

UFF-FUSA Bargaining Summary

2019-2022 Contract

For more details on any of the following items, refer to the article in the contract draft.

Article 14: Economics

The step system will continue, with tenure track faculty receiving a step for each additional year of service for years 2019-2020, 2020-2021 and 2021-2022.

Added new lump sums for longevity, where each year faculty with 30-34 years of faculty service will receive a one-time lump sum equivalent to 1 step and faculty with 35 or more years of faculty service will receive a lump sum equivalent to 2 steps.

Overload rate will increase from \$73.00 to 74.00 per point for 2020-21 year and to \$75.00 per point for 2021-22.

Stipends for Department Chairs, Program Managers, and Divisions Chairs will increase each year, as they are now linked to the overload rate.

Article 2 – Definitions

Added or modified definitions for Academic Division Chairs, Discipline Chairs, Instructional Department Chairs.

Added definitions for textbooks, to include bundles, custom books, integrated books, OERs and supplements.

Redefined a Clinical contact hour as 60 minutes instead of 50 minutes.

Article 5.1 – Union Dues

Dues deductions will now automatically be stopped for faculty accepting an administrative position.

Article 6.2 – Academic Freedom

Updated the language regarding academic freedom. Moved textbook selection language to Article 8.24.

Article 6.14: Access to Offices

Modified hours faculty will have access to offices, dependent on when the campus closes.

Article 6.16 – Tenure

Lowered the additional faculty development required for tenure from 10 CCHE or CT Modules to 5 Tenure Modules. (Also referenced in Article 9.2, Faculty Development).

Clarified role of the Dean in the tenure process.

Recommendations for a sixth year will now only be considered if circumstances warrant it.

Article 6.17 – Professional Rank

Modified the requirements from significant contributions in all four areas to having significant contributions in at least two of three areas, along with ongoing professional development.

Clarified language regarding the rank timeline and Professional Rank Committee.

In addition, the rank guidelines for faculty are updated in Appendix G.

Added language to allow faculty on administrative leave to submit rank portfolios, and being awarded any rank changes upon their return to faculty.

Article 6.18 – Selection of New Faculty

Clarifies language due to the Academic Reorganization (cluster vs discipline). Ensures that Librarian and Counselor faculty feedback will be considered if needing additional faculty members for search committees in those disciplines.

Article 8.1.A - Syllabi

New language now states faculty will post their syllabi on Canvas by the first day of class. Allowances are made for late schedule changes and class assignments.

Articles 8.1.B and 8.1C – Library and Counseling Faculty responsibilities

Clarifies basic job duties for faculty librarians and for faculty counselors.

Article 8.1.F and 8.1.G - Instructional Department Chairs, Program Managers, and Academic Division Chairs

Incorporates the new positions and naming conventions. New language related to Academic Division Chairs, including appointment, duties, and evaluations.

Article 8.2.B – Faculty Load Points

One clinical contact hour per week was changed from 8 points to 9.6 points, in accordance with clinical clock hours being redefined as 60 minutes (from 50 minutes) in Article 2.

Article 8.3 – Meeting Load Point Obligations

Added language clarifying that any release time counts towards faculty load.

Article 8.4 – Instructional Faculty Overloads

A new Schedule and Overload request form will be used, in part, to ensure faculty are not assigned unwanted overload.

Maximum summer overload for Basic Year faculty remains at 240 points, but the allowable load for each faculty member depends on the terms and total weeks taught. Faculty would have to teach at least 12 weeks of the summer to be eligible for the maximum load.

Faculty teaching summer term will now post office hours (10 minutes per credit hour of classes taught each week), versus just being available by appointment. Posted hours may be on campus and/or online.

Added language quantifying the maximum overload for College Year Faculty to be 90 points for each of the fall, spring and summer terms.

Clarifies the circumstances in which full-time faculty have priority for overload over other full-time faculty. Added language giving tenured faculty priority for up to 60 points over non-tenured faculty.

Faculty on a Performance Improvement Plan will no longer be eligible for overload.

Added language clarifying that overload requests in excess of those set forth in the contract will be allowed only in emergency circumstances, and with written approval from the V.P. of Academic Affairs (changed from at the discretion of the Dean, with approval by the Campus presidents).

Article 8.9 – Classroom Surveillance

New language stating faculty members will not be observed via classroom surveillance without their knowledge.

Article 8.19 – Grading System

New language indicating faculty will now record student grades in Canvas.

Article 8.24 – Textbook Selection

Textbook selections will be made at the discipline group or subgroup level. The Academic Discipline Chairs will hold a lead role in textbook selections. The number of college-wide adoptions has expanded. The textbook adoptions process will take place on college workdays and a calendar of adoption schedules shall be created.

Article 9.1 – Performance Evaluation of Faculty

The dean's annual evaluation of faculty will now include a section on professional commitments and collegial relations, along with a discussion of the faculty's End of Year Verification and meeting the requirements for tenure or post-tenure review, as applicable.

Clarifies that classroom observations may, for extenuating circumstances, be waived for tenured faculty for one year. However, the written performance evaluation is mandatory and cannot be waived.

Student Evaluations have been renamed Student Feedback Surveys. Effective Fall 2019, surveys will begin to be expanded so as to include all sections.

Article 9.2 – Faculty Development

Changed the additional faculty development required for tenure from 10 CCHE or CT Modules to 5 Tenure Modules. (Also in Article 6.16, Tenure)

Article 9.3 – Faculty Goals

Faculty goals will be eliminated effective Fall 2019.

Article 9.4 – Post Tenure Review

Clarified language on the post-tenure reviews timeline and forms.

Added language regarding consequences for faculty earning an unsatisfactory post-tenure review for a second subsequent year. Faculty who fail post-tenure review are currently put on a Performance Improvement Plan (PIP) for one year. Faculty who have not made adequate improvements after that year will lose their continuing contract (tenure) and be returned to a full-time temporary contract.

Article 14.5 – Department Chair, Program Manager, Division Chair

Defined Tier 1 Department Chairs as having responsibility for more than 30 sections or at least 10

adjunct faculty. Changed the requirement for a Tier 2 Department Chair as having responsibility for more than 75 sections or at least 25 adjunct faculty.

Reinstituted Program Managers, with College and Librarian Program Managers, and new Instructional Program Managers responsible for implementing curriculum or instructional programs. Compensation and/or release time will vary depending on the number of hours per week completing the duties, determined by mutual agreement with the Dean.

Added Division Chair compensation, with 60 points release time per fall and spring term along with a stipend equivalent to 30 overload points. Summer compensation will depend on duties performed.

Appendices

Appendices B, C, D: Faculty Performance Review Forms

Forms updated to include new blocks on Professional Commitments and Collegial Relations, and an End of Year verification review. Now separate forms for tenured versus non-tenured faculty.

Appendix G – Request for Advancement in Rank

Form changed to clarify faculty eligibility to Rank Committee, and to include the modified criteria from Article 6.17. Added more details to the Instructions and Guidelines to the Faculty.

Appendix N – Basic Duties of Department Chairs, Program Managers

Revised and updated the basic duties. Added new Program Manager designation and duties.

Appendix O – Tenure Progress

Tenure Progress Form is eliminated, as tenure progress is now part of annual performance evaluation.

Appendix P – Tenure Checklist

Form updated to include the changes to the faculty development modules related to tenure.

Appendix U – Faculty Goal Setting Plan

This form is eliminated.

Appendix V – Post –Tenure Review

Instructions updated to clarify the required forms. Form updated to remove Faculty Goals.

Appendix 'X' - Basic Duties of Academic Division Chairs.

New appendix with basic duties of Academic Division Chairs. Will become Appendix O.