**Academy for Academic Personnel Administration**

**Fall 2015**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Florida Atlantic University, Florida State University System

Name and Title of Individual Responding: Larry Glick, Sr. Assoc. General Counsel

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Approximately 950 individuals including tenure and tenure track faculty; instructors and

lecturers on annual appointments; research faculty; librarians; selected health and

counseling professionals; and, University (laboratory) K-12 School Teachers.

Faculty administrators (including chairs) and adjuncts are excluded.

Bargaining Agent: United Faculty of Florida (statewide with campus local).

Date of First Contract: 2003 under local Board of Trustees (formerly a statewide

contract/bargaining unit).

Number of Succeeding Contracts: 3 (2006-09; 2009-12; 2012-15).

**Web address of current contract:**

<http://www.fau.edu/provost/files/CBA-2012-2015-Oct2015-edits-ab.pdf>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

We will begin negotiating reopeners for 2015-16 contract in November 2015. All articles are open, new book.

Provost’s issues to address (more may be added):

* + Clarifying FTE vs. % of effort for summer compensation.
  + Clarify discretion of President, authority of arbitrator, and codependency of promotion and tenure.
  + Clarify Provost’s authority to set evaluation standards.
  + Clarify parental leave concurrent with FMLA.
  + Negotiate a 3-year merit based wage package dependent on meeting performance metrics.

UFF’s issues to address (anticipated):

* + Remove administration discretion over post-tenure review.
  + Change annual evaluation standards.
  + Change assignment values for teaching.
  + Remove academic responsibility language regarding attribution of public statements.
  + Wage increase.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

- Arbitration decision awarding tenure. Reversed by court. On appeal.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

- Recurring vs. non-recurring performance dollars from the state.