

UF/IFAS Faculty Advisory Committee Minutes  
18 February 2004

**Members present:** Jim Selph (Chair and Presiding), Lynn Bailey, Alison Fox, Viv Harris, Tim Hewitt, Celia Hill, Marjorie Moore, Gregg Nuessly Larry Parsons Jim Preston, and Ken Quesenberry.

Members absent: Doug Archer and Carol Lehtola.

Meeting called to order at 1:12pm by Chair Jim Selph. The agenda was distributed.

**The Minutes:** from the January meeting were reviewed. The motion to accept them, made by Ken Quesenberry and seconded by Celia Hill, was approved unanimously

Jim Selph reported that he plans to invite Richard Jones to a future FAC meeting to clarify some of the issues raised in January' meeting about the participation of IFAS in the Genetics Institute. Jim is awaiting a response from Dr. Martin as to how to implement the change from three to five year cycles for administrator's reviews.

Vice-President Martin was unable to attend so Joe Joyce arrived at 1:20pm and made the following comments in response to items on the FAC agenda:

**On-campus parking for off-campus faculty:** The University Police Department is no longer issuing daily parking permits to visitors and off-campus faculty, saying that they should use the parking garage under the Reitz Union (\$5 for whole day parking). (Faculty expressed some concern that the ticket system at the Reitz Union was ineffective because students have learned to wait and use full-day spaces when they are vacated by someone who has already paid.) Each County Office will receive a Red D Temporary Parking Permit which faculty can borrow and RECs each already have a card for state vehicles to access the McCarty Drive parking garage. It is anticipated that state vehicle parking will eventually be moved from that garage to the road north of Newins-Ziegler. To avoid campus parking issues, it is recommended that faculty plan meeting at RECs and County Offices. For example, next year's faculty orientation will include a brief trip to campus followed by a bus tour to several RECs and ending up for a night at Camp Ocala.

**County faculty status with the Faculty Senate:** County faculty are now included in all aspects of Senate eligibility but there will likely continue to be a cap of 25 senators from IFAS (c.f., US Senate rather than the House of Representatives.) There will be a vote in March on the Senate apportionment. This may make it especially important to encourage IFAS Senators to attend and participate in all Senate meetings.

**Status of the Biology degree program:** On February 17<sup>th</sup>, Jimmy Cheek informed Jim Selph that the revised proposal for a UF-wide Biology degree program was moving along in CALS. The original CLAS proposal included a large budget for new faculty positions and advisory staff but in the current version needs CALS cooperation. It is assumed that even if some CLAS faculty become impatient, any decision to take the proposal to the UF Curriculum Committee will have to be made at the Dean's level. FAC members expressed concern that if CALS faculty members are not involved in advising at Preview, CALS programs such as Animal Science could lose a significant proportion of pre-professional enrollment.

**Bonuses:** Celia Hill and Marjorie Moore reported that there is no IMM or other written policy on Bonuses for faculty. Instead, Unit Leaders or District Extension Directors (DED) provide justification to the Deans. Dr. Joyce reported that for staff there is a written procedure to reward USPS and A&P staff for special duties or efforts above and beyond normal activities. Dr. Joyce was asked to address a list of six questions that Celia had prepared about faculty bonuses:

1. The source of funds can come from the Provost or any level. In the last round, the Provost specified how much per bonus and needed names of the recipients within a week.
2. Amounts and preparation times for disbursing funds are random but proposals for bonuses can be written up at anytime, in preparation for funds becoming available. In future, IFAS may receive funds from Tigert Hall and make its own decisions about the disbursement timeline and criteria.
3. The timing of available funds can be random but is typically at the end of the fiscal year.
4. County Extension Directors (CED) should be included in the process of submitting names even if DEDs have to decide between suitable candidates. Celia and Marjorie will ask DEDs, CEDs and unit leaders how they make their decisions for awarding bonuses.
5. The question of whether there was a requirement to have earned a seven on any evaluation to receive a bonus was not addressed.
6. Vice President Martin approves the amount and justification of recommendations for bonuses.

The criteria for staff bonuses also need to be reviewed to see whether they are equitable.

**Special Pay Increases (SPI):** For staff the same form is used to request an SPI as a bonus. SPIs for faculty are usually requested by unit leaders or DEDs for consideration by the Deans and Vice President. Lynn Bailey and Tim Hewitt provided a series of discussion points as the basis of proposed guidelines, such as an observation that faculty SPIs are usually only awarded as a counter offer, suggestions for having standing faculty committees to evaluate potential staff recipients, use of criteria beyond high annual evaluations, and suggestions for various minimum requirements. Based on these points and further discussions, Lynn and Tim will develop more specific guidelines.

**County faculty involvement in 9/11 appointments:** All IFAS faculty could be eligible for 9/11 month appointments but in all cases approval will be up to the unit leader, with a right of appeal to the Deans.

**Importance of emphasizing the role of IFAS in economic development in Florida:** Martha Roberts (retired Deputy Commissioner at FDACS) is providing 25% of her time as the industry/clientele liaison for IFAS. So that influential IFAS clientele and legislators are kept aware of the importance of IFAS, the members of FAC can encourage all IFAS faculty to emphasize in their contacts with clientele that IFAS has an important impact on the economic development of Florida.

**Unit representatives to explain Union vote:** From each IFAS unit, names are being requested by the Vice President of two faculty members willing to lead unit discussions that ensure that all IFAS faculty have access to information about, and understand the importance of, the Union vote

Dr. Joyce departed the FAC meeting at 3:05pm.

**Faculty Union representatives:** Diana Bitz and John Reiskind, current and former President of the UF Chapter of the United Faculty of Florida (UFF), respectively, joined the meeting at 3pm. They were provided with general information on IFAS and on each person in attendance. They then provided background information about Union representation at UF. Unions usually arise because priorities of the employer do not seem to match the needs of the employees. For two years in the mid 1970s there were no faculty pay raises in Florida so a state-wide, legally-binding, collective bargaining agreement (contract) was negotiated with the Board of Regents and in 1976 UF voted to be included in the collective bargaining unit. But with reorganization into Boards of Trustees (BOT), each university was able to decide for themselves whether to maintain a

collective bargaining unit. Of the 11 Florida universities, 8 voluntarily recognized their unions, 2 had faculty votes in favor of maintaining a union, and UF has yet to vote. The situation differs at UF because so much of the university was not included in the previous bargaining unit, which is now proposed to include IFAS, the Law School, the College of Medicine, and faculty at P.K. Yonge. Of UF faculty who had been in the previous bargaining unit, 72% had submitted authorization cards to request that UFF be their bargaining agent. In the previous system, the UF chapter of UFF had only 14 out of 150 members of the statewide bargaining unit and so they were easily out-voted by representatives from other universities in statewide union meetings on issues such as supporting merit pay-raises. The new contracts with each university BOT can have a better fit to local issues covering tenure/promotion, sabbaticals, intellectual property, family leave, grievance procedures and many other rights and benefits. UFF has established 12 task forces at UF to develop a platform for the ideal new contract and their proposals can be seen at: <http://uffacultycontract.org/> (Reflecting the special needs at UF, the Task Force on intellectual property has been one of the busiest.)

UF faculty who are not part of the collective bargaining unit or who are not union members (Florida is a "Right-to-work" state) usually benefit from union negotiations because the university regulations have to match the union contract. Contracts are renegotiated every three years although some articles, such as salaries are open for discussion each year. Even though faculty pay raises are determined by the Florida legislature, faculty and staff unions can provide united pressure on the legislature. Breaches of the contract by either side may be resolved by arbitration. The UFF supports the Faculty Senate initiatives to develop shared governance at UF believing that union activities can be complementary. The UF chapter of UFF is not governed by union bosses outside the university but is a mechanism for establishing collective employer / employee relationships. UFF dues are currently assessed at 1% of gross salary, some of which does go to support state- and nation-wide organizations that lobby for education issues.

UFF would prefer the bargaining unit at UF to remain as before, with groups such as IFAS, the Law School and Medical College being able to self-determine whether they want to have their own, or join the existing, bargaining unit. If the union is voted down at UF, UFF representatives would continue to educate and recruit supporters for a future vote.

Diana and John agreed that UFF representatives would participate in an open forum organized for IFAS faculty provided that they are not portrayed as being opposed to shared governance.

Meeting adjourned at 4:40pm. Minutes respectfully submitted by Alison Fox, FAC Secretary.