

Article 9: Tenure

Shared Interest(s): Creating a consistent process across all departments/units that aligns with established practices at top-tier research universities.

Summary of Proposed Changes:

- Removed the ability for individual departments to vote to give faculty access to their own external tenure review letters

Article 10: Grievance Procedure and Arbitration

Shared Interest(s): Updating language as required by new state law while ensuring faculty have due process rights.

Summary of Proposed Changes:

- Per state law, some claims of violations of rights articulated in the CBA will no longer go through the established grievance and arbitration procedure.
- All these claims will now go through the Neutral, Internal Resolution of Policy Disputes, which has been substantially revised (See changes to BOT-UFF Policy: Neutral, Internal Resolution of Policy Disputes).

Article 11: Salaries

Shared Interest(s): Create a 3-year compensation agreement that reflects a substantial financial commitment to faculty.

Summary of Proposed Changes:

- See Salary Article Agreement Summary

Article 17: Amendment and Duration

Shared Interest(s): Having a new CBA for 2024-2027.

Summary of Proposed Changes:

- Dates are updated to reflect the new agreement.
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BOT-UFF Policy: Appointment

Shared Interest(s): Revise the CBA to place compensation language within Article 11: Salaries

Summary of Proposed Changes:

- Moved compensation for supplemental summer instructional appointments to Article 11: Salaries.
- Agreed to a slight decrease in supplemental summer compensation (from 12.5% to 11.25% over a three-year period) to align summer course instructional effort with that of 9-month faculty in the regular assignment period.
- Removed the ability for faculty with such appointments to be required to attend non-instructional-related meetings.

BOT-UFF Policy: Assignment of Responsibilities

Shared Interest(s): Revise policy to 1) make the process more easily understandable, 2) increase clarity concerning faculty and administrative responsibilities, and 3) reflect established practice and timelines of assigned activities.

Summary of Proposed Changes:

- Substantially revised the order of sections within the policy, creating new sections that speak to specific areas of assignments which were previously included within very long and complex sections.
- The assignment period will now begin in the summer and end in the spring (previously it began in the fall and ended in the summer). This ensures all faculty are on the same assignment and evaluation schedule.
- Re-ordered the different aspects of the assignment process to reflect the actual steps in the process.
- The assignment process now begins with faculty proposing their annual assignment. This must be done by January 15th. Initial annual assignments shall be provided by March 5th, which now means faculty will be on contract while receiving their annual assignment.
- Specific courses assigned will now be included in the assignment. Faculty should anticipate changes in their assignment, and that process has been strengthened.

- Terms and conditions associated with grants/contracts contributing to faculty's salary will now be included in the assignment.
- Expanded language on the contents of Differentiated Assignment Policies, required in all departments/units, and the process for creating them, which must include faculty.
- Substantially revised language on instructional Support, extending the support previously identified only for online classes to classes of all modalities.

BOT-UFF Policy: Employee Performance Evaluation

Shared Interest(s): Revise policy to 1) make the process more easily understandable, 2) reflect established practice and timelines of assigned activities, and 3) revised existing sustain performance review language to align with the post-tenure review policy.

Summary of Proposed Changes:

- Re-ordered the different aspects of the evaluation process to reflect the actual steps in the process.
- Expanded language concerning supervisory observation/visitation/access to classes, distinguishing between observation of synchronous classes and access to asynchronous course materials. Placed a limitation on the duration of such access for supervisory purposes, which previously did not exist.
- Removed the extremely dated language on the requirement of proficiency in “spoken English” as this (if it exists) is an issue of hiring, not evaluation.
- Specified that tenure evaluations are governed by the Tenure and Promotion Manual
- Created post-tenure review procedure language that ensures transparency and outlines one-time additional compensation for faculty who meets (\$2,000) or exceeds (\$5,000) expectations.
- Substantially streamlined the language regarding Annual Evaluation Criteria and placed all relevant evaluation criteria language in the same section.
- Created language that speaks to the process of revising existing evaluation criteria.

BOT-UFF Policy [NEW]: Performance Improvement Plans (PIP)

Shared Interest(s): To clarify the conditions in which Performance Improvement Plans can be assigned, the process by which they are created, and under which conditions they must be performed.

Summary of Proposed Changes:

- Created a new policy that details the events (annual evaluation, post-tenure review, and misconduct) which can lead to a performance improvement plan (PIP) being assigned to a faculty.
- Specified the process of developing a PIP stemming from each of the identified events.
- Specific the contents and conditions for completion of a PIP stemming from each of the identified events.

BOT-UFF Policy: Evaluation File

Shared Interest(s): To update the policy to reflect current technology and record keeping practices.

Summary of Proposed Changes:

- Reorganized the language to enhance readability.
- Updated language that previously assumed printed copies of paper files in physical filing cabinets to reflect the current record keeping practices of the digital age.

BOT-UFF Policy: Policy on Non-Reappointment

Shared Interest(s): Clarify language to reflect the original intent concerning the probationary period for non-tenure track faculty.

Summary of Proposed Changes:

- Clarified that the extended job protections for non-tenure track faculty begin after the conclusion of the second year of continuous service

BOT-UFF Policy: Works

Shared Interest(s): Create a comprehensive policy to encourage, facilitate, promote and reward the creation and dissemination of original works of scholarship and research, effective pedagogy, and other creative endeavors.

Summary of Proposed Changes:

- Updated definitions of “work,” “instructional content,” “independent effort,” and “university support” as each relates to copyright and intellectual property.
- Clarified that, with limited exceptions, faculty own the rights to their scholarly or artistic works which are created for academic dissemination, including books, monographs, articles, bibliographies, poems, novels, dramatic works, pictorial or sculptural works, and films, among others.
- Clarified that faculty own their instructional content unless they receive specific university support in their creation.
- Ensured that faculty will be compensated if their instructional content they own is used by another instructor (\$500/credit each time over a 5-year period).
- Clarified the terms and conditions governing instructional content.

BOT-UFF Policy: Other Employee Rights

Shared Interest(s): Enhance language concerning safe working conditions and update contract language regarding faculty travel for professional meetings.

Summary of Proposed Changes:

- Expanded safe conditions language to include process by which faculty should report and be informed about the status of conditions they feel represent a violation of safety or health rules/regulations.
- Created a new BOT-UFF Policy specifically detailing travel and moved relevant language to that policy [see BOT-UFF Policy: Travel]

BOT-UFF Policy [NEW]: Travel

Shared Interest(s): Create a new policy specific to faculty travel support

Summary of Proposed Changes:

- Created new policy that outlines faculty travel support
- Ensure faculty’s approved expenses may be directly paid by the department/unit and not only be reimbursed after travel.
- Remove the minimum length of travel by which faculty would be eligible for travel advances.

BOT-UFF Policy: Benefits

Shared Interest(s): Update Optional Retirement Program language to be consistent with state law and include potential workforce housing in the CBA.

Summary of Proposed Changes:

- Update Optional Retirement Program language to be consistent with state law
- Included faculty eligibility in workforce housing should it become available
- Ensured UFF-FIU will be consulted in the creation of eligibility criteria should workforce housing become available.

BOT-UFF Policy: Neutral, Internal Resolution of Policy Disputes

Shared Interest(s): Updating language as required by new state law while ensuring (1) processes were established to resolve disputes under the contract without resorting to the court system; (2) simplifying the process to make it more streamlined and inexpensive for both parties.

Summary of Proposed Changes:

- Per state law, some claims of violations of rights articulated in the CBA will no longer go through the established grievance and arbitration procedure.
- Per state law, complaints that relate to 'personnel actions' will be resolved under the Neutral, Internal Resolution of Policy Disputes, which has been substantially revised (See changes to BOT-UFF Policy: Neutral, Internal Resolution of Policy Disputes).