

**AGENDA**

**University of West Florida Board of Trustees**

Executive Committee Conference Call Meeting

October 3, 2006

11:00 a.m.

Building 10 / Room 131  
11000 University Parkway  
Pensacola, Florida

- Call to Order..... Mr. K. C. Clark  
Committee Chair
- Roll Call..... Faye Bowers
- Chair’s Greeting..... Mr. K. C. Clark  
.....Committee Chair

**Action Items**

1. **Minutes of May 4, 2006**  
[http://uwf.edu/trustees/Oct3\\_06/5.4.06Draft\\_Executive\\_Minutes.pdf](http://uwf.edu/trustees/Oct3_06/5.4.06Draft_Executive_Minutes.pdf)
2. **Minutes of July 13, 2006**  
[http://uwf.edu/trustees/Oct3\\_06/7.13.06Draft\\_Executive\\_Minutes.pdf](http://uwf.edu/trustees/Oct3_06/7.13.06Draft_Executive_Minutes.pdf)
3. **Minutes of August 9, 2006**  
[http://uwf.edu/trustees/Oct3\\_06/8.9.06Draft\\_Executive\\_Minutes.pdf](http://uwf.edu/trustees/Oct3_06/8.9.06Draft_Executive_Minutes.pdf)
4. **Tenure as a condition of employment**
5. **UWF/UFF Collective Bargaining Re-opener**

Informational/Discussion Items  
University Review

Other Executive Items

Adjournment

**CLOSED SESSION**

**UWF Board of Trustees Meeting**  
Executive Committee Conference Call  
October 3, 2006

**Issue:** Tenure

**Proposed action:** Approve

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**Background information:** BOT Tenure Approval Procedure

The University of West Florida Board of Trustees considers all nominations for tenure at its May meeting. Tenure nominations as a condition of employment will be considered as needed.

**Recommendation:** Approve the recommendation for tenure for Dr. John F. Azzaretto

**Tenure Nominee**

	<u>DEPARTMENT</u>	<u>GENDER</u>	<u>RACE</u>
<u>COPS</u>			
John F. (Jack) Azzaretto	Department of Professional and Community Leadership	M	W

**Implementation Plan:** Dr. Jack Azzaretto begins his appointment as Dean of the Emerald Coast Campuses on November 1, 2006.

**Fiscal Implications:** None

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**Supporting documents:** None

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**Facilitator/Presenter:** Sandra Flake

**UWF Board of Trustees Meeting**  
Executive Committee  
October 3, 2006

**Issue:** UWF/UFF Collective Bargaining 2006-2007 Re-opener

**Proposed action:** Ratification

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**Background information:** On Thursday August 17, 2006, the United Faculty of Florida and the University of West Florida collective bargaining teams concluded bargaining of the UFF/UWF Collective Bargaining 2006-2007 Re-opener. Two articles, Article 25 and Article 26, were re-opened.

UFF ratified the 2006-2007 Collective Bargaining Agreement (CBA) Supplement on September 21, 2006. Ratification by the UWF Board of Trustees is needed before the 2006-2007 CBA Supplement is effective. The following is a summary of the changes made in the re-opener.

Article 25 - Salaries

Through the re-opener two changes were made to 2006-2007 faculty salaries.

1) Effective October 1, 2006, eligible faculty will receive a 3% salary increase that was provided by legislative appropriation.

2) Eligible faculty will also receive a local salary supplement effective April 1, 2007. This supplement is designed to relieve salary compression and to reward those with meritorious service. Generally, salary compression occurs when 1) a new hire's salary is higher than the salary of existing faculty due to current market rates or 2) a new hire's salary is comparatively higher than the salary of more experienced faculty, when weighted for years of experience, due to market forces.

The pool of money for this salary supplement equals 2% of the total in-unit salaries, or about \$300,000.00. Of this pool of money

- ½ will be distributed to in-unit faculty whose current salary falls below the CUPA\* median for same Carnegie classification as UWF.
- ½ will be distributed to in-unit faculty whose salaries are compressed using a method that rewards performance. Merit will be determined through performance evaluations.

A committee composed of ½ in-unit faculty and ½ UWF representatives will determine how to distribute these funds.

\* CUPA stands for College and University Professional Association for Human Resources. This association collects and publishes college and university salary information annually.

## Article 26 – Benefits

Changes to Article 26 were made to provide tuition free benefits to in-unit faculty on the same basis as University Work Force employees. There were three changes:

- 1) The “space available” restriction on registration was eliminated.
- 2) A faculty member’s dependent can use three credits toward graduate education where previously dependents were restricted to undergraduate courses.
- 3) The definition of dependent has been broadened to include children over age 25 that are financially dependent upon the faculty member. Financial dependency will be demonstrated if the dependent is listed as such on the faculty member’s tax return or the faculty member pays for more than 50% of the dependent’s support as defined by the Internal Revenue Code.

**Recommendation:** Ratification of the UFF/UWF Collective Bargaining 2006-2007 CBA Supplement.

**Implementation Plan:** If the Executive Committee ratifies the Agreement, the Chair of the Board of Trustees will sign the UFF/UWF Collective Bargaining 2006-2007 Supplement on behalf of the Board of Trustees.

**Fiscal Implications:** N/A

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### **Supporting documents:**

UFF/UWF Collective Bargaining 2006-2007 Re-opener Article 25  
[http://uwf.edu/trustees/Oct3\\_06/Article25.pdf](http://uwf.edu/trustees/Oct3_06/Article25.pdf)

UFF/UWF Collective Bargaining 2006-2007 Re-opener Article 26  
[http://uwf.edu/trustees/Oct3\\_06/Article26.pdf](http://uwf.edu/trustees/Oct3_06/Article26.pdf)

Email confirmation of UFF ratification on September 21, 2006  
[http://uwf.edu/trustees/Oct3\\_06/UFF\\_Ratification\\_Vote.pdf](http://uwf.edu/trustees/Oct3_06/UFF_Ratification_Vote.pdf)

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