



March 2007

NEW OFFICERS ELECTED

At the annual spring semester UFF Membership Meeting, held this year on March 16 in the Board of Trustees Room on the Boca campus, UFF members attending the meeting voted for chapter officers for next academic year. Here is the list of elected chapter officers:

President	Anita Pritchard (Department of Political Science)
First Vice President	Bill O'Brien (Honors College)
Second Vice President	Amy Broderick (Department of Visual Arts)
Secretary	Karen Eriksen (Department of Counselor Education)
Treasurer	Charles Roberts (Department of Geosciences)

Senators representing our chapter at statewide UFF Senate meetings were also elected for next year (in addition to the chapter president, who is a Senator ex officio). They are:

Mike Budd (Department of Communication), Maris Hayashi (Library), Fred Hoffman (Department of Mathematics), Susanne Lapp (Department of Teacher Education), Tim Lenz (Department of Political Science), Rangasamy Ramasamy (Department of Exceptional Student Education), Lydia Smiley (Department of Exceptional Student Education), Debra Vance Noelk (FAUS), and Sharmila Vishwasrao (Department of Economics).

Bassam Alhalabi (Department of Computer Science and Engineering), Ray Cafolla (Department of Educational Technology and Research), Eleanor Lomax (Library), and Gary Parsons (Library) were elected as Alternate Senators (who may substitute for Senators at state meetings).

FAU/BOT/UFF CONTRACT 2006-09 RATIFIED

Voting on the new Collective Bargaining Agreement ended February 16 and the ballots were counted on February 19. Of the valid ballots, there was 94.5% approval, establishing faculty acceptance of the document. The Board of Trustees likewise accepted the document, so the new Contract is now in force. For the full text, go to the FAU website, click on Faculty & Staff – Resources and then on FAU/BOT/UFF Contract 2006-09. You should familiarize yourself with this document as it specifies all your rights and obligations as an FAU faculty member.

REFLECTIONS

FIRST CHOICE STUDENTS AND FACULTY?

Last semester, at the October 6th meeting of the University Faculty Senate, President Brogan discussed the recently announced proposal to develop campus academic plans. He described the proposal as part of a strategy to strengthen FAU with a better plan for academic development. One goal is to attract more “First Choice Students.” Increasing admissions standards is part of the strategy to make FAU more attractive to good students. President Brogan also described some of the things that are necessary to attract more “First Choice Faculty.” The

UFF wonders why the Administration's collective bargaining team's actions at the bargaining table this past season did not support his words. Salaries are not the only reason why faculty come to or stay at a university, but they are an important reason.

By not doing anything about non-competitive salaries, the Administration risks repeating the mistake that resulted in FAU becoming a low-quality institution – as measured by student admissions. The Administration spent much of FAU's good name by single-mindedly focusing on enrollment growth. This was a decision that our peer institutions, including UCF and FIU, did not make. UCF in particular has maintained quality while growing. The current Administration is now single-mindedly focusing on BioMed as the way to develop. The best way to describe the University's gamble on BioMed is to use a poker analogy. We are going "all in." Maybe it is a good bet, but it is certain that the cost, perhaps unintended, is non-competitive salaries for faculty.

BARGAINING UNIT DISPUTE: UPDATE

We reported in the last issue of this newsletter that the Administration has given us notice of its desire to remove certain categories of faculty from the faculty bargaining unit and the protections of the collective bargaining agreement: these being the faculty of the College of Biomedical Science, the FAUS faculty, the president of the University Faculty Senate, and bargaining-unit members in Computer Research, the Student Counseling Center, and Student Health Services. The UFF finds this proposal unacceptable. On March 29, current UFF/FAU Chapter President Lydia Smiley will meet with Associate Provost Diane Alperin for a formal discussion of this issue. Lawyers from both sides will be present. The next step will be to bring the matter before the Public Employees Relations Commission of the State of Florida for final adjudication. In the meantime, all affected faculty should be aware that administrative claims that they are already out of unit are false.

THE COLLECTIVE BARGAINING PROCEDURE IS ONE THAT BY ITS NATURE RESULTS IN COMPROMISE. NEITHER SIDE GETS ALL IT WANTS. IN OUR CASE, THE UFF TRIES TO GET AS MUCH AS POSSIBLE FOR THE FACULTY, AND THE ADMINISTRATION/BOARD OF TRUSTEES TRIES TO GIVE AS LITTLE AS POSSIBLE. IF YOU WANT TO MOVE THE POINT OF COMPROMISE CLOSER TO *OUR* SIDE, THERE ARE CERTAIN THINGS YOU NEED TO DO: JOIN THE UFF TODAY. GET YOUR COLLEAGUE FRIENDS TO JOIN AS WELL. WHEN YOU CAN, ATTEND BOARD OF TRUSTEE MEETINGS AND OTHERWISE MANIFEST TO OUR EMPLOYERS THAT YOU HAVE AN INTEREST IN WHAT THEY ARE AND SHOULD BE DOING TO IMPROVE FACULTY WORKING CONDITIONS AND SALARIES. LEAVING IT TO "THE OTHER FELLOW" TO DO THESE THINGS SIMPLY DOESN'T WORK AS A STRATEGY BECAUSE THEN WE'RE NO FURTHER AHEAD. OUR EMPLOYERS RECOGNIZE AND RESPECT NOTHING BUT STRENGTH, AND THERE IS STRENGTH ONLY IN NUMBERS WHEN THE UFF SITS DOWN ACROSS THE BARGAINING TABLE FROM THE "OTHER SIDE." ARE YOU NOT SATISFIED WITH OUR MODEST SALARY INCREASES THIS YEAR? THE UFF DID WHAT IT COULD WITH THE LEVERAGE IT HAD IN THE FACE OF AN EMPLOYER BARGAINING TEAM DETERMINED TO MINIMIZE SALARY AND OTHER BENEFITS FOR FACULTY. YOU CAN BE CERTAIN THAT UFF'S LEVERAGE WILL BE SIGNIFICANTLY GREATER IN THE FUTURE, AND WE WILL DO BETTER, WHEN YOU AND OTHER FACULTY COME TO SWELL THE RANKS OF UFF MEMBERSHIP AT THIS INSTITUTION. AS A SPECIAL INCENTIVE, MEMBERSHIP DUES ARE NOW HALF OFF FOR THE FIRST YEAR FOR FIRST-TIME MEMBERS. PRINT AND FILL OUT THE FORM AT www.fau.edu/org/uff/halfpriceform.rtf AND RETURN IT TO LYDIA SMILEY, DEPARTMENT OF EXCEPTIONAL STUDENT EDUCATION. CONTACT LYDIA IF YOU HAVE ANY QUESTIONS (7-3287, smiley@fau.edu).

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Remember to attend the next Faculty Club get-together, on Friday, March 30, in the Board of Trustees Room, third floor of the Administration Building, Boca campus, starting at 4

P.M. after the University Faculty Senate meeting. This is a social gathering of faculty that you will enjoy. Sponsored by the UFF and the Provost's Office.