FLORIDA SOUTHWESTERN STATE COLLEGE FACULTY FEDERATION (FSWSCFF) MEETING MINUTES FOR MONDAY, AUGUST 18, 2014, ROOM I -122, LEE CAMPUS, FORT MYERS, FL at 11:30 am

NAME CHANGE

After the meeting was called to order, there was unanimous approval by the faculty union membership of the motion to change the union’s name to reflect the college’s name change. By unanimous approval, the faculty union’s name was changed to Florida SouthWestern State College Faculty Federation (FSWSCFF), Local No. 3513. There was also unanimous approval of the revised union By Laws and Constitution reflecting the union’s name change to Florida SouthWestern State College Faculty Federation.

MEETING SCHEDULE

The union meeting schedule for the 2014-2015 academic year was described. The September 2014 meeting will be informative and explain contract details to faculty. The October 2014 meeting will focus on various benefits to being a union member.

FACULTY LOAD

Vice President Marty Ambrose introduced the executive team and emphasized that if something is not in the union contract it does not exist. She pointed out the clause in the contract where full-time faculty can bump adjunct faculty if a full-time professor’s base load does not make. She urged members to review the deans’ minutes. She pointed out that two COPs were rewritten over the summer by Dr. Wright. President Ellie Bunting discussed the importance of grieving as soon as possible so something does not become a past practice. For example, one dean says a full-time faculty member has to have five ground classes before the faculty member can receive an online overload.

Marty Ambrose said that members need to squeeze every benefit out of the union possible such as the college dental plan v. the union dental plan. Union benefits will be emphasized at the October meeting, whereas the contract details will be covered for members at the September meeting. One professor remarked about not receiving the email regarding the union meeting and wanted to learn more about benefits and had questions about faculty base load. Marty Ambrose clarified that of the 15-16 hour base, two courses can be online and three office hours can be online. A full-time faculty member can teach up to 21 hours without VPAA approval. Full-time faculty cannot be required to teach more than 15-16 hours, as there was indication that some faculty were being pressured to teach more than the base. One professor complained about taking the summer off and being contacted continuously all summer by administration. Another faculty member received repeated emails from the chair about syllabi before August 18 and said this behavior needs to be addressed. Another faculty member said there was at least one department meeting this summer. Marty Ambrose stated that all summer meetings must be voluntary, NOT mandatory.

Marty Ambrose reiterated that load is going to be an issue. Since the college is contracting, but online is growing 20%, it is important for faculty to become certified to teach online. Ellie Bunting said that the administration is looking to shave costs off the academic unit, and Marty Ambrose said that administration is looking at every cost. Ellie Bunting warned that if faculty allow something that is not in the contract, the administration will say the practice is now accepted and a past practice. A professor opined that there should be research about lowering faculty base load to be more in line with four-year colleges. Another professor voiced the concern that if there is a lower base load, research will be expected of faculty.

INTELLECTUAL PROPERTY

Ellie Bunting stated that a dean told a faculty member who developed an online course on the faculty member’s own initiative that by putting the course on Canvas, the college now owns the course. Then that dean gave the course to an adjunct faculty member. Marty Ambrose advised faculty to use their own computers, not the college’s computers, when developing online courses. Marty Ambrose said that faculty are to choose assessments in collaboration with administration. Ellie Bunting said the administration cannot make faculty teach from the exact same tests and assessments. Ellie Bunting said that the same dean in question stated that professors cannot put materials on google docs, wiki, etc. The dean said materials could not be placed on outside servers. One professor asked if the faculty were confusing master courses and master shells. Another professor said that faculty need voice in assessments and deans should not override faculty decisions in this area. A third professor said that students are not using just Canvas because some professor put links on google docs. A professor said that adjunct faculty can be required to use a master course and told to follow it. Marty Ambrose agreed with this.

PORTFOLIO

Marty Ambrose said that there is a faculty senate portfolio committee that met last year. The deans want to observe faculty for one hour and talked about replacing the SIR II because it is too expensive. She went on to state that part of the portfolio is in the contract and part of it is not. The deans want prearranged faculty observation and a new evaluation instrument other than the SIR II. Marty Ambrose informed faculty that the administration completely ignored the portfolio committee recommendations. The portfolio was designed for faculty development, but now the portfolio is being used to monitor and punish faculty. Ellie Bunting said the administration is going to send retention data to faculty for faculty to see where they stand. This is allowed by state statute. Marty Ambrose said that faculty need to be aware of the funding shift from FTE to success/retention rate in order to maintain their jobs.

UNION BARGAINING TEAM

Marty Ambrose introduced the members of the union bargaining team.

RAISE

Marty Ambrose summarized the chronology of meetings with administration regarding the 1% salary raise. The Board of Trustees approved a 1% faculty raise and a 28% raise for the college president, which is approximately a $100,000 raise for the president. The college president said that because the union did not open salary negotiations in January 2014 in writing, the faculty need to now accept the 1% raise and waive bargaining rights. The college’s Board of Trustees proposed a 28% raise for the college president, and according to Ellie Bunting, the Board of Trustees does not like faculty. Marty Ambrose discussed the attitude of the administration. A professor commented that the college president set precedent from the beginning to not give raises to faculty. Then Marty Ambrose shared the history of arbitration and Ellie Bunting’s treatment by the Board of Trustees regarding the proposed $750 payment. Marty Ambrose said there needs to be a public awareness campaign and Board of Trustees members need to be contacted directly. One professor wanted to know where FSW’s college president’s compensation is among other public Florida colleges. Marty Ambrose said it is in the middle of the pack. Another professor said it needs to be made known how top heavy administration is getting and how expensive the name change and athletics are.

Marty Ambrose discussed opening the 1% raise to union members to ratify. Ellie Bunting made a motion about this, which passed with three nays and one abstention. Then it went to the faculty union members to ratify or reject the 1% raise.

The meeting was adjourned.

Respectfully submitted,

Mary Conwell, J.D. Treasurer of Florida SouthWestern State College Faculty Federation (FSWSCFF), Local No. 3513 September 21, 2014