



UFF-FSU

United Faculty of Florida – FSU Chapter
The Independent Voice of FSU Faculty

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What is the United Faculty of Florida?

- A professional organization **of, by, and for faculty**
- A democratic, member-supported, volunteer-powered voice for higher education faculty at FSU and statewide
- **Your bargaining agent** for salary, benefits, academic freedom, tenure, promotion, due process, sabbaticals, etc.



Why Do Faculty Need UFF?

- Faculty *should* have a strong voice. A hallmark of great universities
- UFF is the FSU faculty's *only* independent voice
- Don't we have a faculty senate? (A: Yes!)
- UFF is an equal partner in dealing with the FSU Administration
- Beyond FSU : *We're not in Kansas (or Iowa) anymore, Toto.*
- Faculty need a strong voice in dealing with the BOG, BOT, Florida Legislature, and other elected officials

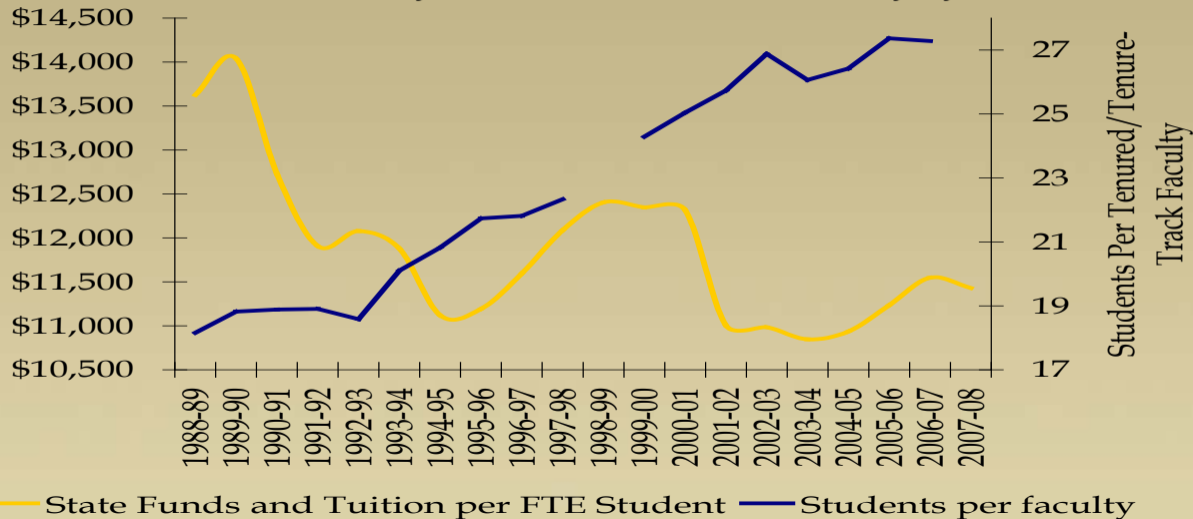


We're Cheap and We're Proud of It!

State Funds and Tuition per FTE Student

Student

History of State Funds and Tuition per Student (in 2005-06 Dollars) and Student/Faculty Ratio in the State University System





Who Supports UFF?

- The **vast majority** of FSU faculty, including some of FSU's most distinguished faculty, scholars dedicated to their fields *and* to making FSU better
- ***Why does UFF represent FSU faculty?*** Short answer: Representation Election (October, 2003)
 - **Yes** (for UFF) **736**
 - **No** representation **33**



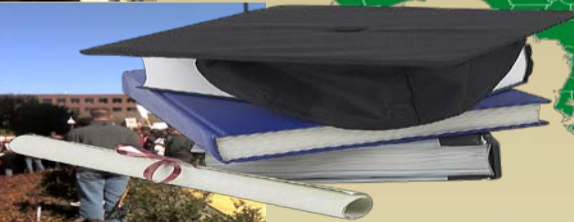
What UFF Does

- Advance and protect faculty interests and rights through collective bargaining, consultations, etc.
- Surveys to highlight faculty views and concerns
- Promotion and tenure workshops
- Other informational meetings, e.g., featuring “locals” and outside guests
- Grievance and legal representation for UFF members
- UFF lobbies for faculty in the Legislature
- FEA, NEA, & AFT affiliates represent faculty at state and national levels



In 2009, UFF-FSU Organized Florida's Largest Pro-Higher Ed March

*Fate of the
State Rally*





What Else?

- *You don't get what you deserve, you get what you negotiate*
- We're making progress, but there's more to do
 - Salaries that motivate and retain good faculty
 - Fairness in assignments and evaluations
 - Protecting tenure and improving employment security for all faculty
 - Strengthening the university – including faculty autonomy, shared governance, and academic freedom – and resisting ill-considered “corporatist” initiatives



CBA

Revised
Preamble

“The Florida State University Board of Trustees, its appointed administrators, and the United Faculty of Florida strive to maintain a courteous, professional, and collegial relationship. Although differences sometimes arise, we are all committed to respectfully resolving our differences for the sake of our greater common interests and the interests of The Florida State University and the citizens of Florida. We affirm our respect for faculty rights as provided by the UFF-FSU Collective Bargaining Agreement, Florida Statutes, and the Florida Constitution ...”



VS HIXSON

“Hey, I’ve got it! The perfect formula! We put two full professors on the committee to give it clout, and a new assistant professor on so the work will get done.”

Revised CBA: *Each faculty member should be given assignments that are fair and reasonable and provide an equitable opportunity for development and advancement ...*



Q: Why Do FSU Faculty Join UFF?

- Hundreds of FSU faculty members recognize that effective faculty voice is only possible with tangible support, i.e., **membership**
- Protections on salary, benefits, promotion, tenure, academic freedom, shared governance, assignments, evaluations, etc.
- Members-only benefits
- Networking/Community: FSU, statewide and nationally
- Most importantly, to ensure effective faculty voice on issues that are critical to faculty members



Support the UFF-FSU Chapter

- A stronger UFF-FSU Chapter means a stronger **faculty voice** at FSU
- Help make FSU better ... a better university and a **better place to be a faculty member**
- Please stop by the **UFF-FSU table**
- Visit www.uff-fsu.org, our UFF-FSU Chapter Web Site