



7 March 2024

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## In This Issue

- **The Cards.** We collected the Statement of Interest cards. What's next?
- **It Can't Happen Here.** New College is sanctioned for becoming a monarchy.
- **What's a "Sanction"?** What is a "sanction" by the AAUP?
- **Democracy is Hard Work.** A union provides a way to *do something*.

### Chapter Meeting Tomorrow

**Friday.** The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, March 8th at 12 pm, in EDU 415, on USF Tampa, and on Zoom. To be on the agenda (to be posted): those Showing of Interest cards, membership drive, the [recent court ruling against \(parts of\) Stop Woke](#), and ... artificial intelligence (like robot paintings) ... and more.



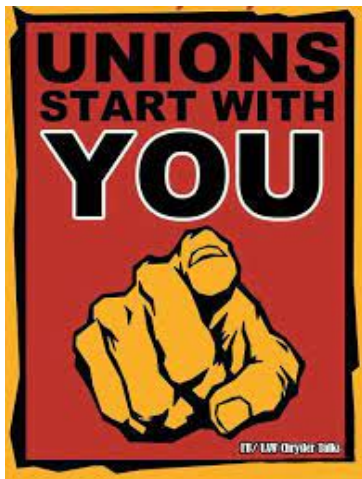
All UFF USF employees - members and non-members alike - are invited to attend. But to Zoom in you must have an invitation: contact [the Chapter Secretary](#) to get one. Meetings and events are [posted on the Events Calendar](#) of the [UFF USF Website](#). Come and check us out.

Join



## Union Membership

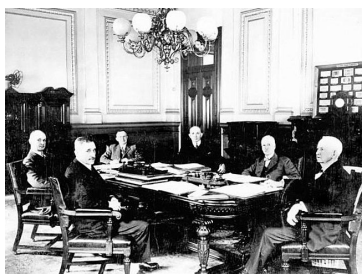
If you are not a union member, please [join today](#) (the form connects automatically to the eDues form, so you will want to have your banking information or checkbook information handy). We are stronger standing together in solidarity.



**Building the Union.** In this new normal that the state government has imposed on us, we need more members and *we need more active members*. In order to defend and advance the interests and aspirations of the employees of the Bargaining Unit, we need more resources - most of all, helping hands. If you are a union member and you want to get involved, please contact [the Chapter Secretary](#).



**The Townhall.** On February 16, UFF held a town hall meeting on how employees and the union are being attacked - and how the union is defending employees and itself. [Here is a video](#) of the panelist's statements and answers to questions.



**BOT Watch.** The USF Board of Trustees is [meeting](#) on Monday, March 18, from 1 pm - 4 pm, in the MSC Ballroom. The circumstances are interesting, but we do not yet know what is on the agenda. Anyone interested in coming and showing solidarity with UFF is invited to come. And stay tuned for a Biweekly Extra over Spring Break.

**Chapter Election.** The USF Chapter is holding its annual election during the next month and a half. Ballots will be in the mail shortly, so stay tuned.



### Showing of Interest Cards

Over the past three months, we have collected 910 *Statement of Interest* cards to present to the Public Employees Relations Commission (PERC) so that they will conduct an election on whether the United Faculty of Florida will continue to represent the employees in the UFF USF Bargaining Unit. Since we have collected cards from 55% of the Bargaining Unit, PERC is required to conduct an election *and all employees in the Bargaining Unit are eligible to vote.*

The USF Board of Trustees may forgo the election and "voluntarily recognize" the United Faculty of Florida as the "collective bargaining agent" for the employees in the UFF USF Bargaining Unit. But if not, PERC will set up an election. Meantime, there's work to be done:



### Bargaining the Next Contract

We are *supposed* to have a new contract on August 7, and the current contract says that bargaining should start in April. Our Bargaining Committee is

preparing for bargaining and wants ideas, comments, suggestions, and desiderata from the employees that the

union represents (especially, to be honest, from members). Please send thoughts on bargaining to [the Chapter Secretary](#).



## It Can't Happen Here

Last week, the [American Association of University Professors](#) (AAUP) announces that [they were "sanctioning" New College](#) for "the unprecedented politically motivated takeover of New College of Florida and the imposition at that institution of an aggressively ideological agenda, marked by a complete departure from shared governance."

The Tampa Bay Times reported that Nathan March, New College Director of Communications & Athletics Public Information, [responded \[USF ID required\]](#) by calling AAUP's announcement "a headline grab, echoing the sensationalistic tone of their report" and added, "Their persistent targeting of New College for any change they disagree with is clear evidence that New College is at the forefront of reforming higher education." But the faculty representative on the New College Board of Trustees told the Times that, "Faculty wants to teach. Students want to learn, and I would wish that our administration would support us in that."

Meanwhile, the New College leadership noticed that they had an image problem, and [hired one of the governor's publicists \[USF login required\]](#) at \$15,000 a month to help Mr. March deal with the "significant increase in demand from local, national, and global news outlets" following the Board's ... reforms. .

# ACADEMIC GOVERNANCE

## What's a "Sanction"?

As New College Director of Communications & Athletics Public Information Nathan March correctly noted, the AAUP does not have the authority to impose a sanction on New College. But "sanction" is just the name of the [list](#) of institutions revealing "serious departures by the administration and/or governing board from generally accepted standards of college and university government" endorsed by the AAUP.

A "sanction" is different from the better-known "censure" that AAUP announces for egregious violations of academic freedom. The AAUP's [Statement on Government of Colleges and Universities](#) starts with the various stakeholders understanding the "community of interest" in the institution. Regarding the role of faculty, the Statement says:

- "When an educational goal has been established, it becomes the responsibility primarily of the faculty to determine the appropriate curriculum and procedures of student instruction." As for external political or ideological concerns, "When such external requirements influence course content and the manner of instruction or research, they impair the educational effectiveness of the institution."
- "The faculty has primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status..." Faculty status concerns "...appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal," and it is the faculty that have the expertise and judgment to pass on these matters. "The governing board and president should, on questions of faculty status, ... concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail."
- And recalling how the current New College president





Florida, you have the right to union representation. To contact the UFF USF Grievance Committee, go to the [Grievances Page](#).

Don't forget: UFF can only represent an employee in a grievance if that employee was a member at the time of the contract violation. *And as of the end of last October, the FEA does not want its lawyers to assist any UFF members who are not on eDues, so if you are a UFF member but did not switch to eDues, that should be fixed TODAY.* And don't forget that if there is a contract violation, the grievance must be filed within thirty days.



### **Follow us on Social Media && Join us on Social Media**

We have a Facebook group: see [United Faculty of Florida at USF](#). This page is a place where UFF members can exchange thoughts and ideas. **The page is "public", but only dues-paying UFF members are eligible to post items on the page. If you are a UFF member, ask to join on the page, and the moderator will invite every UFF member that asks to join.** Non-members are welcome to look (but you need a Facebook account to do that). So check us out ... join the conversation.

- We have a blog: see [The USF Faculty Blog](#). This has news items as they come up.
- We are on Twitter (aka X), so follow us on Twitter / X via [@UffUsf](#).
- We even have a You-Tube channel: [check out our videos](#)

**We are revamping our publicity machine, and if you are interested in social media, in membership, or in conversations with you colleagues across campus, come join the campaign. Contact [the Communications Committee chair](#).**

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### **USF United Support Fund for Food Pantries**

Many of our students are struggling during with food insecurity, and the USF Foundation is supporting the [USF Food Pantries](#) to help out. They are accepting non-perishable donations, but one can also make monetary donations for the pantries at all three campuses.

## Details, Details

The USF-UFF Chapter website is <http://www.uff.ourusf.org>, and our e-mail address is [uff@ourusf.org](mailto:uff@ourusf.org). About this broadcast: This Newsletter was broadcast from Constant Contact, and is intended for all members of the UFF USF Bargaining unit (USF faculty and professionals at most departments). A (usually identical) version will be broadcast to USF-News and USF-Talk from [mccolm@usf.edu](mailto:mccolm@usf.edu).

If you do not want to receive the UFF Biweekly, you can unsubscribe below or contacting [the Chapter Secretary](#). If you do not receive the Biweekly, but want to, contact [the Chapter Secretary](#).

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