewarding the performance of the faculty is absolutely critical at this time.

¹ Additional documents and exhibits shall be submitted to the Board of Trustees at the impasse hearing.

² Two members of the UFF bargaining team won their college's top teaching award for graduate teaching. One won the overall university undergraduate teaching award. Four have been TIP winners. One team member's M.S. students won their college's Outstanding Thesis Award twice; one student received the university-wide award.

³ Recordings of every session are available at: http://www.collectivebargaining.ucf.edu/minutes/2013-2014A23_3_Mins.html

⁴ See "UCF, other FL universities to get some performance funding under new, and criticized, system" in the Orlando Sentinel by Leslie Postal on September 12, 2013: <http://www.orlandosentinel.com/features/blogs/school-zone/os-fl-universities-performance-funding,0,1773238.post>

Chart 1: Raises and Available Funding

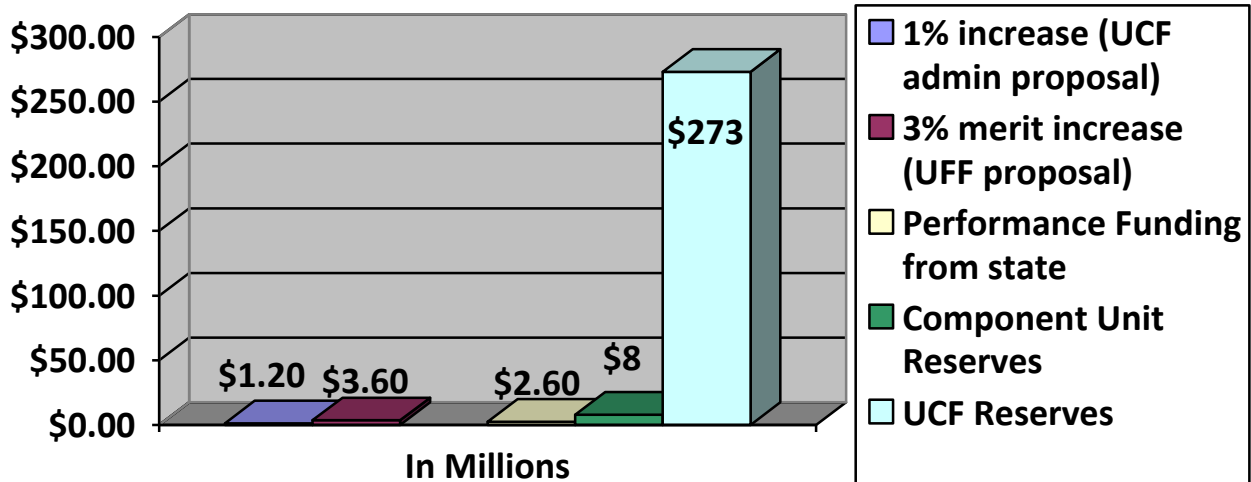


Chart 1⁵ compares the dollar amounts for the administrative bargaining team position of a 1% increase and UFF's request for a 3% merit increase⁶ to some of the funds available to UCF's Board of Trustees. The real issue at this impasse is whether UCF wants to reward faculty members' excellence and hard work over many years. A 3% increase⁷ only requires using 1.3% of UCF's reserves.

According to the Florida Auditor General's Annual Financial Statements and UCF reports sent to the Auditor General,⁸ **total revenue increased by 72.9%**⁹ since 2004 (Chart 2) from \$436 million to \$754 million.¹⁰ **UCF's unrestricted net assets (UCF's "reserves") increased 342.9%** (Chart 3).¹¹ There are also additional unrestricted net assets (reserves) in UCF's Component Units (Chart 1).¹² Florida statute requires UCF to report when reserve funds dip below 5% of education and general fund operating expenses, but there is no legal

Chart 2: UCF's Total Revenue

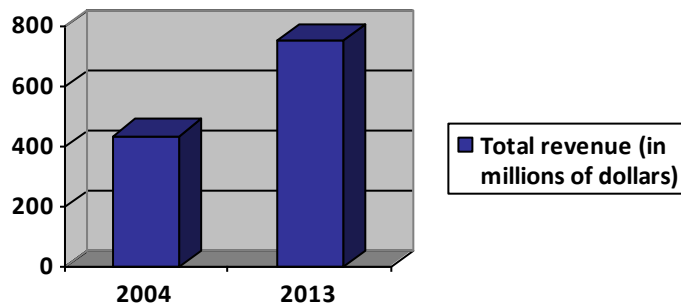
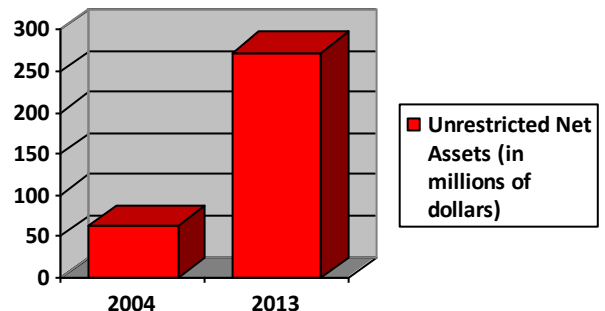


Chart 3: UCF's Reserves



⁵ Figures for the UCF and Component unit reserves from the Financial Audits of the University of Central Florida submitted by UCF to the Florida Auditor General. Audited financial statements can be found at <http://www.myflorida.com/audgen/pages/localgovt.htm>. The 2013 data is from the Unaudited Draft of the Financial Audit provided by UCF available through a Public Records Request. See Appendix. Figures for the UCF administrative proposal and the UFF proposal from the UCF administration email stating that their 1% offer would cost \$1.2 million sent September 12, 2013, subject line "Collective Bargaining Update."

⁶ UFF's proposal for a 3% merit increase might actually cost less than \$3.6 million as it is tied to performance evaluations. See Section II for complete contract language.

⁷ Figures for the UCF administrative proposal and the UFF proposal from the UCF administration email stating that their 1% offer would cost \$1.2 million sent September 12, 2013, subject line "Collective Bargaining Update."

⁸ Figures from the Financial Audits of the University of Central Florida submitted by UCF to the Florida Auditor General. Audited financial statements can be found at <http://www.myflorida.com/audgen/pages/localgovt.htm>. The 2013 data is from the Unaudited Draft of the Financial Audit provided by UCF available through a Public Records Request. See Appendix.

⁹ See Appendix for more figures.

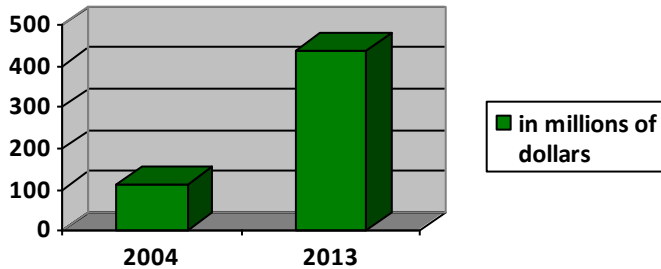
¹⁰ 2004 is the first year UCF was no longer governed under the Board of Regents. The UCF BOT bargained directly with UFF from 2004 onward.

¹¹ See Appendix for more figures.

¹² UCF's component units had \$221,558,619 in Net Assets as of June 30, 2013, of which \$8,507,466 were Unrestricted Net Assets (reserves). See Appendix.

requirement to grow large reserves.¹³ **UCF is storing more than seven times what the state of Florida suggests.** Instead of 5% of operating expenses, UCF is stockpiling over 35% in reserves.

Chart 4: Revenue from Student Tuition & Fees



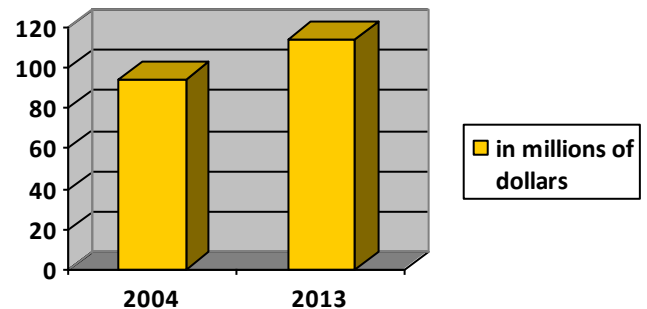
Revenues from student tuition and fees have gone up 132.9% from \$113 million to \$435 million (Chart 4) since 2004.¹⁴ **From 2001 to 2011, tuition went up 130% and fees are still rising, while financial aid has been dropping.**¹⁵ Many more students are enrolled at UCF as well, accounting for continued increased revenue from tuition and fees. Research faculty members at UCF have also been attracting more outside funding. Revenues from Contracts and Grants went up 21.7% between 2004 and 2013 (Chart 5)¹⁶ at a time when external funding is more competitive than ever.

How has increased revenue related to expenditures? **The percentage of operating expenses spent on instruction has actually gone down from 34.2% to 30.8%¹⁷ during this period of massive enrollment growth and increased costs to students and their families.** Academic Support has decreased from 8.7% to 7.2%,¹⁸ while the percentage of operating expenses spent on Administration increased from 10% to 10.5%.¹⁹

Stockpiling money into reserves and disinvesting in instruction and academic support is not putting students and quality education first. UFF asks the BOT to consider if these trends best advance UCF's stated mission:²⁰

The University of Central Florida is a public multi-campus, metropolitan research university that stands for opportunity. The university anchors the Central Florida city-state in meeting its economic, cultural, intellectual, environmental, and societal needs by providing high-quality, broad-based education and experienced-based learning; pioneering scholarship and impactful research; enriched student development and leadership growth; and highly relevant continuing education and public service initiatives that address pressing local, state, national, and international issues in support of the global community. (Approved by the UCF Board of Trustees, May 21, 2009)

Chart 5: Revenue from Contracts & Grants



The administrative bargaining team has refused to consider anything above a 1% general wage increase out of financial concern based on the 2012-13 cuts to state appropriations. However, this one-time cut was made to universities specifically *because university reserves, including UCF's, were so high.* The cuts UCF were determined by on the amount of money in reserves. The Legislature expected universities to use these reserves to make up for the shortfall.²¹ The Board of Governors' then-Chancellor explicitly directed universities to spend down these large reserves and use them to retain faculty:

¹³ Section 1011.40(2) Florida Statute states: "If at any time the unencumbered balance in the education and general fund of the university board of trustees approved operating budget goes below 5 percent, the president shall provide written notification to the Board of Governors."

¹⁴ See Appendix for more figures.

¹⁵ See "Tuition Increases Another 15% at Florida Universities, Up 130% in 10 Years; Aid Drops" in Flaglerlive by Lilly Rockwell on June 23, 2011

<http://flaglerlive.com/23868/florida-university-tuition/>

¹⁶ Includes Federal Grants and Contracts, State and Local Grants and Contracts and Nongovernmental Grants and Contracts. See Appendix for more figures.

¹⁷ See Appendix for more figures.

¹⁸ See Appendix for more figures.

¹⁹ See Appendix for more figures.

²⁰ UCF's mission statement can be found at <http://www.ucf.edu/mission-statement/>.

²¹ See "Florida Higher Education May Face Big Budget Cuts" By LIZETTE ALVAREZ, March 6, 2012 in the New York Times:

While this [12-13] budget represents less direct funding for the universities, we appreciate the stated commitment of legislative leadership that the \$300 million reduction will be restored to the baseline next year. Our Universities will continue to tap their reserves year-round in order to save course offerings, retain faculty and account for enrollment growth, among other critical demands.²²

State appropriations were restored by the legislature for 2013-14 year and UCF even received additional performance funding.²³ Along with the University of South Florida, UCF obtained the largest amount of coveted additional state dollars (\$2.6 million). The following information can explain how UCF was able to rank so high in performance.

B) Rankings and Enrollment Soaring

“It takes 20 years to build a reputation and five minutes to ruin it.” Warren Buffet

Faculty members at UCF have been working harder and harder with more students and increased demands and have been very successful. UCF’s reputation has been transformed over the last 10 years. UCF has risen dramatically in international rankings from being near the bottom to leaping towards the middle in a short time (Chart 6).²⁴ As discussed previously, UCF was also chosen by the Florida legislature to receive extra performance funding for scoring high on a variety of measures. The faculty worked extremely hard and should be rewarded for these achievements.

Total enrollment at UCF has increased 43.4% since 2004, but the number of faculty has only increased 13.1% (Chart 7).²⁵ The ratio of students to faculty has increased by an incredible 26.5% (Chart 8), leaving UCF with the highest student-faculty ratio in Florida (see Chart 11) and the 4th highest in the nation.²⁶ The number of doctoral students has increased 54.4% since 2004 (Chart 8) and graduate degree programs increased from 69 in 2003 to 113 in 2013.²⁷ These numbers show that UCF faculty have been initiating and growing graduate programs at a fast clip. UCF faculty often carry a heavier teaching workload (comparable institutions have a two-course load per semester; UCF has a three course load with the similar research and service demands).

Chart 6: Shanghai World Index Rankings for UCF

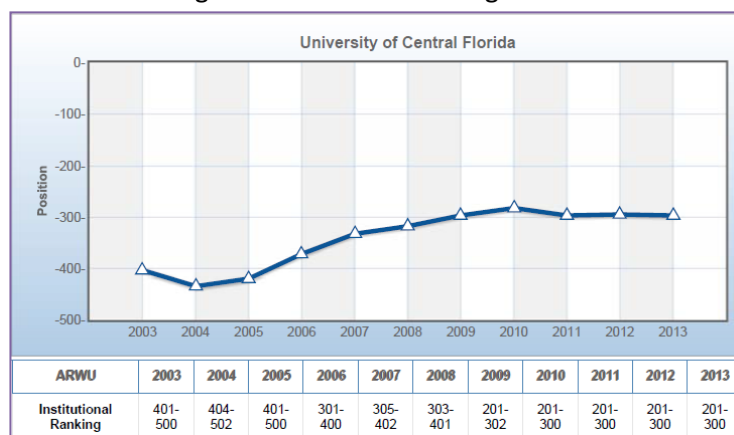
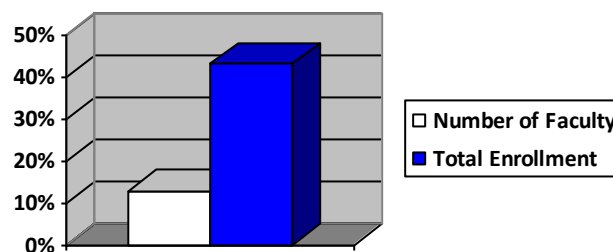


Chart 7: Percentage Increase from 2004-2013 in Enrollment vs. Total Faculty



<http://www.nytimes.com/2012/03/07/education/florida-higher-education-may-face-big-budget-cuts.html>

²² 2012-13 represents the year the Florida legislature enacted a one-time cut to university funding that was restored for 2013-14. The stated purpose of this cut was to Board of Governor’s Dean Colson directed universities to spend their reserves: “Our Universities will continue to tap their reserves year-round in order to save course offerings, retain faculty and account for enrollment growth, among other critical demands” <http://www.flbog.edu/pressroom/news.php?id=447>.

²³ See “UCF, other FL universities to get some performance funding under new, and criticized, system” in the Orlando Sentinel by Leslie Postal:

http://www.orlandosentinel.com/features/blogs/school-zone/os-fl-universities-performance-funding_0,1773238.post

²⁴ See the Shanghai World Rankings. In 2003, UCF ranked in the 401-450 range. By 2013, UCF was in the 201-300 range, a jump nearly unheard of among higher education analysts. See <http://www.shanghairanking.com/World-University-Rankings/University-of-Central-Florida.html>

²⁵ Sources are UCF Fact Books and UCF Common Data Sets. Found at <http://ikm.ucf.edu/institutional-research/>.

²⁶ See “Is bigger better? UCF’s growth worries education leaders,” September 8, 2012, by Denise-Marie Ordway in the Orlando Sentinel:

http://articles.orlandosentinel.com/2012-09-08/features/os-ucf-class-size-20120908_1_ucf-president-ucf-finance-professor-provost-tony-waldrup

²⁷ Compiled from current and archived Graduate Catalogs, 2003/04 to 2013/14 at <http://www.graduatecatalog.ucf.edu/>

Chart 8: Enrollment, Total Faculty and Student to Faculty Ratio 2003-2013²⁸

	2003-2004	2012-2013	% change	
Total Enrollment	41,685	59,785	43.4%	Will UCF maintain this newly achieved stature and popularity, perhaps even climbing further in the rankings? Or will UCF's reputation crumble in "5 minutes"? UFF's position is that retention of the hard-working faculty who built UCF's reputation depends on
Doctoral Students	1,260	1,946	54.4%	
Total Faculty	1,628	1,842	13.1%	
Student Faculty Ratio	24.9	31.5	26.5%	

compensating them fairly. Faculty morale is already dangerously low. Refusal to recognize their hard work by means of a decent raise in a good budget year may deal a fatal blow to remaining morale. **Faculty need to know their contributions are valued.**

C) Faculty Compensation: Lagging Too Far Behind

Chart 9 shows how **faculty members have seen their take home pay decline since 2010 and raises have not kept up with annual inflation**. Salary that was going into the Florida Retirement System was cut in 2011, reducing take home pay by 3% in a year with no raises at all. The following year—another year without raises—faculty in the Optional Retirement Program²⁹ had their pay cut another 2%. The \$1000-\$1400 pay increase from the state does not even begin to cover previous losses.

Chart 9: Legislative and UCF Raises vs. Inflation³⁰

Year	Legislative	UCF	CPI-U	Annual Inflation	Cumulative Inflation
2004	2.00%	2.00%	188.90	2.66%	2.66%
2005	3.60%	1.00%	195.30	3.39%	6.14%
2006	3.00%	1.20%	201.60	3.23%	9.57%
2007	0	0	207.36	2.86%	12.70%
2008	0	1.00%	215.30	3.83%	17.01%
2009	0	1.00%	214.54	-0.35%	16.60%
2010	0	3.00%	218.06	1.64%	18.51%
2011	-3.00%	0	224.94	3.16%	22.25%
2012	-2.00%	0	229.59	2.07%	24.78%
2013	1,000 or \$1,400	?	233.53	1.72%	26.92%

Adding insult to injury, **faculty at UCF already lag behind median incomes of doctoral institutions, "below" the median in all categories and "far below" the median for Assistant Professors** (Chart 10). How can UCF keep and attract competent and excellent professors and instructors with below average and far below average pay?

²⁸ Compiled from current and archived Graduate Catalogs, 2003/04 to 2013/14 at <http://www.graduatecatalog.ucf.edu/>

²⁹ Most UCF faculty members have chosen Florida's Optional Retirement Program.

³⁰ Compiled by the UFF-UCF faculty bargaining team. "CPI-U" is the Consumer Price Index for urban consumers produced by the U.S. Bureau of Labor Statistics (<http://www.bls.gov/>). Index numbers used in this analysis are for December of each year, except 2013 which is through August. In 2011, the employer contribution to retirement was reduced by 3%. In 2012, the FL Legislature reduced its contribution to the Optional Retirement Program by another 2%. The legislative raise in 2013 was a fixed dollar amount, \$1,400 or \$1,000, depending on salary. Across all faculty and A&P employees, the average increase was 1.41%.

Chart 10: Salaries at UCF Compared Nationally by the Chronicle of Higher Education³¹

	Full Professors	Associate Professors	Assistant Professors	Instructors
Median	Below Median	Below Median	Far Below Median	Below Median
Percentile of doctoral institutions	49th	40th	20th	33rd

Chart 11: Raises for 2013-14 in Florida and Student-Faculty Ratio³²

	2013 Raises	Student Faculty Ratio
FAMU	Agreed only to the state raises, going back to the table	19:1
FAU	2% merit and 2% market equity (4%)	20:1
FGCU	3.5% w/emphasis on compression and inversion	22:1
FIU	negotiated last year for 2% last year and 1% this year	26:1
FSU	formula between 1.7 and 4.7%: 1.1% performance increase +.5% merit +.1% dean's merit +3% to full profs after 7 yrs	26:1
New College	negotiated last year for 1.5% last year and 1.5% this year	10:1
UCF		31.5:1
UF	3.85% merit	20.5:1
UNF	2% across the board	20:1
USF	still negotiating	24:1
UWF	\$500	24:1

As Chart 11 demonstrates, other universities in Florida have provided higher wage increases than 1%. ***UFF does not believe that it is in UCF's best interest to offer its faculty a less generous raise package than the majority of other state universities.*** UCF should strive to be competitive with UF and FSU, but is not even keeping up with FAU, FIU, UNF or FGCU.

Perhaps the administrative bargaining team will raise the argument that UCF should hire additional faculty to address enrollment concerns. This is absolutely true: UCF *should* hire more faculty. Hiring additional faculty will strengthen department offerings and enrich student learning, and hopefully reduce per faculty workloads. ***But UCF is at a tipping point right now: for the university to maintain its excellence, the existing faculty members need to be rewarded for their hard work over many years of declining salaries and burgeoning enrollments.*** Recruitment cannot be successful without serious attention to retention first. To compete nationwide—even statewide—faculty will want to see a just system for compensation and a commitment to education and research. Also, one cannot overlook the fact that successful recruitment depends on an existing faculty that is genuinely enthusiastic about UCF as a place to work. Faculty members are the ambassadors during recruitment. As has already been stated, morale among the faculty is dangerously low. A 1% wage increase is not enough to make a dent in this serious problem facing UCF.

³¹ See Chronicle of Higher Education: <http://chronicle.com/article/faculty-salaries-data-2012/131431#id=132903>, based upon AAUP faculty salary survey <http://www.aaup.org/our-work/research/annual-report-economic-status-profession>. Median and percentile calculations by The Chronicle.

³² Compiled by the UFF-UCF faculty bargaining team from university Collective Bargaining Agreements in Florida. Some campuses are still in negotiations or the data could not be verified at the time of this report. Raise amounts are in addition to the legislatively mandated raises. Student faculty ratio information from Princeton Review and university websites.

II. UFF Recommended Language

UFF respectfully requests the BOT adopt the following positions at impasse:

- A. Provide at least a 3% Merit Salary Increase to reward the faculty and address retention.
- B. Restore UFF released time and recognize the importance of shared governance and collective bargaining at UCF.

A. Article 23—Salaries

(underlined language has changed from current contract, strike-throughs are deletions, language not included from current contract remains)

UFF Proposed Contract Language:

23.3 Legislatively Mandated Increases. Effective October 1, 2013, the University shall provide a \$1,400 increase in base salary to all employees whose September 30, 2013 base salary was \$40,000 or less. Effective October 1, 2013, the University shall provide a \$1,000 increase in base salary to all employees whose September 30, 2013 base salary was more than \$40,000.

23.4 Merit Salary Increases. Effective August 8, 2013, the University shall provide a merit pool to each department/unit equal to three percent (3%) of the total base salary of employees in the department/unit as of May 6, 2013. All employees who are not members of a department/unit shall be grouped together and treated as a department/unit for the purpose of calculating and providing merit salary increases. Merit salary increases shall be provided to eligible employees in each department/unit according to the following criteria and procedures:

(1) Eligibility. An employee is eligible under this Section if he or she received a Satisfactory or above on his or her 2012-2013 annual evaluation and is still employed at the university on the date of BOT ratification. Those employed on or before August 8, 2012 who have not received a 2012-2013 annual evaluation shall be provided one. An employee who was first employed on or after August 8, 2012, shall not receive a merit increase. C&G and auxiliary funded employees are also eligible, but any increases provided in such cases shall be paid from the appropriate contract, grant, or auxiliary revenues, if such increases are provided by the granting agency.

(2) Distribution. The merit salary increases for eligible employees shall be calculated as a percentage of their base salaries. Such increases shall be distributed proportionately to those employees in a ratio of .8 for Satisfactory, 1.0 for Above Satisfactory and 1.2 for Outstanding.

...

[The following is a waiver of UFF's right to bargain over salary and must be struck.]

23.7 Salary Increases for Employees Funded by Contracts and Grants.

...

~~_____ (b) _____ Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement if such increases are provided by the granting agency.~~

[The following is a waiver of UFF's right to bargain over salary and must be struck.]

~~23.8~~ ~~Administrative Discretion Increases.~~ ~~From August 8, 2013 through August 7, 2014, the University may provide Administrative Discretion Increases up to one percent (1%) of the total salary rate of education and general (E&G) employees who were in an employment relationship with the University on the 6th day of May, 2013. Any Administrative Discretion Increase provided to contract and grant (C&G) employees, any court ordered or court approved salary increase or any salary increase to settle a legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.~~

~~(a) _____ The University may provide Administrative Discretion Increases for verified written offers of employment, special achievements, compression and inversion, equity and market equity considerations, and similar special situations, to employees in the bargaining unit.~~

~~(b) _____ UFF Notification.~~ ~~At least 14 days prior to the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.~~

~~(c) _____ The University's ability to provide Administrative Discretion Increases shall expire on August 7, 2014 and shall not become part of the status quo.~~

Chart 13: UFF Released time and unit size at Florida Universities³³

	Fall	Spring	Summer	Additional?	Total units	Unit size
FAMU	4	4	3		11	567
FAU	1	1	1	4 more when bargaining full book	3-7	897
FGCU	3	2	1	3 more when bargaining	6-9	334
FIU	6	6	3		15	962
FSU	4	4	4		12	1764
New College	1	1	1	1 more when bargaining	3-4	81
UCF	0	0	0	0	0	1338
UF					18	1681
UNF	3	3	2	2 more when bargaining	8-10	540
USF	3	3	2	2 more when bargaining	8-10	1650
UWF	1	1		1 more when bargaining	2-3	283

B. Article 3—UFF Privileges

As Chart 13 demonstrates, **UCF is the only Florida university to not provide any UFF released time.** UFF proposes that previous language from the 2010-2012 Collective Bargaining Agreement return for Article 3. At impasse last summer, UFF released time was stripped out of the contract. This forced UFF leaders to do without summer funding and Fall released time. The removal of release time penalizes not just UFF leaders but the entire bargaining unit UFF represents and UCF as a whole. It appears that advocating for better compensation for the entire faculty will be met with repercussions. This is the wrong message to send to the faculty’s representatives.

While the UCF administrative bargaining team relies on a fully staffed legal department and a costly outside legal firm, the UFF chapter at UCF is run solely by UCF faculty. UFF’s three statewide field staff handle hearings and conduct trainings for thousands of members across the state. Without released time, UFF has considerably less ability to educate faculty about their contractual rights and responsibilities, to

efficiently resolve minor issues before they escalate into major ones, to represent faculty whose rights have been violated, to represent faculty at the bargaining table, and to work with the administration to proactively develop, refine, or communicate information to faculty about programs, policies and procedures that benefit everyone. Released time has been valued by administrators and faculty for over thirty years because it increases cooperation, improves the collective bargaining process and enhances labor stability. Released time is wholly separate from discretionary raise money. UFF offered ADI in every package put on the table and the administrative team repeatedly rejected any consideration above 1%,³⁴ this is why we are at impasse. If the administrative team finds ADI to be urgent and needed, they should have negotiated over one of the three UFF packages with more ADI than their own offers. ***UFF remains committed to a fair settlement that includes a decent raise and ADI even while preparing for the impasse hearing. The door is always open.***

UFF respectfully requests no changes from the previous language in Article 3 below.

UFF Proposed Contract Language:

3.4 Released Time.

(a) The University agrees to provide released time each calendar year to full-time employees designated by the UFF for the purpose of carrying out the UFF’s obligations in collective bargaining negotiations, representing employees and administering this Agreement. The Parties will take coordinated action to facilitate an adequate and mutually convenient bargaining schedule. A maximum of five (5) units of released time shall be granted for such purposes per fall or spring semester or four (4) units during the summer term. The UFF may designate employees to receive released time during the

³³ Compiled by UFF-UCF Bargaining Team. Data in university UFF Collective Bargaining Agreements. Unit size from public records.

³⁴ Recordings of every session are available at: http://www.collectivebargaining.ucf.edu/minutes/2013-2014A23_3_Mins.html

year subject to the following condition: A maximum of three (3) released time units per semester shall be granted to employees in any one (1) college.

The UFF shall provide the University with a list of designees for the academic year no later than May 1 of the preceding academic year. Substitutions for the spring semester shall be made upon written notification submitted by the UFF to the University no later than November 1.

(b) (1) Each "unit" of released time shall consist of a reduction in teaching load of one (1) course per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties. One unit of released time may be used during the summer term at a rate of 12.5% of the employee's nine-month salary and shall be considered the equivalent of one summer term course's FTE for instructional employees. For non-teaching twelve-month employees, one unit of summer released time shall include a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties.

(c) Released time shall be used for conducting UFF business, at the University or state level, and shall not be used for lobbying or other political representation.

(d) Employees who are on leave of any kind shall not be eligible to receive released time.

(e) Upon the failure of the UFF to provide a list of designees by the specified deadlines, the University may refuse to honor any of the released time requests which were submitted late. Substitutions submitted after the November 1 deadline shall be allowed at the discretion of the University.

(f) An employee who has been granted released time for either or both semesters during four (4) consecutive academic years shall not again be eligible for released time until two (2) academic years have elapsed following the end of the fourth academic year in which such released time was granted.

As an exception to this limitation, three (3) employees designated by the UFF shall be eligible for released time for responsibilities at the UFF state level for one (1) additional year. These employees shall not again be eligible for released time until two (2) academic years have elapsed following the end of the fifth academic year of released time. These employees shall be identified by the UFF no later than May 1 of the preceding academic year; substitutions may be approved by the University at its discretion.

(g) Employees on released time shall be eligible for salary increases on the same basis as other employees. Their released time activities shall not be evaluated and the University shall not use such activity against the employee in making personnel decisions.

(h) Employees on released time shall retain all rights and responsibilities as employees but shall not be considered representatives of the University for any activities undertaken on behalf of the UFF. The UFF agrees to hold the University harmless for any claims arising from such activities, including the cost of defending against such claims.

UCF Administrative Team Proposed Contract Language:

The last position at the negotiation table from the administrative bargaining team reduced five units for each Fall and Spring to four units and changed four units to three for summer. A line was added by the administrative team:

(3) UFF released time shall not extend beyond the Fall semester for 2014, and shall not become part of the status quo.

UFF respectfully requests that the Board of Trustees reject the administrative position and return to previous language.

III. Appendix

Complete data since 2003 available at <http://www.uffucf.org/>. Compiled from the Florida Auditor General's office and UCF reports.³⁵

University of Central Florida Statement of Revenues, Expenses and Unrestricted Net Assets³⁶ (dollar figures in millions)

	June 2004	June 2013 ³⁷	% change
Total Revenues	\$ 436.19	\$ 754.09	72.9%
Total Operating Revenues	\$ 247.35	\$ 435.46	76.1%
Student Tuition and Fees, Net	\$ 112.59	\$ 262.23	132.9%
Grants and Contracts ³⁸	\$ 93.67	\$ 114.02	21.7%
Total Nonoperating Revenues ³⁹	\$ 188.84	\$ 318.63	68.7%
Total Operating Expenses	\$ 422.93	\$ 775.25	83.3%
Instruction Expenses	\$ 144.60	\$ 238.68	65.1%
(as % of total expenses)	34.2%	30.8%	
Academic Support	\$ 36.81	\$ 55.49	50.7%
(as % of total expenses)	8.7%	7.2%	
Institutional Support (administration)	\$ 42.18	\$ 81.70	93.7%
(as % of total expenses)	10.0%	10.5%	
Unrestricted Net Assets (reserves)	\$ 61.64	\$ 273.01	342.9%

University of Central Florida Statement of Component Units Net Assets

As of	30-Jun-04	30-Jun-13
Invested in Capital Assets, Net of Related Debt	\$20,477,239	\$18,951,351
Endowment	\$60,130,915	\$116,561,428
Other Restricted Net Assets	\$22,633,582	\$77,538,374
Total Restricted Expendable	\$22,633,582	\$77,538,374
Unrestricted Net Assets (reserves)	\$9,228,605	\$8,507,466
TOTAL NET ASSETS	\$112,470,341	\$221,558,619

³⁵ Figures from the Financial Audits of the University of Central Florida submitted by UCF to the Florida Auditor General. Audited financial statements can be found at <http://www.myflorida.com/audgen/pages/localgovt.htm>. The 2013 data is from the Unaudited Draft of the Financial Audit provided by UCF available through a Public Records Request.

³⁶ Figures from the Financial Audits of the University of Central Florida submitted by UCF to the Florida Auditor General. Audited financial statements can be found at <http://www.myflorida.com/audgen/pages/localgovt.htm>. The 2013 data is from the Unaudited Draft of the Financial Audit provided by UCF available through a Public Records Request.

³⁷ 2012-13 represents the year the Florida legislature enacted a one-time cut to university funding that was restored for 2013-14. The stated purpose of this cut was to Board of Governor's Dean Colson directed universities to spend their reserves: "Our Universities will continue to tap their reserves year-round in order to save course offerings, retain faculty and account for enrollment growth, among other critical demands" <http://www.flbog.edu/pressroom/news.php?id=447>

³⁸ Includes Federal Grants and Contracts, State and Local Grants and Contracts and Nongovernmental Grants and Contracts.

³⁹ Includes state appropriations and Federal & State financial aid.