**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: *University of Central Florida*

Name and Title of Individual Responding:

*Ronnie LaCourse Korosec, Associate Provost*

*Charlie Piper, Assistant Director*

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

As of October 13, 2015, 1404 members, including 1386 full-time faculty.

Tenured: 546

Tenure Earning: 168

Non-Tenure Earning: 616 (includes 34 librarians)

Multi-Year: 49

Academic & Professional: 35

About 360 (or less than a quarter) pay dues. Another 230 faculty are out-of-unit (including 100 in the College of Medicine).

Bargaining Agent: *United Faculty of Florida (affiliated with the NEA and AFT)*

Date of First Contract: *2004-2007 locally, after devolution. (1976 at the state level.)*

Number of Succeeding Contracts: *November 28, 2005 (Article 23, Salaries) and Oct 12, 2006 (Articles 10, Evaluations and 23), 2010-2012, 2010 (Article 10), 2012-2015, supplements for 2013 and 2014. Currently using 2012-2015 with supplements for Articles 3 and 23. (Oct 2014)*

**Web address of current contract:**

<http://www.collectivebargaining.ucf.edu/pages/CBA.htm>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Full book bargaining for the 2015-2018 contract has just commenced. UCF will be sure to update the Academy next year on Articles are still outstanding after a year of bargaining.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

Around the state, the UFF is trying to adjust dues deductions, however, this is a “Florida problem.” It may be summarized as an issue that began with a simple request from the union that has led to a larger problem for the universities to solve, and the union appears to have little regard for the obstacles that the institutions face.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

Luckily, the university has avoided serious layoffs in the last year, and was asked by the President to work out with the union how to give a 5% increase at the start of the fall 2014 semester.

The University is beginning work to expand its campus into downtown Orlando, where they hope to house departments that will have a positive impact both on our students and on the community that surrounds that area.

We have faced interesting problems when it comes to working with our Regional Campus (RC) faculty. Previously, the RC has “hired” faculty for departments, but these faculty are really RC faculty in budget line authority, only. That is, they are evaluated by the main campus, tenured in the main campus, etc. This creates a unique situation when the RC determines that they want to eliminate a program.