

## SPECIAL POINTS OF INTEREST:

FUSA membership costs one percent of your annual base salary (no overload included).

FUSA members have access to benefits not available to non-members.

FUSA represents your best interests at the bargaining table.

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# FUSA Informant

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## What is HCC's Compensation Philosophy? 50 years of Bargaining History

The Board of Trustees has seen or heard from close to 100 disgruntled faculty over the last couple of months as we await yet another round of bargaining, a grievance arbitration, and an impasse hearing. Last week the Board members heard about some long-term bargaining history to give them a better understanding of why faculty have had it.

FUSA was formed in 1974. In reviewing almost 50 years of bargained contracts, a certain compensation philosophy is evident, presumably guided by the BOT and College President. Here are some observations of the first 40 years of contracts, versus the last 10, starting with 1974 – 2010:

- Both the min and max pay ranges were increased every single 3-year contract, anywhere from \$1000 to \$2000, to in some cases, well over \$5000. There were some GREAT raises there. In addition, a salary study wasn't needed every year to increase those pay ranges.
- Almost all contracts covered 3 years of economics without reopener.
- **The result: Solid salaries, decent raises, and 3-year contracts faculty could count on being paid. We finished bargaining and everyone went back to focusing on work for 3 years.**

### ***All of that changed starting around 2010:***

- The 3-year contracts changed to include annual re-openers for economics, so bargaining went on every year.
- The mins and maxes were not increased each 3-year contract. The increase to mins has been \$0 for the 2010, 2016, 2019, and 2022 contract to date. If the College had just continued the long-standing practice of steadily raising the pay ranges even \$1000 - \$2000 each 3-year contract, we would not be headed to impasse to fight for a starting base of \$47,500 - we'd already be there.
- Since 2010, faculty raises were usually not considered part of the "cost of doing business" during the budget process in June, but instead left in limbo to "wait and see what happens with enrollment." Contracts are not done in August, and bargaining drags on all year (2011 – 2015).
- 2016-2019: Implemented step pay system 3-year contract, to establish a fair and predictable salary cost structure that could be budgeted for and faculty could count on. However:
  - 2019: Admin stated they were not planning on paying step until January.
  - 2020: Admin withheld step until the end of the year.
  - 2021: Admin withheld step permanently, which is now being grieved by FUSA.
- **The result: Deteriorating salaries, endless and exhausting bargaining, and contracts we can no longer count on being paid, even if they are bargained.**

We will get through this year of bargaining, grievance, and impasse. However, if this Administration "truly values the important work our faculty do," then they need to commit to a long-term compensation philosophy that attracts, retains, and motivates faculty.

## COMMENTARY

### ***Officers Eat Last? Not at HCC!***

Good leaders are incredibly valuable to an organization. They seem to be able to unite staff into an efficient, well-functioning group, where individuals are content, and very loyal. The organization prospers. Is that about the leader, or the staff?

Poor leaders can be very destructive. They often seem to promote division between staff, increasing strife and demolishing group cohesion. Staff start to feel disconnected from the organization. The organization struggles. How do you feel about HCC as a workplace these days?

The odd thing is that some organizations, like the military, seem to produce many good leaders, and in management training you sometimes hear about a doctrine: "Officers Eat Last." Apparently, officers only eat when they know that the junior personnel have been served.

At first glance it may seem glib or trite or insincere. Who cares who eats first when there is enough food for all? But the approach permeates the culture of the organization.

The fact is that officers achieve through the actions of subordinates. Therefore, officers depend upon subordinates. So a wise officer sets clear objectives and then supports subordinates as they work towards the goal. Officers regard leadership as a responsibility, rather than a rank. It's not about being in charge. It's about supporting those who are in your charge.

So when HCC Administration (recipients of a massive raise from 2019-2022) refused to honor the contractually scheduled faculty salary step in 2021, and then moved to make the loss permanent in 2022, they gave a great example of what good leaders don't do. They were first in line and then they "ran out of food."

## FUSA Membership

FUSA welcomed 9 new members at the New Faculty Orientation and 3 new members from existing faculty at the beginning of the Fall 2022 semester. Current membership is at 256 (76.4%). Recruitment efforts are underway at each campus location. Existing FUSA members can pick up a reusable FUSA water bottle or other FUSA swag at the October 18 Professional Development Day event.

The membership committee hosted a table at the August Board of Trustees Meeting to distribute FUSA t-shirts and water bottles. 80 members stopped by! There are a few t-shirts left (size small); contact Kristin Heathcock and she'll get one out to you ASAP!

If you're not yet a member - join us by completing the membership application [form](#)! Each new member will receive \$100 cash.

Do you know about your [Member Benefits](#)?  
<link: <https://myuff.org/member-benefits/>>

**FUSA Membership:**  
**It's not expensive.**  
**It's priceless.**



## Are Faculty Even on the President's Radar?

On 7/11/22 Jack Prator, of WUSF, published a transcript of a recent interview he'd had with Ken Atwater, HCC President. (See the link below). The transcript is titled "HCC President Ken Atwater says enrollment is 'trending up' after steep pandemic decline."

After discussing the pandemic related fall in student enrollment, Prator asked, "What are you doing to retain the students that you have?" It's a reasonable question about how the college changed through the 2 years of turmoil. How would you answer?

Here's how President Atwater answered:

*"Oh, I would just say it's nothing special. We normally do this as a way that we – I mean it's part of our DNA. We've just stepped up our efforts, we're doing a lot more outreach.*

*We're doing a lot more targeting, a lot more follow-up with students. But you hear from us. If you say that you were contacted by us about five times before the pandemic, now you're probably hearing from us 10 times. So it's the outreach and the efforts we're doing."*

When asked about HCC's efforts to hold onto students the HCC President can only think of Student Service? Now, Student Service is important, but is that the only group that matters?

Let's be clear:

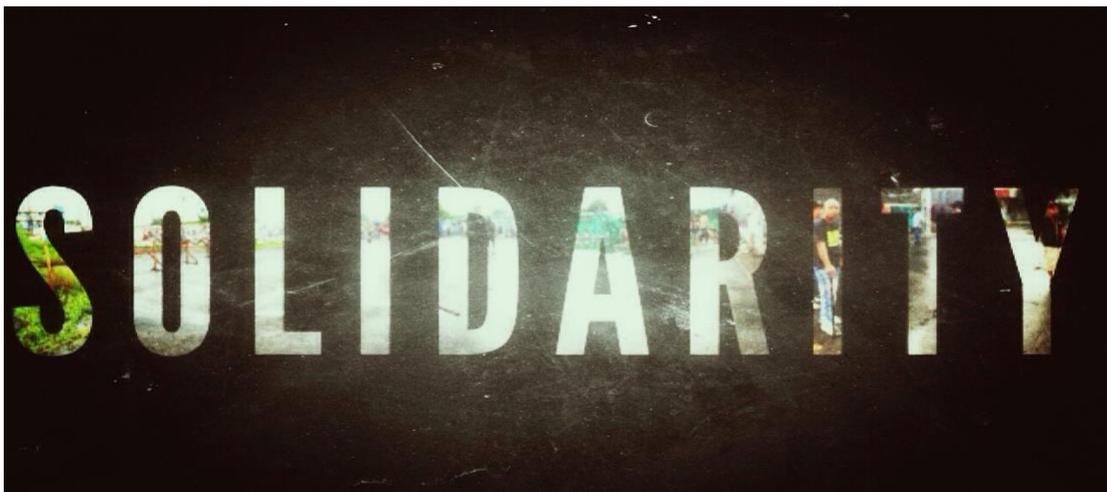
Students were faced with having to learn in ways that they never experienced before. They've succeeded by going many extra miles during the pandemic.

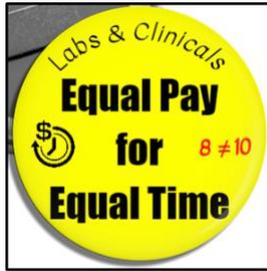
**But it was faculty who managed the process.** Many of us had to use home computer systems as HCC offices. Many of us had to reinvent our craft. We had to create new instructional materials in a matter of days. We had to create new testing system in weeks. We had to master new technologies. And all the while we were guiding, reassuring, and educating students who were incredibly stressed. Put simply, if faculty had failed, a thousand contacts from Student Services would not have convinced any students to stick with HCC.

A head of Student Services might not get that. But a college president should!

Link to article:

<https://wusfnews.wusf.usf.edu/education/2022-07-11/hcc-president-ken-atwater-says-enrollment-is-trending-up-after-a-steep-pandemic-decline>





## What's the Issue with Lab Points and Why Every Faculty Member Should be Outraged!

Do you wonder what FUSA is talking about when we argue about pay equality and lab points? While many faculty may think we have good equality for pay between disciplines, there is in fact a large inequality between pay for labs, clinicals, and studio classes (lab points) versus lecture classes. Many disciplines only have lecture classes, so some faculty are unaware there are issues with lab point pay. However, the truth is that your colleagues teaching these “lab classes” get paid 80% for their time. Both lecture and lab classes are 1 contact hour equals 50 minutes and a clinical contact hour is 60 minutes. Lectures are paid at 10 points per contact hour while labs are paid at 8 points and clinicals at 9.6 points (instead of 12 for the extra contact time). That means that a 3-contact hour lab is paid at 24 points instead of 30 points as a lecture would be. That is \$450 less for those faculty per lab course than a lecture, or over the course of a year \$3600-4500! Multiply that by a career of 30 years, your colleagues teaching a combination of lectures and labs can make \$135,000 less than those teaching only lectures, and impacts continue throughout their retirement!

Even if this doesn't affect you directly – think of your impacted colleagues and help support their fight: Equal pay for equal time!

### United Faculty of Florida Updates

FUSA sent ten Senators representing HCC Faculty to UFF's 2022 Fall Senate meeting in Orlando (Sept 16-18). Four FUSA delegates to the Florida Education Association attended the FEA Delegate Assembly in Orlando (Oct 13-15) and helped work on, and pass, two higher education priorities for the coming year: protecting the academic integrity of the Florida's higher education system and returning higher ed presidential searches to the sunshine.

#### GOTV – Get Out The Vote

United Faculty of Florida is making the largest Get Out the Vote campaign in its history, with the aim of encouraging voter registration and prioritizing pro-education candidates in all ballot races. We need the help of every member. Voting for pro-education leaders in our state from is the only way to change the political landscape which has dealt some hard hits to our education system in FL, both higher ed and K-12. For information on what you can do as faculty, as well as information you can share with students (including [do's and don'ts](#)), family, and friends, visit the following: <https://fusahcc.org/gotv/> or <https://linktr.ee/UFFVotes>

**HB 233** (Viewpoint Diversity): this law, passed in 2021, is designed to chill the First and Fourteenth Amendment rights, as well as the right to privacy, of Florida's higher education students, faculty, and staff.

- UFF has joined suit challenging HB 233 and is currently working to get this law overturned
- <https://myuff.org/hb233-ufflawsuit/>

**HB 7** (Stop WOKE act): UFF supports and is closely monitoring the lawsuit brought by ACLU, ACLU of FL, Legal Defense Fund) that challenges HB 7 as a “classroom censorship” law.

- [Information on the lawsuit from ACLU](#)
- [UFF Guidance for faculty in the classroom](#)