

United Faculty of Florida

Impasse Hearing

Tuesday, February 24, 2009




Issues at Impasse

1. Terms for notice of non-reappointment of faculty members
2. Salaries



ARTICLE 12: NOTICE OF NON-REAPPOINTMENT



The administration has ignored past practice of giving faculty academic year notice and now seeks to give them 39 weeks notice.

Background:

- The faculty job market is unique.
- Faculty jobs become available at the start of an academic year.
- They are advertised and interviews are conducted up to 9 months in advance.
- In order to find alternative employment, timely notice in keeping with the academic year calendar is essential.

Timely notice is a zero cost item for the University which can improve faculty work conditions.

UFF is asking to clarify language and bring FAU's CBA into compliance with AAUP standards which are best practice national standards for faculty.

AAUP Standards for Notice of Non Reappointment

- Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
- Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
- At least twelve months before the expiration of an appointment after two or more years in the institution.
- Proposed [Article 12 UFF121208.pdf](#)



ARTICLE 23: SALARIES

Salaries

Background

- The University Administration offered an increase of 1% plus a \$1000 non recurring bonus over a two year period.
Estimated cost **\$1.7m**
- UFF requests 2.5% for 2007-08 and 2.5% for 2008-09.
Estimated cost **\$1.8m** for 2007-08
\$1.9m for 2008-09



Outline of the Faculty's argument

We will show that:

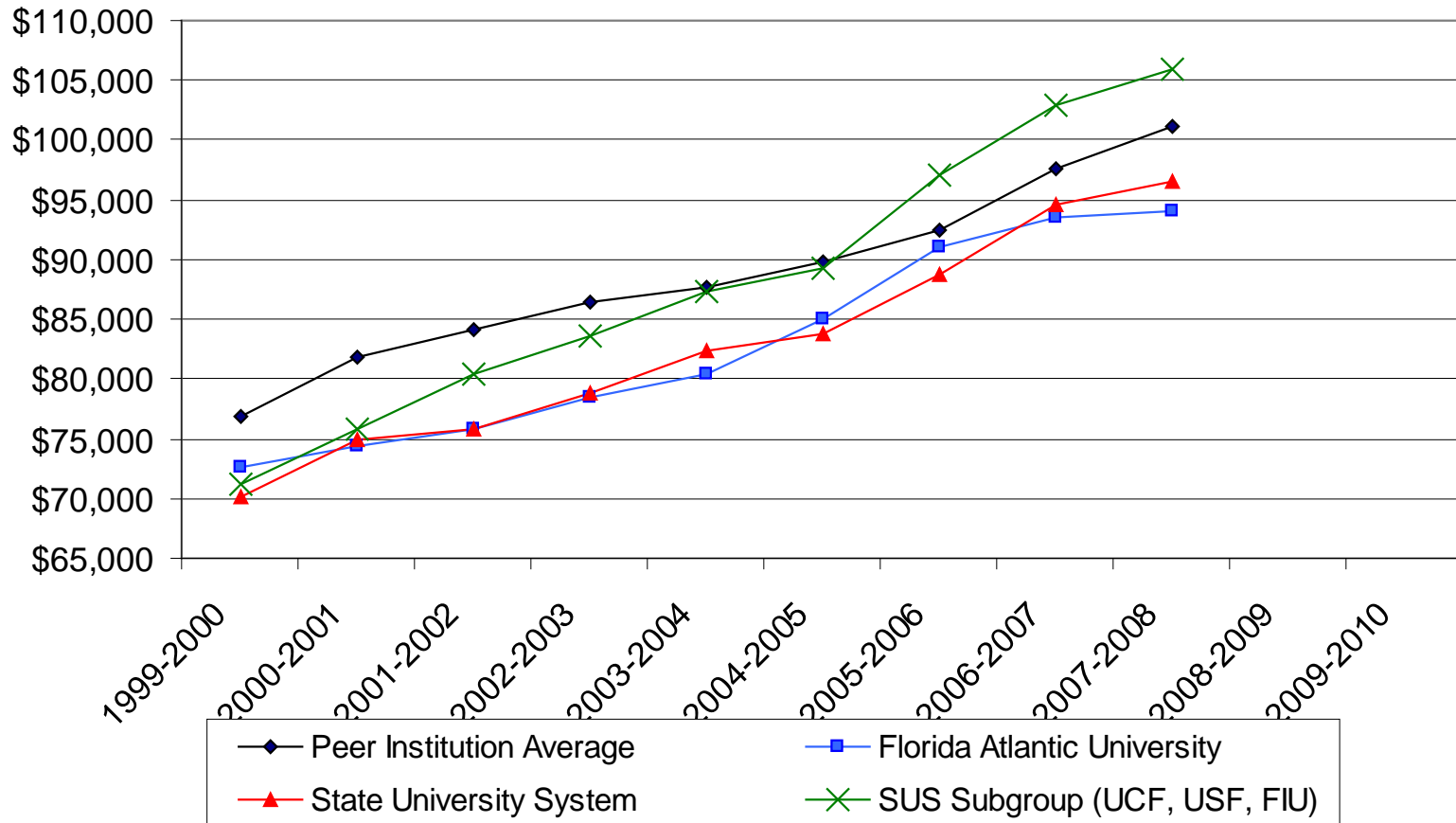
- The compensation of FAU faculty has fallen farther and farther behind all its various groups of peer institutions.
- The University's budget has grown every year. Raises are affordable.
- The number of faculty has not grown. Number of administrators and their salaries have grown each year. Thus the faculty are getting a smaller and smaller share of the Universities resources.



PEER COMPARISONS

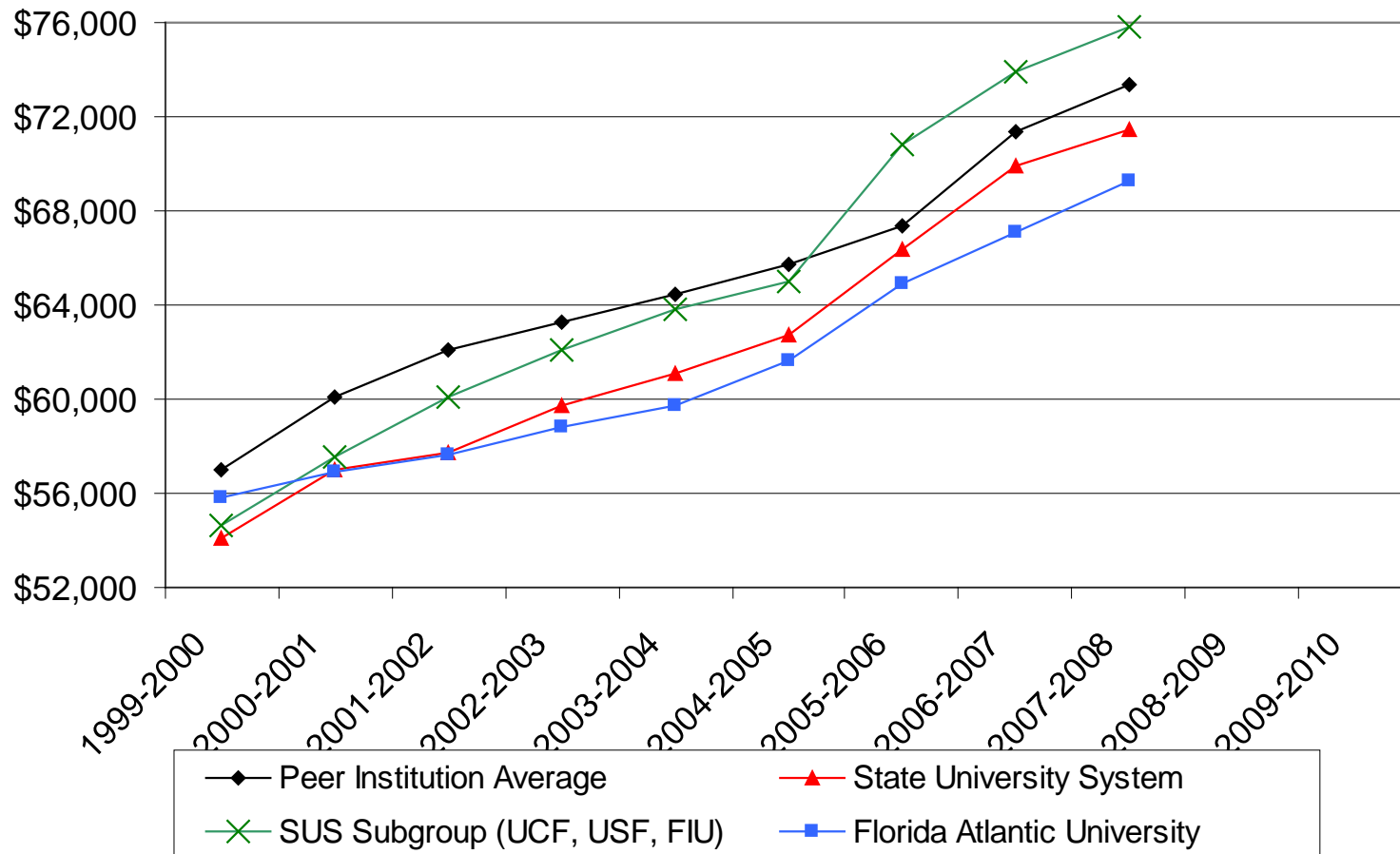
FAU Salaries Compared to Peer Institutions, Full professors

**AAUP Salary Comparison,
Professors, 1999-2000 to 2007-08**



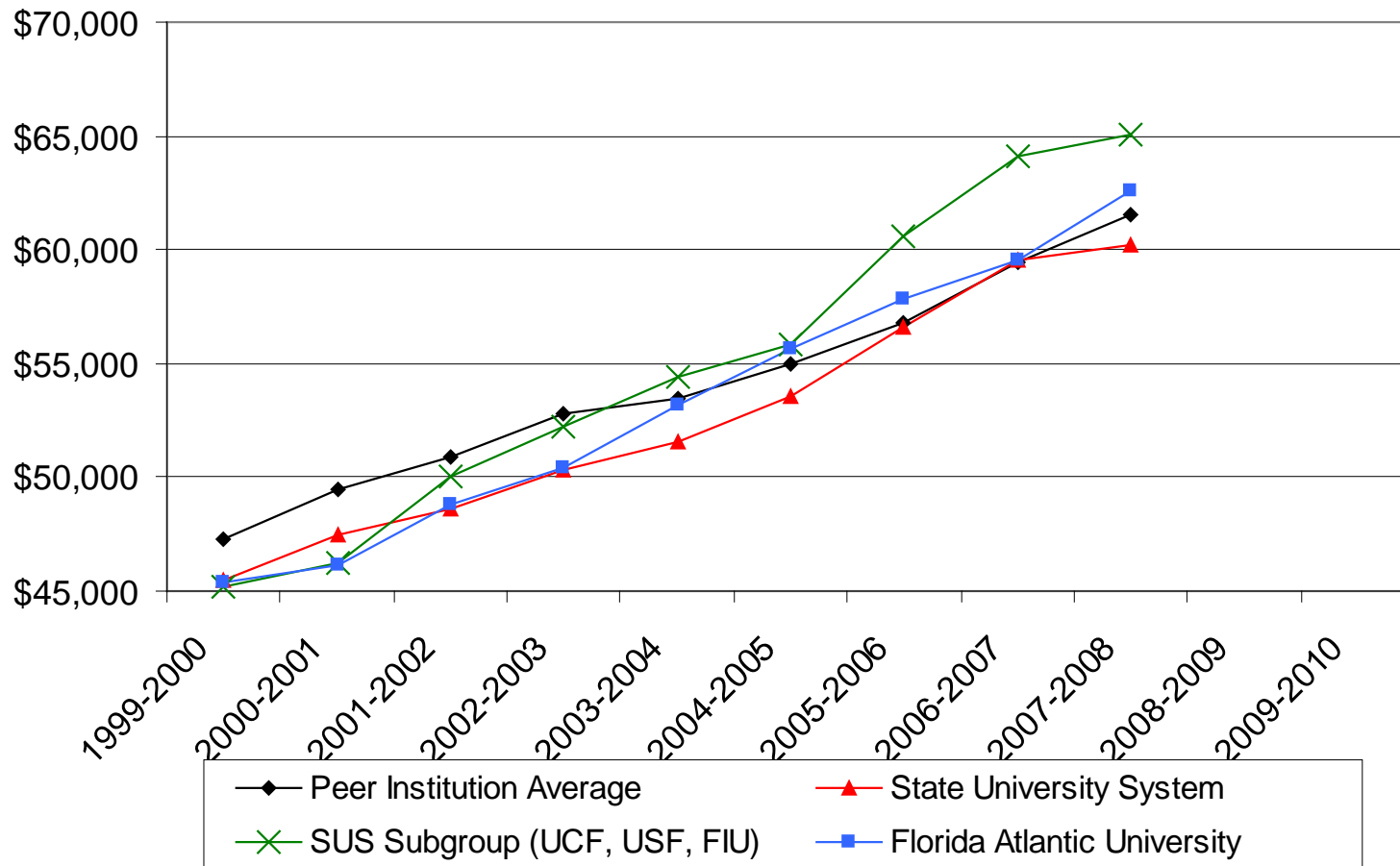
FAU Salaries Compared to Peer Institutions, Associate Professors

AAUP Salary Comparison
Associate Professors, 1999-2000 to 2007-08



FAU Salaries Compared to Peer Institutions, Assistant Professors

**AAUP Salary Comparison, Assistant Professors,
1999-2000 to 2007-08**





PEER COMPARISONS FOR FAU SCHOOL

Raises for other public school employees
2007-08, 2008-09.

- Palm Beach County Schools: 4.2% and 2%
- Broward County Schools: 5.59% and 3.25%



Summary: Peer Comparisons

- FAU salaries on average are 10% behind the SUS subgroup - even though each group is funded in the same way by the State of Florida.
- New assistant professors are the only group whose salaries are comparable to peers. This disguises the problems for faculty who have been here longer.
- Hiring new faculty is expensive. It is fiscally irresponsible for the administration to neglect raises for existing faculty. Retention is cheaper than replacement.



BUDGET

FAU's Total Budget has steadily increased.

FLORIDA ATLANTIC UNIVERSITY
2003-04 ACTUAL EXPENDITURES THROUGH 2008-09 BUDGET BY FUND
(IN THOUSANDS)

FUND	ACTUAL					BUDGET 2008-09
	2003-04	2004-05	2005-06	2006-07	2007-08	
EDUCATIONAL & GENERAL	190,322	199,306	209,509	227,841	235,534	254,776
SPONSORED RESEARCH & GRANTS	46,805	47,724	52,626	43,731	46,714	64,980
STUDENT ACTIVITY	4,383	4,868	4,784	4,386	3,691	5,925
CONCESSION FUND	225	259	279	404	463	450
STUDENT FINANCIAL AID *	78,189	93,737	98,592	102,484	101,605	109,022
AUXILIARY ENTERPRISES	34,175	39,403	43,111	48,470	55,440	62,430
INTERCOLLEGIATE ATHLETICS *	9,382	10,493	11,358	12,377	12,435	13,016
GRAND TOTAL FAU	363,481	395,790	420,259	439,693	455,882	510,599
% INCREASE FROM PRIOR YEARS	9.42%	8.89%	6.18%	4.62%	3.68%	12.00%

Notes:

Source document is Operating Budget submission Exhibit B, which represents operating expenditures only. Non operating expenditures are not included.

Increases in E&G Budget.

	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Actual E&G, in millions	190.3	199.3	209.5	227.8	235.5	242.7
Growth in \$		9.3	10.2	18.3	7.7	7.2
Growth per year		4.8%	5.1%	8.7%	3.4%	3.1%

Additional resources. The Clearwire broadband lease. \$173,000,000 over 30 years

Various channels	Initial Payment	Annual Payment, Years 1-5	Annual Payment, Years 6-10
	\$1,780,076	\$704,208	\$809,844
	\$2,965,364	\$1,173,120	\$1,349,088
	\$1,376,048	\$544,380	\$626,028
	\$1,378,513	\$545,352	\$627,156
	\$932,405	\$488,292	\$561,540
	\$932,405	\$488,292	\$561,540
	\$1,635,190	\$856,344	\$984,792
Total	\$11,000,001	\$4,799,988/yr	\$5,519,988/yr



Summary: Budget

- Discussions of budget cuts are based on projected revenue and are misleading.
- In fact, actual budgets have increased each year, both E&G and total budget. Even after the \$12m cut for 2008-09, the E&G budget is still higher than it was in previous years.
- Clearwire deal has additional potential recurring revenues in the range of \$5m each year. Clearwire is owned by large companies such as Intel, Comcast and Time Warner. Spectrum has value regardless of contracted firm.

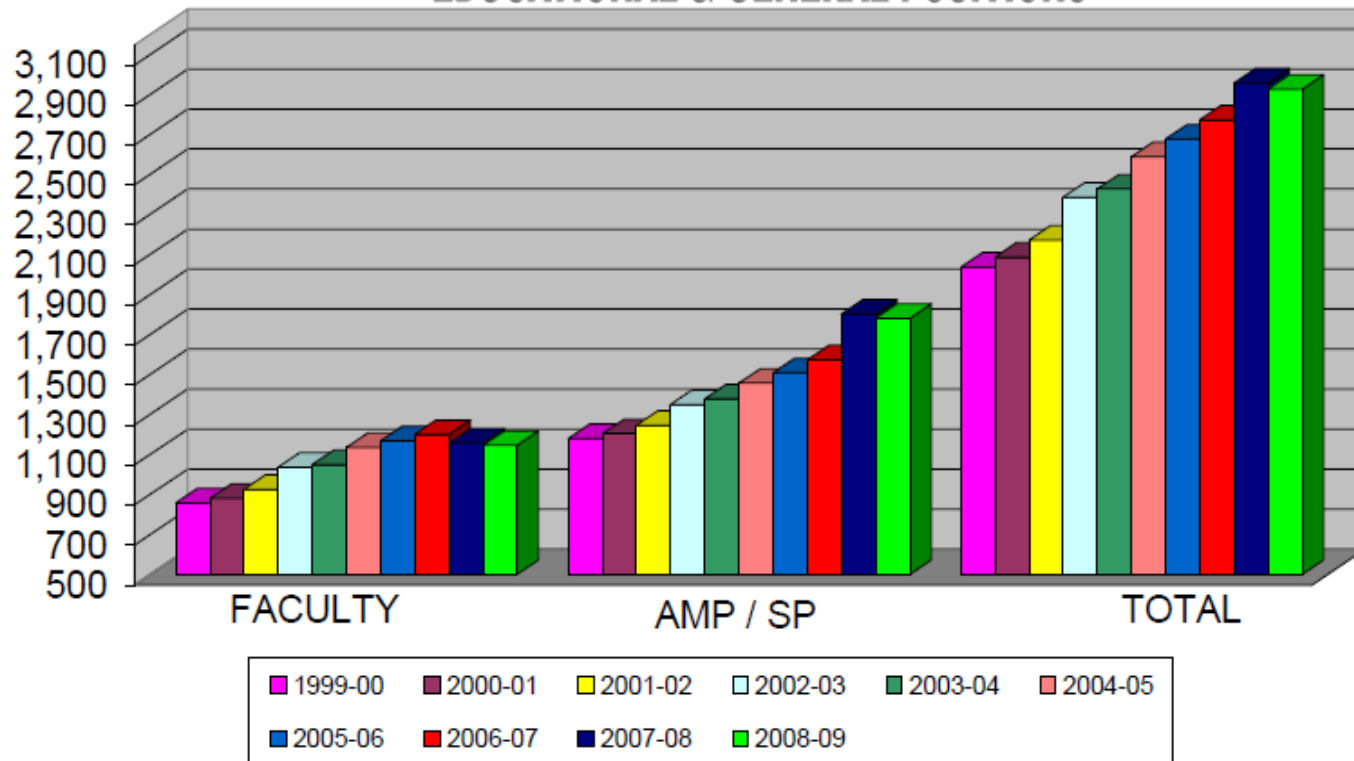


PRIORITIES

Priorities: Administrative versus Faculty Growth

(The administration now claims that this table, from their own operating budget, is inaccurate)

10 YEAR GROWTH FACTOR: EDUCATIONAL & GENERAL POSITIONS



Growth in Administrative positions

Employee Classification	School year					
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
General Administrative	1212	1224	1232	1253	1320	1380
Assistant Dean	2	4	7	8	10	9
Assistant Director	59	63	77	82	85	87
Assistant Vice President	6	7	13	13	15	16
University school faculty	25	20	39	40	46	48
Associate Dean	20	18	23	21	21	20
Associate Director	55	54	58	64	64	72
Associate General Counsel	3	2	4	4	4	2
Associate Provost	1	2	5	5	5	5
Associate Vice President	4	3	3	6	4	5
Dean	10	12	11	13	11	9
Director	71	75	94	92	86	105
Executive Assitant	4	3	2	3	3	1
General Counsel	1	1	1	1	1	1
President	1	1	1	1	1	1
Provost	1	1	1	1	1	1
Vice President	10	9	7	10	10	9
Chair	33	35	38	39	38	43
Program Director			7	9	8	7
Vice Dean					1	
Total number of Administrators*	1518	1534	1623	1665	1734	1821

*Includes All Non-UFF members: AMP, AP, SP, USPS except for some University school faculty.

Steady Growth in Salary Bill for Administrative Employees

Employee Classification	School year					
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
General Administrative	\$41,926,770	\$43,382,796	\$45,486,141	\$46,600,401	\$51,632,929	\$54,661,183
Assistant Dean	\$140,248	\$341,500	\$633,796	\$740,910	\$1,087,025	\$1,040,565
Assistant Director	\$2,600,815	\$2,810,906	\$3,899,653	\$4,151,351	\$4,609,940	\$4,566,004
Assistant Vice President	\$511,569	\$610,098	\$1,268,902	\$1,221,128	\$1,506,992	\$1,653,838
University school faculty	\$1,252,629	\$994,275	\$1,621,941	\$1,772,281	\$2,038,014	\$2,192,980
Associate Dean	\$2,075,251	\$1,822,774	\$2,694,409	\$2,296,444	\$2,462,747	\$2,484,917
Associate Director	\$3,141,036	\$3,020,128	\$3,604,677	\$3,866,535	\$3,943,349	\$4,515,725
Associate General Counsel	\$292,472	\$175,052	\$377,959	\$393,112	\$419,162	\$259,484
Associate Provost	\$121,872	\$263,924	\$670,966	\$683,163	\$717,084	\$717,084
Associate Vice President	\$459,024	\$311,070	\$375,853	\$760,763	\$522,543	\$668,076
Dean	\$1,271,685	\$1,557,571	\$1,592,337	\$1,931,406	\$1,853,813	\$1,662,351
Director	\$5,131,351	\$5,630,777	\$7,734,253	\$7,476,223	\$7,615,478	\$9,367,731
Executive Assitant	\$302,624	\$196,585	\$148,449	\$250,643	\$260,835	\$84,585
General Counsel	\$121,463	\$133,000	\$142,611	\$169,349	\$176,205	\$176,205
President	\$290,000	\$291,400	\$312,457	\$314,265	\$324,938	\$324,938
Provost	\$178,350	\$225,000	\$241,258	\$249,961	\$260,081	\$260,081
Vice President	\$1,221,801	\$1,296,702	\$1,172,727	\$1,707,628	\$1,724,114	\$1,518,788
Chair	\$3,437,340	\$3,456,852	\$4,086,415	\$4,415,323	\$4,642,403	\$5,186,292
Program Director	.	.	\$550,128	\$781,738	\$692,752	\$566,745
Vice Dean	\$200,000	.
Total Salaries of Administrators*	\$64,476,300	\$66,520,410	\$76,614,932	\$79,782,624	\$86,690,404	\$91,907,572

*Includes All Non-UFF members: AMP, AP, SP, USPS and some university school faculty.

Instructional Faculty numbers and salary have stagnated

Headcount	2004-05	2005-06	2006-07	2007-08	2008-09
Tenure Earning Faculty	557	581	581	596	594
Non Tenure Earning	179	185	194	213	210
Total	736	766	775	809	804
Average Salary	\$62,489.00	\$64,887.00	\$67,096.00	\$68,466.00	\$68,811.00

Source: FAU Factbook, various years. Office of Institutional Effectiveness, FAU

Total Salary Bill for Instructional Faculty vs. Other Employees

	2004-05	2005-06	2006-07	2007-08	2008-09
Faculty Salary	\$45,991,904	\$49,703,442	\$51,999,400	\$55,388,994	\$55,324,044
Admin. Salary	\$66,520,410	\$76,614,932	\$79,782,624	\$86,690,404	\$91,907,572*

*Admin. salary does not include additional \$3.1m in raises & bonus, November 2008



Summary: Priorities

- Administrator salaries are not below peers. The last University study showed that Administrator salaries were at the 40% percentile while faculty salaries were in the 18th percentile nationally.
- Despite this, administrator salaries have grown while faculty salaries have not.

Raise cost summary.

1% in recurring raises for faculty can be paid for with:

- A 1% increase in tuition OR
- Less than 1/6th of Clearwire's annual payments OR
- 0.14% of University's total operating budget.

A 5% raise is less than 1% of the University's total operating budget!



Salaries: Summary

- The Union's request is reasonable
- The money is available
- The Administration has consciously and consistently chosen disproportionate administrative growth over faculty growth and compensation
- This has direct and deleterious effects on the quality of education, leading to large classes and high faculty turnover, which itself is costly and unnecessary