



**UFF Executive Committee (EC)
MINUTES
Wednesday April 18, 2018
SH 223
10:30-1 PM**

Call to Order: 10:31

Present: Morgan T Paine & Win Everham (co-Prez's, Senator), Senthil B Girmungan (VP, Senator), Nora Demers (Sec, UFF Senator), Scott Michael (Bargaining Chair), Judy Wilkerson (FEA), Elizabeth Johnson, (Treasurer), Monika Renard (Bargaining Team), Rick Coughlin (incoming FEA delegate), Erik Insko (incoming membership chair), Carolynne Gischel (Grievance Chair)

Standing Reports:

See chapter meeting minutes from Apr 16, 2018 for latest updates.

Secretary: We have a copy code for UFF-FGCU. Contact Nora if you want the code loaded onto the copier nearest you.

Labor and Management (L&M):

Our next meeting will be May 1st 2-3 PM. New assignment is overarching ideas, and perhaps a series of recommendations from which departments can choose for addressing uncompensated teaching in the different units to assure equity. We were encouraged to be sure that any advances in this regard not be lost (i.e. recent COE approvals); use p 27 definition of teaching as direct consultation with students; never allow teaching to be considered service or scholarship. Fortunately, there is a COE representative (J Sughrue) on the L&M, so all should be good. See the Senate minutes and [2018 UFF-FGCU newsletter](#) for precise language on the TA on Article 9.

Also had a discussion about overtime pay, white collar exemptions. However, as a public institution we don't fall under the same federal laws.

New Business:

1. Discussion of potential priorities for 2018-2019:
 - a. More information about FGCU budget, raises
 - b. Addressing Instructor situation including process to move to ranked lines, different titles for those with terminal degrees, terms and conditions for promotion. *The thought is to start Fall of 2018 scheduling meetings with Instructors so we can get their input directly.*
 - c. Use of Performance Improvement Plans (PIP's).
 - d. Target goal for membership of over 60%. We discussed how to achieve.
 - i. Face to face meetings seem to be going very well.
 - ii. Three for free will commence again in the fall; only for new faculty.
 - e. Enhance compensation package (Salary, of course, our first priority)
 - i. Regular cost of living allowance increases
 - ii. Increase base pay to greater than SUS average to make up for lack of tenure
 - iii. Increase promotion bumps
 - iv. Increase lowest paid faculty
 - v. Manifest merit pay in promotions (perhaps)
 - vi. Promotion advancement mechanism for Full Professors.
2. Preliminary UFF-FGCU budget for 2018-2019
 - a. Regular expenses
 - b. Forensics accountant
 - c. SWAG
3. Next meeting with Provost Llorens Thursday May 3rd 11:00 AM
4. Our next newsletter should be Fall of 2018. Content should include:
 - a. information about the contract in preparation for ratification vote



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- b. Goals for 2018-2019
- c. Calendar of chapter meetings, EC meetings, and social events (VP Bee Jay will take the lead on preparing this)
- d. Budget overview

5. Schedule May EC meeting Friday May 4th 10 AM

- a. Agenda items: continue to discuss priorities, budget discussion, fall and spring schedule of events

Good of the order:

Respectfully submitted

Nora Egan Demers

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Secretary, UFF-FGCU