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UFF FAMU

United Faculty of Florida *Florida Agricultural and Mechanical University*

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NEWSLETTER

SEPTEMBER 2010

Why FAMU Faculty Deserves a Raise

Colleagues,

To deal with struggling economies and large budget cuts, state governing boards all over this country are giving state universities the authority to hike tuition, with many universities taking the maximum allotment. In the State of Florida, the legislature in addition to establishing a set increase of 8 percent, allowed each of the universities in State University System (SUS) to add up to a 7 percent discretionary increase. This year all eleven public universities decided on the maximum 15 percent tuition increase. In addition, many are also raising fees by an unprecedented 15 percent as well. However, despite struggles with years of budget cuts, eight universities in the SUS announced pay raises for faculty members. Specifically,

- Florida Atlantic University faculty received 1% across the board raise and an addition 2 % allocated for merit increases.
- Florida Gulf Coast College faculty will receive a \$1,000 one-time lump sum bonus effective October 1, 2010, and a 2% faculty raises effective January 1, 2011.
- Florida State University faculty this Fall received a one-time, three percent bonus which amount to at least \$1400 per person.
- New College of Florida faculty received 2.2% across-the-board increase to base salaries for 2009-2010 AND a one-time \$500 bonus, ratified in April of this year .
- University of Central Florida awarded some faculty



(those not associated with a union) a one-time payment of \$1,500 and a 1 percent merit-based pay.

- University of Florida awarded eligible faculty a 4 percent merit increase and 1% discretionary increase as well as a 2 percent across-the-board raise for staff.
- University of West Florida received 1.7% to the faculty members' previous academic year's base salary.
- Florida International University received 0.75% this Fall in addition to the 3% they received in 2006-2007; the \$1,000 bonus plus 1.5% to base salary received in 2007-2008, the 2.0 % received in 2008-2009 and the 0.16% bonus received in 2009-2010.
- USF recently resolved an impasse on salary to receive 1.5 .% bonus and a 1 % to base.

FIU, is not the only university with repeated raises during this period, i.e. FSU got 3% to base in 2008.

The university faculty that has not received raises, other than FAMU, is University of North

Florida whose faculty is anticipating a settlement of this issue in the form of a 3% raise to base .

Florida A&M University has not opted to provide pay raises for their faculty. Therefore, the question that must be asked is **why should FAMU faculty and staff be denied a raise to base ---their first since 2006?** FAMU faculty teaches more classes than any other faculty in the SUS. FAMU faculty has worked as hard as the administration to provide the successes this University has experienced these past few years. Faculty salaries have been hit hardest by the economic crisis (losing 15% purchasing power since our last raise). And FAMU faculty are the people who implement the "Excellence with Caring," which is this University's motto.

Even President Ammons acknowledged at the Pre-Planning Conference that FAMU faculty deserved a raise and that he had written the Board of Governors asking for additional compensation, but his statements concerning saving FAMU faculty jobs, are suspect given that this summer 26 faculty members from the School of General studies, School of Graduate Studies and Research and the CESTA John A. Mulrennan Center were laid off; while our administration has provided substantial raises (\$554,780.00) to themselves.

UFF FAMU urges the administration and the Board of Trustee to revisit this issue because providing raises for faculty and staff would be REAL excellence with caring.

Yours in the Struggle,

Elizabeth K. Davenport



Article 23

Submitted at Collective Bargaining on August 2, 2010

23.1 General Wage Increases. The Board shall/has provide(d) the following wage increases to the base rate of pay of all eligible members of the bargaining unit.

(a) Effective August 1, 2010, all eligible members of the bargaining unit shall receive a wage increase of 3.0% to their base salary. This raise will be eligible to all faculty members employed at the university as of May 1, 2010.

(b) Effective August 1, 2011, all eligible bargaining unit members will receive a wage increase of 3.0% of their base salary. This raise will be eligible to all faculty member employed as of May 1, 2011.

(c) Every year, on August 1st, until ratification of the next contract, the Board will provide an annual salary increase, of a minimum of 1%.

23.2. Eligibility for Annual Salary Increases. Faculty members whose most recent annual evaluation is at least satisfactory and who are in pay status on May 1st or before each year, are eligible for the increases described in Section 23.1 and 23.3 except that faculty who have been issued a notice of non-reappointment pursuant to Section 12.2 are not eligible for such increases. "Satisfactory" with respect to annual evaluations is when a majority of the employee's assigned duties are evaluated as "satisfactory."

23.3. Wage Increases Upon Promotion. Promotion increases shall be granted to faculty pursuant to Article 14. These increases shall be granted in an amount equal to 9.0% of the employee's previous year's base salary rate in recognition of promotion to one of the ranks described below:

To Assistant Professor, Associate in _____, and Assistant University Librarian;

To Associate Professor, Research Associate, Associate Curator, Associate Scholar/Scientist, Associate Engineer, and Associate University Librarian; or in an amount equal to 14.0% of the faculty member's previous year's base salary rate in recognition of promotion To Professor Curator, Scholar/Scientist, Engineer, and University Librarian.

23. 4 Grievability. The only issues to be addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is unlawful discrimination under Article 6, or whether there is an arbitrary and capricious application of the provisions of one or more Sections of this Article.

23.5 Equity Index Adjustments. Funds equivalent to 3.0% of the base salary rate of all faculty shall be distributed for Equity Index Adjustments, as follows:

(1)

(a) Baseline Salaries by Rank, Discipline, and Stage of Career.

Baseline salaries shall be established for each separate discipline identified in the Annual Oklahoma State University Salary Survey, as follows:

Advanced Full Professor: 130% of OSU avg. by rank & discipline

Mid-Range Full Professor: 115% of OSU avg. by rank & discipline

Beginning Full Professor: 100% of OSU avg. by rank & discipline

Mid-range Associate Professor: 115% of OSU avg. by rank & discipline

Beginning Associate Professor: 100% of OSU avg. by rank & discipline

Mid-range Assistant Professor: 115% of OSU avg. by rank & discipline

Beginning Assistant Professor: 100% of OSU avg. by rank & discipline

Mid-range Instructor, etc.: 115% of OSU avg. by rank & discipline

Beginning Instructor, etc.: 100% of OSU avg. by rank & discipline

(2) Faculty whose classification or discipline does not appear in the OSU Survey shall be grouped with the closest equivalent rank and discipline, as described in Appendix F. Alternatively, they may provide their own salary survey data by discipline, if approved by the president. (3) Guidelines for Determining Baseline Salaries for Faculty.

a. Deciding which full professors are "Beginning," "Mid-Range," or "Advanced" and which associate professors, assistant professors, and instructors (and equivalent classifications) are "Beginning" or "mid-range," for purposes of determining their baseline salary rate, shall by count four (4) consecutive years of satisfactory service since the last classification.

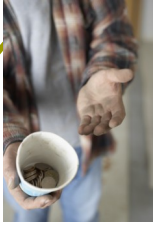
b. Years served in a part-time position shall be counted as years of service in proportion to the fractional FTE appointment (e.g., four years in a .50 FTE appointment shall be counted as two years of service). Time served on sabbatical leave or professional development leave shall count as a full year of service (i.e., a 1.00 FTE appointment) .appropriate Inversion Adjustments. steps away from the step required to correct the "instant compression," to the degree that available funds permit.

(b) Duties and responsibilities assigned by the university to a faculty member which are in addition to the available established FTE for the position shall be compensated through OPS, not Salary.

23.8 Contract and Grant Funded Increases.

(a) Faculty on contracts or grants shall receive salary increases equivalent to similar faculty on regular funding, provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the president or representative shall seek to have the contract modified to permit such increases.

(b) Nothing contained herein shall prevent faculty whose salaries are funded by grant agencies from being allotted raises higher than those provided in this contract.



IS FAMU TOO BROKE FOR RAISES?????



Florida A&M University (FAMU) faculty members and other employees have not received a pay raise to their base salary since 2006. Each time the topic has been addressed, the administration has repeatedly stated that we have NO money. As university after university has dug into their pockets and obtained raises and/or bonuses for their faculty, multiple times, the question that FAMU faculty and staff must

now ask themselves is how FAMU spends the money that it is allocated for students, faculty, staff and administration? According to the Delta report found at the Delta Cost website <http://www.tcs-online.org/Reports/Report.aspx>, 48% of FAMU's expenditures were used for instructional purposes, while 44% were for administration/maintenance—almost an even split and an inordinate amount of money spent on administrative/maintenance expenditures. For example, according to this study, Florida State University (FSU) and University of Florida (UF) spend approximately 25% on administration. Interestingly, FAMU has the second highest administrative cost in the Florida State University system, whereas UF and FSU have the lowest. In fact, according to the 2008-2009 figures,

- 17% of FAMU administrators (35) received pay increases totaling \$554,780. Some of the pay increases are termed “promotion” but most of them are called “reclassification.”
- During the same period, only 5% of faculty members (34) received pay raises in the amount of \$250,000 through promotion or reclassification.

In addition, between July 2006 and March 2010, \$12.9 million dollars was paid by FAMU in consulting fees, including \$379,000 to Allen, Norton and Blue, a law firm specializing in employment and labor law. The Office of the General Counsel at FAMU employs four (4) lawyers at a cost of almost \$500,000 dollars; three of them have a background in labor and employment law. So the question is why are consultants needed? The Office of the General Counsel at FSU has seven (7) lawyers and most of them are paid less than the FAMU lawyers. FSU has more students, more faculty members and more support staff employees than FAMU and the salaries of the attorneys in the Office of the General Counsel at FAMU average approximately \$118,000 while the Office of the General Counsel at FSU has seven (7) lawyers whose salaries average approximately \$109,000. Though we do not have the administrative salaries for the current academic year (2010-2011), the salaries of administrators reflect this trend.

FAMU Leadership Team Salaries

| Name | Title | 2007-2008 | 2008-2009 | 2009-2010 |
|--------------------------------|--|-----------|-------------|-----------|
| James Ammons | President | \$225,000 | \$325,000 | \$325,000 |
| Cynthia Hughes- Harris | Provost | N/A | \$255,000 | \$255,000 |
| Roland Gaines | VP Student Affairs | \$165,000 | \$165,000 | \$165,000 |
| Charles O'Duor | VP Audit | \$190,000 | \$190,000 | \$190,000 |
| Robert Seniors | VP EIT | \$160,000 | \$200,000 | \$200,000 |
| Carla Willis | VP Relations | \$175,000 | \$175,000 | \$175,000 |
| Larry Robinson | VP Research | \$68,358* | \$136,715 | \$215,000 |
| Rosalind Fuse-Hall | Chief of Staff | \$165,000 | \$165,000** | \$180,298 |
| Sharon Saunders | Chief | \$145,000 | \$145,000 | \$145,000 |
| Avery McKnight | Counsel | \$150,000 | \$150,000 | \$150,000 |
| William Hayes Michael Smith | Athletic Director Interim Athletic Director | | \$175,000 | \$81,151 |
| Tola Thompson | Gov. Relations | \$110,000 | \$110,000 | \$110,000 |
| Teresa Hardee | CFO | \$185,000 | \$225,000** | \$225,000 |
| Patricia Woodard | Assistant to the President | \$67,500 | \$67,500** | \$67,500 |

*Larry Robinson was paid half of his salary during 2007-2008 due to his leave while his was working at USDA in Washington D.C.

**\$5,000 bonus in addition to salary

Questions from the field



If you have any "Questions from the Field," comments, or concerns, don't hesitate to contact your UFF representatives through face-to-face, telephone, and/or e-mail conversation. We are also now on Facebook! We strive to have a transparent and effective Union. We are, after all, representing you. Please remember, there is strength in numbers; therefore, if you are not a member, **JOIN TODAY** and if you are a member, please encourage your colleagues to **JOIN TODAY!**



Collective Bargaining?

An Update

A Faculty Collective Bargaining Session was held on Monday, August 2, 2010. The Teams took an adjournment in order for the administration to consider our proposal for Article 23 (Salaries). Faculty negotiations will resume on September 27, 2010.

At the August 4, 2010, DRS collective bargaining meeting discussions centered on creating a pay scale for DRS teachers.

Negotiations were adjourned to allow the administration to create a counterproposal for the DRS salary scale proposal. Therefore, the UFF proposal was submitted concerning the pay scale to the Administration team and currently it is under consideration by the Administration.

After several requests made by UFF, there is no resumption date scheduled to continue DRS negotiations.



IS FAMU TOO BROKE FOR RAISES?

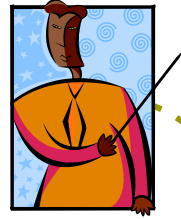
(Con't, p.3)

This summer 26 faculty members from the School of General Studies, School of Graduate Studies and Research, and the CESTA John A. Mulrennan Center were laid off. This occurred at the same time our administration hired an Athletic Director for \$200,000 while FSU's Athletic Director, Randy Spetman makes \$205,000 for a Division I program. By the way, FAMU is a Division I-AA program.

But what about our faculty and staff and what would a raise actually cost the University? FAMU UFF figures that for each 1% to faculty salaries the cost would be approximately \$500,000 - \$600,000 (with benefits). This cost could be covered by the University's reduction of consultants. Further, if a mere percentage of the dollars allocated to our technology system (which is a work in progress) had been allocated to raises, this faculty would have been more than satisfied.

Employees have been asked to sacrifice wage improvements and told to do more with less. Employees have responded to the call by working more hours, teaching more courses, and helping in any way possible to assist the University in these difficult times. The administration has stated that it believes in shared governance; well, with shared governance there is also shared bonuses and compensation. FAMU's administration must learn to distribute the riches of success as well as the spoils.





FAMU NEEDS MORE FACULTY

According to the Southern Association of Colleges and Schools (SACS), English faculty must develop the following skills: critical thinking and reasoning, written communication, oral communication, professionalism and work, ethics, innovative thinking, and creativity. Mathematics faculty have similar responsibilities because they must teach a student to “write mathematically.” The mathematics competency entails showing how various formulas and algorithms are used, setting up diagram and graphical displays, and using correct and consistent notations. Thus, in English and Mathematics courses, grading papers and providing necessary commentary by the teacher (on the student’s paper) is necessary for student growth and improvement. This rationale was developed by English faculty, who have the teaching objective, “teaching writing,” and it has been used to keep their class size to around 22.

For years, the Mathematics faculty has dealt with an oppressive load of students, which has resulted in FAMU students repeatedly taking Mathematics courses and a recent Administrative proposal to offer students an option of taking two computer science courses in place of mathematics. Our recent enrollment increase has now resulted in English classes being stretched to the limit with far more students than that faculty can handle to meet their SACS competencies. In regards to the Mathematics faculty, the following spread sheet demonstrates the need to limit class size and make class size a factor in full-time workloads. For example, a class of 60 should count for 4 or 5 hours of a 12 hour teaching load. Another suggestion is that full-time faculty should have no more than 135 total students in all of their classes in order to meet SACS guidelines for teaching “critical thinking” and grading papers in a manner that provides “meaningful assessment.”

*HOURS PER WEEK FOR ACTIVITIES OF TYPICAL FAMU MATH FACULTY MEMBER

| Total number of students in ALL courses taught | Number of hours at level of 1/6 hour per student for grading papers & counseling [1] | Number of hours in classrooms and/or laboratories | Number of hours preparing lectures, tests, hand-outs, etc. | Number of hours in advisement, committee meetings, public service | Number of hours in research and development | Weekly TOTAL (# of hours) |
|---|---|--|---|--|--|----------------------------------|
| 90 | 15 | 12 | 12 | 6 | 10 | 55 |
| 105 | 18 | 12 | 12 | 6 | 10 | 58 |
| 120 | 20 | 12 | 12 | 6 | 10 | 60 |
| 135 | 23 | 12 | 12 | 6 | 10 | 63 |
| 150 | 25 | 12 | 12 | 6 | 10 | 65 |
| 165 | 28 | 12 | 12 | 6 | 10 | 68 |
| 180 | 30 | 12 | 12 | 6 | 10 | 70 |
| 195 | 33 | 12 | 12 | 6 | 10 | 73 |
| 210 | 35 | 12 | 12 | 6 | 10 | 75 |

** Paper grading and design of lectures & exams in accordance with SACS Guidelines for meaningful assessment and for teaching critical thinking.

Think you're protected against layoffs? Think again.



In the current economic environment, layoffs are an unfortunate reality. Just ask the faculty and staff in The School of Graduate Studies and Research, The School of General Studies, and The McLennan Lab. The Board of Governors issued a memo directing Universities to prepare for a five percent holdback of their current budgets, and assume a 15 percent reduction in 2011-2012. Given that FAMU already announced layoffs of 26 faculty this year, there is a high probability of more layoffs next year.

UFF filed a grievance on July 26 challenging the FAMU layoffs on behalf of our members. Unfortunately, only 12 of the faculty will receive UFF representation because the remaining 14 are not UFF members. Any remedy provided to the grievant will apply only to our members. Faculty who are not members must either file their own grievances to enforce the contract or the terms of a grievance settlement. The attorney's fees for such issues will cost anywhere between \$5,000 to \$10,000. UFF dues, in contrast, are one percent of base salary.

In case you're thinking that you can wait until you receive a layoff notice to join UFF, please be aware that just as you cannot buy auto insurance after you wreck your car, you cannot join UFF and receive representation for an event that occurred before you became a member. If you wait until the layoff notice is in your hand, it's too late.

The next legislative session will be pivotal in deciding the future of public education in Florida. Senate Bill 6 was only the opening shot of a larger war on public education. We need to stand together to preserve the idea that higher education should be accessible to all, not just an elite few. We need you to stand with us to defend public education and to defend our rights.

Stand Together—Join the UFF

(The saying, "United we stand, divided we fall" is not simply a cliché. In this instance it is true. Stand united with UFF.)

UFF Membership Form

UFF dues are 1% of bi-weekly salary.

Please Print Complete Information

United Faculty of Florida FAMU Chapter

Last Name, First Name MI

Department or Unit

Home Street Address

Campus Address & Mail Code

City State Zip Code

Office Phone Home/Cell Phone

E-mail address: Personal/Home

E-mail address -- Office

Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FAMU's payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)

Today's Date

Membership is in your best interest

Send application (as an attachment) to patricia.youmans@famuedu

438 Tucker Hall

(Or e-mail to let us know if you need an application in Microsoft Word to complete and attach/submit)