



UFF FAMU OFFICERS

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WHAT IS SHARED-GOVERNANCE AND WHY IS IT IMPORTANT ?

Colleagues:

Shared governance is a foundational concept in American higher education. As defined, shared governance tells us how higher education institutions are formally organized and managed when the participation of all parties is included. The principle of shared governance is one that has lasted for centuries. According to the NEA, "All college and university employees—top tenured faculty, junior faculty, temporary and part-time/adjunct faculty, graduate teaching and research assistants, professional staff with and without faculty rank, the classified and support staff that keep the educational enterprise going—should have a guaranteed voice in decision-making, a role in shaping policy in the areas of their expertise." In other words, YOU have a voice! It is widely understood that broad participation in decision-making increases the level of employee investment in an organization's success.

What does that mean? Effective faculty governance requires a focus on professional academic priorities and the administration's disclosure of financial constraints as well as consideration of the comprehensive mission of the institution. Historically, the faculty achieved their influence at the university by virtue of their expertise.

Still, other faculty at a small proportion of research universities have the ability to com-



mand the highest salaries, as well as achieve and maintain their authority based on their individual market power.

Here at FAMU, we function in a top down management style. In fact, in our Restructuring Plan, the emphasis was on expanding the roles of the administration, including the non-elected Directors. Therefore, the failure to create grassroots connections (i.e. faculty support to create and foster change) has impeded the change process and prevented new innovation. This must change if we are to become the shining institution on top of the highest of the hills in Tallahassee.

Therefore, we must ALL:

1. Recognize the benefit of informed discussion by the stakeholders. The FAMU faculty members offer tremendous resources both in their individual areas of expertise and in their great variety of perspectives. Their voices are vital and are essential elements to FAMU's dynamism and durability. Discussion by the faculty and their

responses are needed for those economic and complex changes. Universities must hear and integrate faculty voices in their decision-making processes.

2. Remember not to confuse management with administration. The core element of any university is the interaction of the faculty and the students. Administrators are needed to support the faculty and students, and to accomplish the business that enables research and education to take place. Ideally, administrators would be former faculty because then they would understand the issues of scholarship and teaching.

While, management is necessary for the business operations of a university, administration is the better model for the academic core. Faculty members have no interest in choosing the janitors or accountants and other such business decisions, but they must participate in decisions for the long-term viability of the University. FAMU needs collegial administrators working with faculty and enabling the faculty to research and teach, and managers to handle business decisions.

In the end, shared governance begins in the hallways, in your Departments, in your colleges and schools...wherever we are. We must all get involved! We must all be participants in the everyday working of FAMU.

Yours in the Struggle...

Elizabeth K. Davenport
President



Union Member Benefits

Use this handy list to access many of the benefits of union membership. For information on all benefits and services, please visit UnionPlus.org. Benefits are offered to union members only.

Program	Information
AT&T Wireless	UnionPlus/ATT,
Auto Buying	1-866-437-2336
Auto Insurance	!-800294-9496
Budget Truck Rental	1-800-561-1157
Car Rental	
Avis	1-800-698-5685
Budget	1-800455-2848
Hertz	1-800-654-2200
Consumer Reports.org	UnionPlus.org/Consumer Reports
Credit Counseling	1-877-833-1745
Credit Score	1-866-867-0593
Dell Discounts	1-877-882-3355
Education Service	1-877-881-1022
Eldercare	1-866-570-8588
Entertainment Discounts	1-800-565-3712
Flower Program	1-888-667-7779
Goodyear	UnionPlus.org
Health Clubs	1-888-294-1500
Home Heating Oil	1-800-660-0691
Legal Services	1-888-933-8886
Life and Accident insurance	1-800-393-0864
Medical Bill Negotiating Service	UnionPlus.org/BillNegoatiation
Mortgage	1-800-848-6566
Moving Discounts	
Allied	1-800-871-8864
North American	1-800—524-5533
Pet Insurance	1-866-473-7387
Powell's Bookstore	UnionPlus.org/Books
Scholarships	UnionPlus.org/Scholarships
Super guarantee	UnionPlus.org/Superguarantee
Tax preparation Service	UnionPlus.org/Tax preparation Service
Travel Center	UnionPlus.org//Travel.com
Union Checks	1-888-864-6625
Union-made Clothing	UnionPlus.org/Clothing
Union SAFE	
College Savings Grants	UnionPlus.org/CollegeSavings
Hospital Care Grants	UnionPlus.org/Hospital Grant
Job Loss Grants	UnionPlus.org/JobLoss
Worldwide Vacations	1-800590-1104



Contact Your Representatives

Consider joining our newly-created team of School/College Representatives. A current listing of school/college representatives is found below. If you are interested in becoming a member of this dynamic team, please contact Perry Brown at perry.brown@fam.u.edu

UFF School/College Representatives

College of Arts and Sciences

Nandi Riley [Nandi_Riley@hotmail.com]

College of Engineering Sciences, Technology and Agriculture

James Muchovej [purchio@juno.com]

School of Business and Industry

Rosemary Bailey [baileyr49@comcast.net]

School of Allied Health

Lon' Tejuana Cooper
[i_seemore@embarqmail.com]

College of Education

Alice Scruggs [am_scruggs@yahoo.com]

College of Pharmacy and Pharmaceutical Sciences

Angela Thornton [angela.thornton@fam.u.edu]

School of Nursing

Doris Ballard Ferguson
[doris.ballardferguso@fam.u.edu]

School of Journalism and Graphic Communication

Dhyana Ziegler [hyz@aol.com]

Questions from the field



If you have any questions, 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. If you are not a member, JOIN TODAY! If you are a member, please encourage your colleagues to JOIN TODAY!



DRS Goes Back to the Table

On June 21, 2011, after six years of negotiating a K-12 collective bargaining contract, the FAMU Administration and UFF FAMU went into impasse; meaning we could not come to agreement on specific articles of the anticipated contract. The major stumbling block to our negotiations is the DRS administration and the Board of Trustees insistence that DRS improve their school grade.

As you know, for the past three years UFF-FAMU has attempted to fashion a contract that best suits the needs of K-12 teachers. We still believe that our goal is to do just that.

Articles still subject to pending negotiations are:

- 7 – Professional Assignments and Working conditions
- 8 – Appointment and non-reappointment
- 10 – Evaluation
- 12 – Vacancies and Reassignments
- 13 – Layoff and Recall
- 14 – Promotion
- 15 – Permanent Status
- 23 – Compensation
- 31 – Totality of Agreement
- 32 – Definitions

Impasse negotiations will begin **SOON..**



FACULTY RATIFICATION VOTE* SEPTEMBER 7TH

UFF FAMU contract ratification election will take place Wednesday, September 7, 2011, from 10:00 A.M. to 5:00 P.M. in Tucker Hall in front of the Essential Theatre. Highlights of the new contract are as follows:

- **Article 9: Assignment of Responsibilities** - The parties agree in principle to the right of first refusal for faculty regarding the teaching of overload courses. The parties agree to appoint a joint sub-committee consisting of two administrators and two UFF representatives who will be charged with developing a policy to implement the right of first refusal. The committee's recommendations will be forwarded to FAMU and UFF-FAMU for inclusion into the bargaining process over a provision of this agreement. A grievance filed by the UFF that alleges a violation of its rights by the University shall be initiated at Step 2.
- **Article 23: Salaries** - each faculty member receives a \$1000 increase to their base salary. ADI will remain in contract, subject to automatic re-opener .
- **Term of agreement:** July 1, 2010 – June 30, 2013.
- The parties agree that Article 9, Assignment of Responsibility, and Article 23 Compensation, will be automatic re-openers in Spring, 2012.
- **Article 20: Grievance Procedure** – status quo with agreement that removes waiver of UFF right to grieve. The following shall replace the existing language in section 20.3(b): The term “grievant” shall mean the UFF, a faculty member or group of faculty members who has/have filed a grievance in a dispute over a provision of this agreement. The UFF may file a grievance over a provision of this agreement. A grievance filed by the UFF that alleges a violation of its rights by the University shall be initiated at Step 2.

*A raffle ticket will be provided to each UFF member voter. Two prizes will be awarded at the end of the election.

Think you're protected against layoffs? Think again.

This summer the Florida Education Association (FEA) filed a class action lawsuit against Gov. Rick Scott and other trustees of the state retirement plan for unconstitutionally imposing a 3 percent pay cut on teachers to balance the budget. This tax on your income began July 1, 2011.

When the legislature begins deliberations again expect more anti-union legislation. Remember no union, no contact, no tenure.

Stand together—Join the 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 your application to perry.brown@famu.edu