

Report on University Welfare for Faculty Senate, January 18th, 2012

By Professor Jack Fiorito, UFF-FSU President

Good afternoon!

Collective Bargaining

You probably saw my email to bargaining unit faculty last Friday. It is prominently posted at the UFF-FSU web site. It provided a wide-ranging update. Today I want to focus on one bargaining issue although I will be happy to take questions on others.

That issue is non-tenure track faculty (NTTF). We held an open meeting, attended by several NTTF, with FSU Administration/BOT representatives the day after the last Senate meeting, and our first and only bargaining session this year was mainly devoted to further reviewing the working document of the joint committee and Administration objections to it.

This is a Faculty Senate issue, the subject of a special sub-committee report that was completed in late 2006. I left a handout at the table that summarizes some key issues by excerpting from that report and from our collective bargaining agreement. The "NTTF" issue involves Faculty Senate and UFF issues, and some of those messy "cross-over" issues. I think the Senate and UFF are on the same page on the key issues.

One of these is FSU's commitment to a tenure track faculty. This was a major concern to the Senate and is a major concern for the UFF. Progress on this issue has been difficult. At the bargaining table, we were told that a binding ratio (TTF to students, which makes more sense than a TTF-to-NTTF ratio) was unacceptable to the FSU Administration/BOT. A joint administration-UFF committee worked out a "Plan B," which tackled the problem by stressing the specialized missions that are appropriate for NTTF and "hard caps" on NTTF assignments to ensure that NTTF were not used in roles that should be performed by TTF (see "Working Document"). Now we are told that approach is also problematic for the FSU Admin/BOT, and I should add that it is unpopular with many NTTF.

I am not sure where this is going to end up, but given the issue's importance to the Faculty Senate, I want to encourage all Senators to "read up." That is, please familiarize yourselves with the issues as they will be "in play" in the days ahead.

At the Ledge

Just a brief comment. So much attention has focused on redistricting and macro-budget issues that little has been said about the many bad bills, including those designed to destroy faculty rights, that are being introduced or planned for introduction (possibly under the stealth of so-called "shell bills" already filed) in this session. You have heard House Speaker Cannon's accusation of mediocrity and Senate President Haridopolous' dismissal of tenure, along with the Governor's expressed interest in the "Texas Plan," disdain for certain disciplines, and other wacky ideas. I regret to say there are many bad ideas being floated and it will be important once again for faculty to oppose them.

Questions? Thank you for your time.

Appendix: Selected Excerpts and References on Non-Tenure Track Faculty

Excerpt from the *Report of the Faculty Senate Sub-committee on Non-Tenure-Track Faculty*, Revised Nov. 27, 2006. Available via search at FSU or UFF-FSU web sites (with emphases added):

<http://www.cs.fsu.edu/~baker/sgme/nttfreport110906.pdf> (Revised Nov. 11, 2006)

<http://www.uff-fsu.org/art/FinalReportNTTFCommittee112706.pdf>

The following **principles** have guided the work of the *ad hoc* sub-committee:

- 1. The University should stay true to the FSU Constitution's vision of a tenured faculty and seek to maximize the ratio of tenured and tenure-accruing faculty to NTT faculty, recognizing the different needs and traditions of different Colleges**, notably professional colleges such as Medicine;
2. The important contributions of NTT faculty to the work of Florida State University must be recognized;
3. The rights (continuing contracts, opportunities for promotion and merit-based salary increases, participation in University governance, etc.) and responsibilities of NTT faculty need to be explicitly defined;
- 4. The work of NTT faculty must be significantly different from that of tenure-track faculty (TTF) and the use of NTT faculty lines in academic units should be limited to assignments that cannot be performed by TTF;**
5. The classification codes and working titles for NTTF positions must present a consistent system, communicate to the broad academic community (at FSU and elsewhere) that the NTTF member is in a faculty role, and identify the predominant duties of the individual; and
6. The recommendations of the committee should lay out a clear model for an implementation plan, but not attempt to specify every detail.

Excerpt from the 2010-13 Collective Bargaining Agreement for the FSU General Faculty Bargaining Unit (emphasis added):

8.3 Commitment to developing and maintaining a tenured faculty. The Board agrees that it is in the best interests of the University, the faculty, and the students to maximize the ratio of tenured and tenure-accruing E&G appointments to the number of non-tenure-accruing E&G appointments, among those appointments including significant teaching responsibilities. The University Administration shall provide information to the UFF on the number of credit hours taught in the University, broken down by the position class code of the instructor.

Working Document on Non-Tenure-Track Faculty Reclassifications (joint report):
<http://www.uff-fsu.org/cbac/NTTF-Reclassification-Draft20110322.pdf>