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# UFF FAMU

*United Faculty of Florida* *Florida Agricultural and Mechanical University*

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NEWSLETTER

APRIL 2011

## Restructuring Questions Remain

Colleagues:

Recently our faculty and staff have been confronted with major assaults coming from inside (Restructuring) and outside (the Florida Legislature) of this university. As a result of university restructuring, we will soon be saying good-bye to many of our friends and colleagues.

While UFF-FAMU supports any measure that makes Florida A&M University (FAMU) more efficient and better able to meet the needs of our students with "Excellence and Caring," we resist public relations labels such as "First in Class" or the "Millennium Students," because FAMU will be neither without well-prepared and professionally developed faculty and staff. We cannot be "First in Class" nor be able to train the "Millennium Student" without a solid investment in faculty and staff.

Therefore, we question the advisability of sending "pink slips" to English (even temporarily) and Mathematics (General Studies) faculty. Let's face it the "Millennium Students" will need "Millennium" "instruction and at the very least that includes a need for mathematical and communication skills. A skill in languages (from Chinese to Spanish) is also required.

In this demanding economic and global environment, institutions of higher education are challenged in extraordinary



of students and the expansion of access, college learning, and the reduction of costs, affordability, and accountability for student success.

The role of this academic institution should be student centered, flexible, accessible, accountable and committed to quality. It needs to ensure that every student is prepared academically, financially and socially to succeed in college and in life. Every college, school and institute should support their students through their degree plans and produce graduates as efficiently as possible. One of the major challenges faced by faculty is developing effective teaching strategies for the "millennium student" by bridging the gap between the analog and the digital world because each of our students is a digital native.

Therefore, investing in technology, investing in faculty, is an imperative. The main question to be asked is "Does the new change in structure address cost efficiency and provide for economic savings, or is the change in structure divested of economics, and done without real cost savings?"

FAMU has one administrator per every six faculty, indicating a highly bureaucratic structure and a narrower span of control (the number of people who report to one administrator in a hierarchy). The more people under the control of one administrator - the wider the span of control and the less means a narrower span of control. The advantages of wide span of control are:

- There are less layers of administration to pass a message through, so the message reaches more employees faster
  - It costs less money to run a wider span of control because an institution does not need to employ as many administrators. ([http://tutor2u.net/business/gcse/organisation\\_span\\_of\\_control.htm](http://tutor2u.net/business/gcse/organisation_span_of_control.htm)) Whereas a narrow span of control allows administrators:
    - To communicate quickly with the employees under them and control them more easily
    - Receive feedback of ideas from the workers more effectively, and
    - Requires a higher level of management skill to control a greater number of employees, so there is less management skill required ([http://tutor2u.net/business/gcse/organisation\\_span\\_of\\_control.htm](http://tutor2u.net/business/gcse/organisation_span_of_control.htm))
- Given the aforementioned definitions, will adding two more Deans and administrative appointed directors make this organization more efficient? We doubt it!!!! (Con't p 2)

## Restructuring Questions Remain (con't from p.1)



And what happens to self-governance? Is the administration's, advocacy on this issue real or Memorex? For example, despite a Florida A&M University Constitution that mandates the election of Chairs, in some schools and colleges in this university, no elections are taking place. Further, university rules and procedures established for the uniformity of processes and predictability for students are being ignored in weak efforts to promote efficiency in one area or another.

UFF FAMU has repeated advance budget reduction ideas that find support across groups, such as,

1. Eliminate "Double Dipping":- Cease the practice of reemploying retirees and release current group of rehired retirees.
2. Promote and foster a system that contributes to and facilitates the development of expertise from within institutional entities.
3. Reduce the Number Upper Level Administrators: - Effectively reorganize institutional sectors, units and departments etc., and merge related entities and responsibilities with consideration given to the reduction of administrators and administrative positions.
4. Implement Cross Disciplinary Cooperation and Assignments: Encourage and promote teaching across disciplines based on expertise and proper credentialing.
5. Practice salary neutral hiring. When an administrator leaves, hire their replacement at the same or lower salary, rather than at a higher salary.
6. Create an effective buyout program that will allow ALL FAMUANS of retirement age to leave with dignity.

Remember, we cannot soar like eagles if we are treated like turkeys.

Yours in the Struggle,

*Elizabeth K. Davenport*

President  
UFF FAMU

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### THREE FOR FREE

All the benefits of UFF membership and no dues deductions for April, May, and June, 2011

As of April 1<sup>st</sup> we are able to use the program of "three for free" to increase UFF membership. The thrust of this concept is to engage potential members to join, and to remove the excuse of "I will just wait until the fall term starts". If we answered that response with the statement : "We need you to take a stand now and your membership will send a message to the Board of Trustees, the Florida Legislature and the community that you are a part of a movement that is fighting to make our schools, colleges and universities a priority. **Joining now though, will not cost you anything until the first pay check of the next academic year; yet you will receive all the benefits including legal and grievance protection.**



## Legislative Update

Recently, both the Florida House and Senate have passed bills requiring state workers to contribute to their pension. They have also passed their annual budgets. But in each case, the House version differs from the Senate version and those differences need to be worked out before final versions of each emerge.

Within days, both of these bills will be going to a conference committee, where selected members of both chambers will work out the details of the budget, including the pension provisions. The United Faculty of Florida and Florida Education Association will be there as your advocates.

### **ON THE BUDGET:**

The Florida Legislature will continue to work toward a budget compromise this week that will "lower the price" or slash additional money from school district budgets. Our ability to provide quality education to Florida's children is threatened by this thoughtless policy of budget cutting.

As we have previously commented, the House and Senate are similar in approach and overall reductions.

- Both decrease the Florida Education Finance Program (FEFP) by approximately \$1.1 billion from last year (6.2%)
- Both lower per student funding to around \$6,350, a loss of over \$463 per child, a 6.8% decrease.
- While Class Size is funded at \$2.87 billion, we know this amount is insufficient to cover the real costs of implementation. We are working to maintain the integrity of the Class Size Amendment but also allow for flexibility at the local level.
- We know that ridiculous political promises have lead both chambers to attempt to balance the education budget on the backs of teachers and ESPs by forcing contributions to their retirement plan.
- Both chambers end the .25 local property tax, which allows districts to raise much needed funds. If this policy passes the loss per student jumps to over \$500 per student -- this is a significant loss.
- Both chambers cut school recognition funding
- Both chambers cut non-FEFP items like:

-Decreasing ESE funding

-Decreasing assistance to low performing schools

-Practically eliminating Teacher of the Year and School Related Personnel of the Year.

Oblivious to the magnitude of these cuts, the legislature continues to pass legislation that is underfunded -- or more likely unfunded.

- Passage of SB 736 was a mammoth unfunded mandate
- Charter School Bills SB1546/HB7195: by increasing enrollments, changing the requirement that students live within the district, requiring additional services of the district to the charter providers -- another huge unfunded mandate
- Class Size SB1466/HB 5101 underfunded

### **More Unfunded Mandates:**

-Digital Schools - HB7197 -- changes the programs and requires high school students to take one course on line. Requires all assessments online. Technology funding is cut.

-New PE requirements: appropriately adds PE instruction in K through 5 be delivered by certified teachers -- no funding

-Public School Choice - SB1822/HB1331 - These bills expand choice based on flawed grading system but provide no recognition of Class Size compliance or transportation costs. It's unfunded!

### **ON PENSIONS:**

The main differences between the House and Senate proposals are the elimination of DROP (Deferred Retirement Option Plan) and the employee contribution rate. Both the House and Senate will require employee contributions to their FRS pension plans. The House has a flat rate of 3% for all salary levels. The Senate has a tiered payment approach: 2% on the first \$25,000 of compensation, 4% on the second \$25,000, and 6% on the third \$25,000. For example using \$51,000 salary:

2% on \$25,000 (\$500) + 4% on \$25,000 (\$1000) + 6% on \$1,000 (\$60) equaling a \$1560 employee contribution.

The House proposal would close DROP to new enrollment as of July 1, 2011. The Senate proposal does not close DROP until mid-2016.

### **The Senate bills are:**

[SB 2000](#) -- Appropriations

[SB 2002](#) -- Implementing Appropriations

[SB 2100](#) -- Retirement

[SB 2120](#) -- PreK-12 Education Funding

### **The House bills are:**

[HB 5001](#) -- Appropriations

[HB 5003](#) -- Implementing Appropriations

[HB 1405](#) -- Retirement

[HB 5101](#) -- PreK-12 Education Funding

**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 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!



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**Survey Says.....**

A majority responding to a recent survey in Texas by a conservative-leaning think tank, Texas Public Policy Foundation, believe state universities should confront steep budget cuts by trimming administrative costs and ceasing research that could drain resources from instruction. The organization promotes individual liberty, personal responsibility, free markets, private property rights and limited government. It commissioned a survey of 800 Texas voters between Nov. 7-9, 2010. Some of the findings:

- 80 percent said Texas colleges and universities can be run more efficiently, with 5 percent saying this is impossible.
  - 71 percent said state colleges and universities can improve teaching while reducing administrative costs. Thirteen percent disagreed.
  - 87 percent said the most important focus of a university is to educate students, whereas 6 percent said it is to conduct research.
  - 81 percent said tuition money should go to teach students and not to subsidize research.
- <http://lubbockonline.com/local-news/2010-12-10/cost-university-research-questioned>



# Restructuring Questions Continue

The number of Colleges, Schools, Institutes currently is 14<sup>1</sup> under the new proposal this would be reduced to 13,<sup>2</sup> however, the graduate school would not be counted as it has been moved under the VP of Research and would be headed by the Assistant Vice President of Sponsored Research and Dean of the School of Graduate Studies<sup>3</sup>. Therefore there is no real reduction in the number of Academic Units; hence no reduction in cost. The current number of vice presidents would remain at 7 (Academic Affairs; CIO-IT; CFO-ASAP; Student Affairs (11 new proposed directors<sup>4</sup>); Research; University Development; Audit and Compliance)<sup>5</sup>

### Cost reductions

An analysis of the funds that will be saved based on this reorganization is shown below. The values indicate that the average salary is about \$49,000 and therefore it is doubtful that any of the salaries of the employees to be let go are over \$100,000. The faculty let go from Academic Programs have an average salary of just under \$40,000 which indicate how really underpaid faculty often are.

Numbers do not lie. Therefore, what and who is being let go matters.

Values are per EXCELLENCE IN A NEW ERA: DEVELOPING THE *MILLENNIAL FAMU*an, Page 29.

Unit	Reduction				Value	Cost per Person	
	Personnel			total		Cost	Salary*
	USPS	A&P	Faculty				
Academic Administration	47	23	4	74	\$4,396,646.00	\$59,414.14	\$43,053.72
DAPS Administration	14	10		24	\$1,595,980.00	\$66,499.17	\$48,187.80
Student Affairs	1	9		10	\$628,139.00	\$62,813.90	<b>\$45,517.32</b>
EIT	4	12		16	\$832,000.00	\$52,000.00	\$37,681.16
President's Office		3		3	\$150,000.00	\$50,000.00	\$36,231.88
Academic Programs			6	6	\$324,892.00	\$54,148.67	\$39,238.16
Stimulus	43	15	51	109	\$8,460,902.00	\$77,622.95	\$56,248.52
	109	72	61	242	\$16,388,559.00	\$67,721.32	\$49,073.42
OPS					\$2,400,000.00		
			TOTAL		\$18,788,559.00		

- Salary is calculated using 38% benefits based on the cost per person

<sup>1</sup>FAMU General Catalogue, 2006-08 (latest edition)

<sup>2</sup>Chart 2.4 (Proposed Academic Structure), page 18, EXCELLENCE IN A NEW ERA: DEVELOPING THE *MILLENNIAL FAMU*an

<sup>3</sup>As of July 1, 2010, the functions of the current School of Graduate Studies and Research will be assumed by the position of Assistant Vice President of Sponsored Research and Dean of the School of Graduate Studies." page 10, President James H. Ammons, November 24, 2010, INVESTING IN THE FUTURE OF FAMU FAMU Restructuring Plan for 2011-2014.

<sup>4</sup>Chart 4.2f (Proposed Academic Structure), page 28, EXCELLENCE IN A NEW ERA: DEVELOPING THE *MILLENNIAL FAMU*an

<http://www.famu.edu/index.cfm?President&OrganizationChart>





# What We Face Now...

Governor Rick Scott and a supermajority of the legislators in Tallahassee have set the goal of privatizing—phasing out or eliminating—most public programs and operations in order to reduce government to a minimum and build a “new Florida” in the image of a corporation. What does this mean? How will changes affect faculty in Florida?

### The threats to faculty:

- A severe funding crisis through the elimination of corporate taxes
- The downsizing, privatizing or elimination of university programs
- Elimination or severe reduction in retirement benefits and health and life insurance benefits
- Elimination of payroll dues deduction for unions, weakening the ability of unions to function
- A possible new law requiring 50% membership to maintain union bargaining rights
- Elimination or weakening of tenure
- The imposition of a corporate model in higher education to the detriment of academic quality in research and teaching

### Only a legally binding collective bargaining agreement protects:

- Academic freedom, due process, tenure, fair evaluations, the right to grievance and arbitration, assignment dispute resolution
- Faculty patents and copyrights
- Paid parental leave, sabbaticals, and other benefits

### What can faculty do?

Join UFF. We must have a majority of members this spring to withstand the attacks on collective bargaining. Get involved in the UFF campaign to build a strong union and a coalition of higher education allies to speak out for higher education in Florida.

### Stand together—Join the UFF

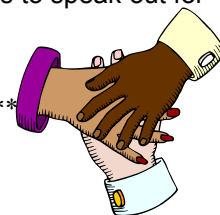
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### UFF Membership Form

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.**