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# THE FACULTY VOICE

The Newsletter of the FSU Chapter, United Faculty of Florida

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## Collective Bargaining in the New Environment

Dan Kimel

In January 2003 the Board of Regents will be replaced by individual boards at each of the ten State University System campuses. This change, which was dictated by the 2000 legislature, is the academic equivalent of a change in ownership and management in private industry. There is a wealth of precedent in the private labor sector on what happens to collective bargaining in the event of a corporate take-over.

In corporate takeovers the collective bargaining agreement that was in place at the time of the take-over becomes the foundation of any successor agreement. The size of the collective bargaining unit expands or contracts depending on the size of the new corporate entity. In our case the new bargaining unit will be limited to employees of Florida State University. We, FSU/UFF, will negotiate with the new University Board to develop the 2003 Collective Bargaining Agreement. The organization and structure of the new University Board have yet to be determined, so it is not yet clear who we will be negotiating with. Direction concerning these matters must come from the Governor's office, the group that is overseeing the transition from the Board of Regents to the new University Boards.

The transition away from the Board of Regents has begun. Faculty need to contact the Governor's office to express their concerns concerning the implementation of the transition. Concerns of the faculty that have arisen in the past year include: due process in University investigation of charges of sexual harassment; due process in University investigation of budget management; and evaluation of research and instruction. These problems, and many like them, can be effectively addressed in the new environment, but only with faculty input. Your most effective input in the transition will be to join UFF.

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## 1999-2000 UFF/FSU Survey of Faculty Opinion and Evaluation of Administrators

The results are in. Below is a summary of the 1999-2000 UFF/FSU Survey of Faculty Opinion and Evaluation of Administrators. The response rate from faculty and professional staff is outstanding. This survey by UFF represents the only one of its kind taken to measure the opinion of faculty and staff concerning major issues at FSU and FSU administrators. The United Faculty of Florida particularly thanks Professor Susan C. Losh, who conducted the survey, for volunteering her expertise for this effort.

### ANSWERS TO ATTITUDE STATEMENTS AT FLORIDA STATE UNIVERSITY

Questionnaire Item	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree		Mean Score	Case Base
Generally speaking, I am satisfied with the way things are going at FSU.	8%	32	21	26	13	100%	3.04	493
I think that faculty morale (professional morale in professional units) is high at FSU.	3%	19	24	32	22	100%	3.5	496
Administrators should have <i>greater</i> discretion to allocate salary raises to faculty and professional persons.	16%	25	21	21	17	100%	2.98	481
Merit or discretionary salary raises in my department or unit this past year were based on objective criteria.	14%	34	24	16	12	100%	2.78	481
FSU administrators have inappropriately high salaries compared with FSU faculty.	50%	22	19	6	3	100%	1.89	490
The elevators, restrooms, ceilings and other physical properties of the building where my [main] office is located are in good condition.	10%	20	13	30	27	100%	3.45	496
Faculty and professional staff parking is satisfactory at FSU.	3%	17	12	28	40	100%	3.85	487
My department or unit should post annual average of the Teaching, Research and Service Assignments of Responsibility for all faculty (professional staff in professional units).	14%	26	43	11	6	100%	2.68	471
Teaching and research performance have been equally rewarded in my department or unit.	5%	16	23	30	26	100%	3.55	469

## 1999-2000 UFF/FSU Survey of Faculty Opinion and Evaluation of Administrators (continued)

### EVALUATION OF HIGHER ADMINISTRATION AT FLORIDA STATE UNIVERSITY

Evaluation: FSU Administrator	President	Provost	Vice President: Finance	Vice President: Research	Vice President: Student Affairs	Dean of the Faculties	Deans (Overall)	Chairs (Overall)
Excellent (1)	10%	9%	10%	19%	10%	13%	22%	41%
Good	34	29	28	32	19	39	31	27
Fair	34	24	46	32	57	23	19	14
Poor	15	22	7	9	6	14	15	8
Unacceptable (5)	7	16	9	8	8	11	13	10
Case Base	(415)	(415)	(186)	(229)	(147)	(305)	(457)	450
Mean Score	2.75	3.07	2.76	2.55	2.84	2.7	2.68	2.20

### EVALUATION OF DEANS BY COLLEGE AT FLORIDA STATE UNIVERSITY

Evaluation	Arts and Sciences	Business	Communication	Criminology	Education	Human Sciences	Strozier Library
Excellent (1)	12%	17%	19%	15%	19%	29%	
Good	33	38	24	15	48	36	
Fair	22	14	24		21	21	18%
Poor	19	12	14	31	6	7	27
Unacceptable	14	19	19	39	6	7	55
Case Base	(165)	(42)	(21)	(13)	(48)	(14)	(22)
Mean Score	2.89	2.79	2.90	3.62	2.33	2.29	4.36

### EVALUATION OF DEANS BY COLLEGE AT FLORIDA STATE UNIVERSITY (continued)

Evaluation	Library and Information Studies	Music	Nursing	Social Sciences	Social Work	Theater	Visual Arts	All
Excellent (1)	71%	63%		51%	36%	50%	16%	22%
Good		27	40%	32	36	20	21	31
Fair	29	5	30	5	19	30	26	19
Poor		5	30	5			32	15
Unacceptable				7	9		5	13
Case Base	(14)	(22)	(10)	(41)	(11)	(10)	(19)	(457)
Mean Score	1.57	1.50	2.90	1.85	2.09	1.80	2.89	2.68

## UFF-FSU Administration Summer Consultation

### A Midsummer's day consultation

In attendance at the regularly scheduled FSU/UFF consultation were UFF president Dr. Dan Kimel, UFF senators Dr. Susan Losh, Mr. Steven Byrd and Mr. Christopher Gorsuch; in attendance for the Administration were Dean of Faculties Dr. Steve Edwards, Dr. Neil Betten, and General Counsel, Mr. William Mcfarlain. The meeting began at 3:30 p.m. in 212 Westcott Hall on 18 July; the following issues were discussed:

1. Dr. Losh distributed preliminary results of the UFF faculty satisfaction survey conducted during spring semester 2000. Results were gathered from almost one third of the collective bargaining unit members, generally considered to be a valid response. Noteworthy were responses regarding faculty morale, FSU administrator pay, equity of rewards for teaching/research performance and the perennial favorites of building conditions and parking. It was generally conceded that most of these results were not surprising. In the area of evaluation of higher administration, the Vice President for Research and the Dean of Faculties scored highest. A wider variation of evaluation was noted amongst deans of colleges, with Music and Information Studies scoring the highest, with other deans/directors scoring significantly lower. A full evaluation of all these results is planned for a fall issue of the Faculty Voice.
2. The question of whether tuition increases will be used at all for faculty raises was discussed. Because the Florida legislature did not pass salary differentials, raises default to the original amount. Unlike last year, tuition money increase does NOT require a committee to discuss distribution of this amount. However, an ad-hoc committee was meeting the next day (19 July) regarding this very topic. It was recognized that tuition increase money would fall under Article 23.9 for purposes of distribution.
3. The future of the DRS (a.k.a., the Lab School) was discussed. The actual charter was for as of 1 July 2000, and the Administration fully expects the school buildings to be ready for occupancy by August 2001. The nature of the charter was discussed, particularly in reference to the status of DRS faculty. It was agreed that for the near future, DRS faculty would remain employees of FSU. However, all agreed that the change in status of a demonstration school from the SUS to a charter was singular, with implications for the other three school systems at FAMU, UF and FAU.
4. The percentage of teaching by non-tenured faculty was discussed. Dr. Edwards distributed the latest figures available from Budget Office (fall 1998). After some interpretation, the figure of 1496.96 FTE was arrived to include all instructional personnel. From this, the following categories were identified:

Full-time faculty	1041.7	69.58%
Adjuncts	72.17	4.82%
Graduate asst.	304.65	20.35%
Instructors	9.35	0.62%
Asst./Assoc In	69.09	4.62%

It was uncertain whether these numbers had changed significantly in recent years. Dr. Edwards agreed supply Dr. Kimel with similar comparative data from fall 1993.

5. Faculty use of ACNS dial-up online services was discussed. A faculty member had recently received a memorandum advising of approaching a limit on dial-up usage. There was a brief recognition over the apparent conundrum of the University urging development of web-based courses, while seeming to restrict access to online services which make these so. Dr. Edwards recognized that the response to the faculty member was poorly worded/timed and renewed the University's commitment to support of resources for web-based courses.

The meeting was adjourned at about 4:50 p.m. A fall consultation (yet to be scheduled) is planned. Faculty who have concerns they wished to have raised may contact any of the UFF executive board, or bring them to any of the regular monthly UFF executive board meetings.

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## **The Older Workers Rights Restoration Act**

Senators Jeffords (Republican from Vermont) and Kennedy (Democrat from Massachusetts) have introduced legislation to restore the rights of state workers to sue states under the Federal Age Discrimination in Employment Act. This right was ruled unconstitutional by the Supreme Court in *Kimel v. Florida Board of Regents* on January 11, 2000. The legislation has been drafted that adopts the well-established power of Congress under the Spending Power of the Constitution to prohibit discrimination in federally-funded programs and activities.

The senators hope to have the legislation passed in this session of Congress, since there is wide-spread bipartisan support for the bill. FSU Physics Professor Dan Kimel, whose case was decided by the Supreme Court, was invited to Washington to speak at the press conference called by Senators Jeffords and Kennedy on September 6, 2000 when they introduced the legislation.

## The Budget At Parking Services

Parking Services at FSU is operated independently of the University operating budget. The conversion of Parking Services from a branch of the University to an independent authority funded by a quasi-auxiliary budget happened decades ago. The practical result of the conversion, from the point of view of the faculty, has been a long and sordid tale of disaster.

Parking Services cannot pay for the salary of its employees unless it brings in fees in one form or another. Decisions that result in an improvement in the bottom line for Parking Services may appear to the faculty to be contrary to the best interests of the University community. One example is the decision this fall to charge all students a parking fee and at the same time eliminate the fees for parking in the student parking deck on Woodward Avenue. Another example is the apparent decision to relax the requirements for obtaining an **R** parking permit. Graduate students who are involved in instruction and are only taking research courses appear to be eligible for **R** parking permits under present policy. This change in policy has increased the permit revenue to Parking Services; however, the cost to the University in lost faculty time due to parking unavailability must certainly be greater.

The people responsible for Parking Services are Vice President Carnaghi and President D'Alemberte. They need to hear from the faculty concerning the relative importance of the Parking Services budget, and the budget for faculty time. Parking problems are not trivial to solve. They vex administrators in many universities. It is possible to provide satisfactory control for these problems. The essential ingredient is communication between faculty and administrators.

Parking has not yet been a subject of collective bargaining. In the new bargaining environment it will certainly loom as an issue of some interest to many faculty members. With your help it should be possible to bring these issues to resolution.

**Do Your Part to Protect Faculty Rights**

**JOIN UFF**

## **UFF General Membership Free Luncheon**

### **UFF Members and Non-members are Invited**

As a guest of UFF, you are invited to our first Fall UFF General Membership Meeting in the Micco Room of Oglesby Union, on

**Thursday, Oct. 12, at 12:30PM**

The Micco Room is on the second floor of the Union, just outside of the elevators near the food court.

In addition to being treated to a free lunch, you can hear from our guest, Dr. Rosie Webb Joels, State President of the United Faculty of Florida. She will speak to us about

### **What is Ahead for the BOR and What is After the BOR?**

You can also use this occasion to give your input on UFF's bargaining positions and other issues.

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Please indicate whether you will attend the Luncheon by sending a note to Dan Kimel, UFF/FSU President, Physics Dept., Campus mail code 4350 or e-mail to [kimel@hep.fsu.edu](mailto:kimel@hep.fsu.edu)