



Minutes

UFF-FGCU Executive Committee meeting

24 September 2021/ 1:00-3:00

Zoom

Call to order

Attending: Carolynne Gischel, John Griffis, Serge Thomas, Judy Wilkerson, Patti Kirk, Fernando Gonzalez, Puspa Adhikari, Traci Mays, Erik Insko, K Winton, W. Everham, Kara Winton, Tammy Sadighi, Morgan Paine, and Elizabeth Johnson. Absent Niner and Jaffar

I. Standing Reports

a. President's report (Carolynne)

- Kara Winton will be joining as the Communications Chair.
- Responsibilities include communication sent to membership, social media, and press releases.
- A draft survey is being developed to send to members on how communication can be improved.
- State UFF Senate meeting last weekend with good representation from FGCU including Jaffar, Judy, Fernando, Patti Kirk, Carolynne, Patrick, Morgan, and Tracy. Discussions were on parliamentary procedures and budget related to state UFF President for compensation to college where they are employed. Buying out of UFF State President as "full time" instead of 0.5 was passed last year and now UFF State President is full time (Andrew Goddard). The State UFF will buy time up to \$100,000.
- Member recommended being provided documents prior to discussion at the UFF State meeting. Reducing parliamentary procedures (very lengthy) and would also suggest smoother process of discussion and decision making.
- Spring UFF Senate will again be conducted virtually.

b. Treasurer's report (Elizabeth)

Book Balance \$51,301.95

One check \$363.75 to PR Consultant for activity over the last month.

c. Bargaining (Serge Thomas)

- i. C & I from Ernest & Young has been received with comparisons of salaries to other universities of like. Concern is the other universities used for comparison are not located in an area where cost of living is high. Plan is for bargaining unit to explore data in detail and will take to bargaining team.

ii. Article 23 bargaining

After management considered offer of a 10% ATB increase over the next three years, management remains at its latest offer plus one addition.

- Over three-year period, employees will receive a 4% raise that would be paid out in yearly increments. Example 4% (1.5/1.5/1.0)
- The number of excellence awards increased to two for each category (award amount goes to base salary).
- Promotion percentage rate raised from Associate to Full and Instructor II to Instructor III from 13% to 15%.

d. Grievance (Carolynne Gischel)

i. Most common reason for grievance is faculty evaluation.

Chair did not use FPED and goals in evaluating this faculty.

Faculty received an unsatisfactory on evaluation which ended with a PIP. A meeting occurred with supervisor and Dr. Barringer. The evaluation was revised and a satisfactory was provided.

ii. Unit Clarification Petition

- 6/21 Dr. Mitch Cordova notified Academic Advisors they would be reclassified into “new student success counselor” positions.
- 7/21 UFF-FGCU met with administration regarding Dr. Cordova’s announcement. Administration changed plans and stated they would not reclassify current advisors. However, going forward FGCU will no longer fill vacant Academic Advisor positions, but instead replace those positions with new counselor positions.
- 8/21 first student success counselor position posted. UFF attorney has filed a Unit Clarification.
- Same job responsibilities posted for student success counselor as academic advisors called a community of interest. University claims both positions do not include the same job responsibilities.
- Meeting was conducted 8/30 at 5 pm with attorney via zoom. Another meeting is occurring this Monday 9/27/21.
- UFF will be filing a response to the University
- A ruling will occur over the next several months and most likely the University will appeal.

e. Membership (Insko)

- We are currently at 60% membership and two new faculty has joined.

II. Website Update

Ufffgcu.wordpress.com

Reach out to Kate if any recommendations or changes needed

III. Fall Chapter Meeting-schedule/plan

October 2021 fall meeting needs to be scheduled.

Elizabeth motioned to approve \$20 gift card as an incentive to attend fall meeting seconded by John. 11 voted in favor of motion with 1 abstaining. Motion is approved.

IV. Other Business

Griffis recommended a doodle poll to assess availability of those who would be presenting for fall meeting.

V. Next meeting: October 8th 1:00-3:00

VI. Adjournment: 3:30 pm

Faculty success IS Student success.

STRONGER TOGETHER