**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: *University of Central Florida*

Name and Title of Individuals Responding:

*Sherry Andrews, Associate General Counsel and Associate Provost*

*Charles Reilly, Assistant Vice Provost and Associate Dean, Engineering & Computer Science*

*Charlie Piper, Assistant Director, Contract Compliance and Administrator Support*

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

As of October 12, 2015, 1509 members, including 1495 full-time faculty.

Tenured: 554

Tenure Earning: 240

Non-Tenure Earning: 641 (includes 50 librarian-types)

Multi-Year: 35

Academic & Professional: 38

About 400 (26%) pay dues. Another 285 faculty are out-of-unit (including 110 in the College of Medicine).

Bargaining Agent: *United Faculty of Florida (affiliated with the NEA and AFT)*

Date of First Contract: *2004-2007 locally, after devolution. (1976 at the state level.)*

Number of Succeeding Contracts:

*November 28, 2005 (Article 23, Salaries)*

*Oct 12, 2006 (Articles 10, Evaluations and 23)*

*2010-2012*

*2010 (Article 10)*

*2012-2015, supplements for 2013 and 2014.*

*Currently using 2012-2015 with supplements for Articles 3 and 23. (Oct 2014)*

**Web address of current contract:** <http://www.collectivebargaining.ucf.edu/pages/CBA.htm>

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

UCF has nearly completed negotiations for a full book 2015-2018. A change in UFF leadership in the last year has changed the tenor of these negotiations; a less argumentative and aggressive chief negotiator means more progress may be made at each meeting.

The UFF asked for, and received, an increase in the number of sabbaticals that are to be awarded each year (from one for each 30 tenured or tenure-earning faculty to one for each 20). They also sought parental leave benefits, and an update should be available during the meeting on the final outcome of those bargaining sessions. The UFF pursued expanded tuition waiver benefits, as well as the ability to transfer those waivers to spouses and children.

As far as salaries, at this writing the parties are apart by 1%, and the parties plan for allocation of those monies appear to be similar.

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

Fortunately, the change in UFF leadership has led to more open communication and more resolution of grievance issues before they are filed as well as during that process.

**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.):**

Some of the Regional Campus faculty were non-reappointed as program needs have changed.