**Academy for Academic Personnel Administration**

**Fall 2015**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Florida Gulf Coast University

Name and Title of Individual Responding: Jennifer Baker, Chief Negotiator

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

The faculty bargaining unit consists of approximately 450 ranked faculty and librarians (Assistant, Associate, Full), unranked instructors (Levels I, II, and III) and unranked academic advisors (Levels I, II, and III). These employees are classified as in-unit faculty. Department Chairs, Directors and Associate Deans are out-of-unit. Approximately 45% of the in-unit faculty are dues-paying members of the union.

Bargaining Agent: United Faculty of Florida-FGCU Chapter (UFF)

Date of First Contract: 2004 (for 2004-2007) was the first contract subsequent to about 25 years of statewide contracts bargained by the Board of Regents for the State University System.

Number of Succeeding Contracts:

Three succeeding contracts and six supplements as follows:

* 2006-2007 Supplement to the 2004-2007 Collective Bargaining Agreement, September 2006
* *2007-2010 Collective Bargaining Agreement*, September 2007
* 2008-2009 Supplement to the 2007-2010 CBA, October 2008
* 2009-2010 Supplement and 2010-2011 Extension to the 2007-2010 CBA, September 2010
* *2011-2014 Collective Bargaining Agreement*, July 2011
* 2010-2011 Supplement to the 2011-2014 CBA (Article 23 – Salaries), October 2011
* 2012-2013 Supplement to the 2011-2014 CBA, January 2013
* 2013-2014 Supplement to the 2011-2014 CBA, September 2013
* 2014-2015 One year Extension of Supplement to the 2011-2014 CBA, May 2014
* 2015-2018 *Collective Bargaining Agreement*, July 2015

**Web address of current contract:** Currently being updated

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

On July 1, 2015, the parties signed a tentative agreement on the 2015-2018 Collective Bargaining Agreement (CBA). The faculty ratification vote was concluded on August 31, 2015, with the faculty voting to ratify. The Agreement was approved by the FGCU Board of Trustees during its September 8, 2015 meeting.

The parties used Interest Based Bargaining with guidance from the Federal Mediation and Conciliation Service (FMCS).

The parties agreed to:

1. update nondiscrimination language to comply with the “Duty to Report” and consensual relationship policy;
2. combine the employment contract and letter of offer into one document;
3. define what the professional obligation of a faculty member is at FGCU: “*Faculty have a professional obligation to be accessible to meet students, other faculty, and staff, as well as attend department, college, and university meetings and events on campus, on days and times other than posted office hours and scheduled classes. Non-scheduled activities may be more appropriately performed in a manner and place determined by the employee”;*
4. add evaluation of progress towards promotion to the employee performance evaluation; add the President or representative (previously only Faculty and Union Reps) to the committee that reviews and updates procedures to evaluate each employee under the Faculty Performance Evaluation Document, including annual review, contract review, probation review, and promotion review;
5. add a pre-promotion review process one year prior to submission of the application; removed the Board of Trustees from process to approve faculty promotion.
6. mirror nepotism policy language in the conflict of interest article
7. require a promissory note be signed by faculty when extended professional development leave or sabbatical.
8. fund promotions approved by the Board of Trustees at their June 2015 meeting effective August 7, 2015 as follows:

Promotion to Instructor Level II or Academic Advisor Level II: 9% increase to base

Promotion to Instructor Level III or Academic Advisor Level III: 12% increase to base

Promotion to Associate Professor or Associate Librarian: 9% increase to base

Promotion to Professor or Librarian: 12% increase to base

1. a base salary adjustment effective September 13, 2015 of $1,400 annually or 3.5% of the August 7, 2015 salary, whichever is greater.
2. remove no obligation to bargain provision within the Totality of Agreement article

We are scheduled to begin renegotiations on the supplement agreement no later than May 1, 2016.

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

Management attempted to extend the number of years a faculty member could apply for promotion. This was in response to a steady increase in denials. It was learned through our IBB negotiation process that the system currently in place to promote faculty was inconsistently applied across the university. As a result management and the union have worked collaboratively to create a pre-promotion review so faculty can get feedback on their portfolio one year prior to submission. In addition, management have standardized all required forms as wells as educated faculty, chairs and deans on all processes from assignment to promotion.

Through a shared governance model of collective bargaining and the resultant philosophical shift that resulted in a positive and mutual contract that serves the common good of the university as a whole, FGCU has not had a formal grievance filed in 36 months.

**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.):**

None