



## UFF FAMU OFFICERS

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## Why FAMU Faculty STILL Deserves a Raise

Colleagues,

On October 11, 2010, President Ammons sent a memorandum announcing that a base salary increase in the amount of \$1,000 was granted to each eligible employee effective July 1, 2010 and reflected retroactively as appropriate in the salary warrants for the November 5, 2010 pay date. This base salary increase will be afforded to:

1. Out-of-Unit Faculty and Administrative and Professional (A&P) employees including the Executive Service, whose positions are not covered under the United Faculty of Florida (UFF) Collective Bargaining Agreement; and
2. Out-of-Unit University Support Personnel System (USPS) and In-Unit American Federation of State, County and Municipal Employees (AFSCME).

**His memorandum specifically excluded in-unit employees whose positions are covered under the UFF and Police Benevolent Association (PBA) Collective Bargaining Agreements.**

Since last Monday, many faculty have questioned not accepting the President's initial offer of \$1000 immediately; however, UFF requested 3% based on the economic conditions in Florida, the University financial statements, and the fact that our faculty has not



\$1,000 to base and \$1,000 to bonus.

Can the University afford it? Yes it can!! In fact in a time of financial layoff and other financial stresses, according to information obtained from the Florida Auditor General's Office, FAMU's **unrestricted funds** are increasing, rather than decreasing, as follows:

2006	7.8 million
2007	18.3
2008	31.1 million
2009	30 million

What do the aforementioned figures mean to you? Well it means that while FAMU claims it is in financial crisis, it is putting money in its piggybank--- saving funds rather than providing you with a well deserved raise.

Human capital, and especially education, is essential for the U.S. economic future. As members of the education industry, your work is vital to this university and this nation's prosperity.

It is the Collective Bargaining Team's responsibility to work diligently on your behalf. The team is still reviewing FAMU's 2010-2011 financial documents. We will await the official response to our counterproposal at the October 22 bargaining session.

Yours in the Struggle....

*Elizabeth K. Davenport*

received a raise to our base salary since 2006.

Since 2006, rising gas and food prices, stagnant tourism, construction industries, and a weak dollar have created an economic crisis in Florida. Real earnings for faculty members with doctoral degrees have dropped by 15%. Additionally, this year you will see increases in health, life, dental and other benefits.

Effective January 1, the state of Florida's basic life insurance coverage will reduce to a flat coverage rate of \$25,000. The coverage, underwritten by Minnesota Life, will be paid by the employer for full-time staff; however, part-time employees will pay a portion of the cost based on their FTE. Also under the new plan, coverage is no longer reduced at age 70.

With these increased costs in mind, UFF FAMU met with the Administration's Collective Bargaining Team on October 8, 2010 and counter proposed



## FAMU ---The Last University in the SUS to Receive Raises

At our Pre-Planning, President James Ammons, when asked a question concerning raises by UFF FAMU Elizabeth Dav- enport, he stated that there was no money for raises; FAMU faculty and staff should talk to the politician that will visits churches and other locations this political season; and the he had written the Board of Governors for additional funds for raises. He also stated that only seven (7) universities would be offering raises to their faculty. Well, that last statement is incorrect. FAMU stands as the ONLY University in the SUS that has not provided raises to its faculty. Specifically,

- Florida Atlantic University faculty received a 1% across the board raise and an additional 2 % allocation for merit increases.
- Florida Gulf Coast College faculty will receive a \$1,000 one-time lump sum bonus effective October 1, 2010 and 2% faculty raises effective January 1, 2011.
- Florida State University faculty this fall received a one-time, three percent bonus which amounts to at least \$1400 per person.
- New College of Florida faculty received a 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 increase 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; a \$1,000 bonus plus 1.5% to base, a 1.5% bonus and a 1 % increase to their base salary. FIU is not the only university with repeated raises during this period, i.e. FSU got 3% to base in 2008.

University of North Florida's faculty is anticipating a settlement of this issue in the form of a 2% raise to base.

That is not the case at FAMU where raises for faculty and staff, even in good times, are never allocated in our budget ("the state will provide") and a few administrators have said that the faculty members should be glad to keep their jobs. It is responsibility of FAMU's Board of Trustees to MAKE SURE that faculty and staff members are adequately compensated. FAMU's Board of Trustees, like many other boards across the state, must include bonuses and salaries within their approved Budgets. The State will no longer provide for salary increases.

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### Layoffs without "Financial Exigency"

Across the United States, colleges and universities are facing withering endowments, reduced giving, and government cut-backs. All of which have resulted in reduced revenues. In reaction to this crisis in revenue reductions, colleges and universities have decreased their payroll and course offerings. Historically Black Colleges and Universities (HBCUs) have been especially hit hard by this crisis, because HBCUs have three major disadvantages: smaller endowments, a heavier reliance on tuition and fees, and a higher population of disadvantaged students. Therefore, HBCUs are struggling to survive. However, despite stormy economic weather across the country, basic legal tenants must survive and one of them is the concept of tenure in higher education.

Historically, one of the ultimate protections of being a tenured faculty member is the right to be immune from layoff in all but the most extraordinary circumstances. The American Association of University Professors (AAUP) policies support this position and it is widely accepted by higher education leaders, that only institutions that declare "financial exigency" -- a state that is so dire that it "threatens the survival of the institution as a whole" -- can eliminate the jobs of tenured faculty members. For the most part, universities hesitate to declare financial exigency, because of the strict criteria on when an institution can declare exigency. As a result, while institutions eliminate adjunct positions frequently, tenured faculty members have been protected.

However, at FAMU, tenured faculty members are under attack. Recently, colleges appear to be ignoring the "financial exigency" prerequisite either when eliminating tenured jobs or considering the likelihood of doing so, citing that it was necessary to manage institutions in unyielding financial times; these are an erosion of key legal rights. The layoff of the faculty at the John Mulrennian Sr. Research Laboratory in Panama City and the School of General Studies on the main campus at FAMU of tenured faculty, without declaring financial exigency, is just one example of this trend. In some programs, FAMU is hiring new faculty, even as tenured faculty members must search for work elsewhere. This year the American Association of University Professors issued a report accusing another HBCU, Clark-Atlanta University, of numerous violations of faculty rights in connection with its dismissal of about a fourth of its faculty members last year. The AAUP Committee stated that Clark-Atlanta showed a disregard for shared governance by deciding on the layoffs without faculty input. Similar actions are occurring here at FAMU.

New faculty members should not be hired while tenured faculty members are being terminated. These faculty members have rights that need to be exhausted before this occurs. True tenure rights means that no university should hire new faculty members while destroying the promised job security of tenured faculty members.

## 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!**



# Collective Bargaining?



## Faculty Collective Bargaining Team

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## WE STILL NEED YOU !!!!!

We are always looking for representatives from colleges and schools to represent and serve as liaisons. If you are interested in becoming a member of this dynamic team, please contact Patricia Youmans at [patmilton@msn.com](mailto:patmilton@msn.com).

## Current

### UFF College/School Representatives

College of Arts and Sciences  
**Willie Cook** [willie.cook@famuedu]  
**Nandi Riley** [nandi\_riley@hotmail.com]

College of Engineering Sciences,  
Technology and Agriculture  
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School of Business and Industry  
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# 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 College of Graduate Studies, The School of General Studies, and The Mulrennan 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 \$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.

## 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.

\_\_\_\_\_  
Signature (for payroll deduction authorization)

\_\_\_\_\_  
Today's Date

## Membership is in your best interest

Send application to [patricia.youmans@famuedu](mailto:patricia.youmans@famuedu)