

**UFF/ADMINISTRATION RE-OPENER
Meeting on 03/07/2022**

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EASTERN FLORIDA STATE COLLEGE

5

UFF/ADMINISTRATION RE-OPENER

6

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March 7, 2022

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3864 North Wickham Road
Melbourne, Florida 32935

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BUILDING 8, 3rd Floor
Melbourne Campus

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Margaret Eddy Sheffield, Court Reporter
24 Notary Public, State of Florida at Large

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MEETING ATTENDEES

FOR EFSC

DR. RANDY FLETCHER

DR. SANDY HANDFIELD

DR. PHIL SIMPSON

DARLA FERGUSON

JACK PARKER (via videoconference)

FOR UFF

DR. DUSTIN FILES

DR. KATINA GOTHARD

DR. DEBRA MARSHALL

LYNN SPENCER

KELLI NORRIS

1 MELBOURNE, FLORIDA; March 7, 2022

2 WHEREUPON:

3 DR. FLETCHER: Well, let's go ahead and get
4 started. It's 2:30.

5 Welcome, everybody, to the 2022 Opener
6 between UFF and the college administration. In
7 the board room. We do have a court reporter.

8 So we do have an agenda that we both agreed
9 upon and how we want to begin the re-opener. We
10 did have some statements on the ground rules.

11 I mean does -- everybody has a
12 (indiscernible). So this is something that we
13 can be aware of. You know, this is a collegial
14 bargaining experience. This is kind of standard
15 operating in terms of working through an
16 established, ratified contract.

17 You know, we can vote. Dustin Files and
18 myself will be the chief negotiators of these
19 for each team. I think that we've done it in
20 the past where we will do most of the
21 discussion. But we do want to allow for the
22 table, you know, make -- we're all part of this
23 bargaining team. And I think that's a -- it
24 lends itself to collegial -- an atmosphere if we
25 all -- if we do have questions or we want to

1 interject I think we need to allow that to
2 happen.

3 You know, B going to C. C -- B is pretty
4 much understood is work through a list of
5 identified areas of negotiation. We do have ...
6 we do have that. It is on the agenda in terms
7 of what we would like to -- to bring to the
8 table.

9 And I believe you do, as well.

10 DR. FILES: Uh-huh.

11 DR. FLETCHER: We have that later in the --
12 in the agenda. We do need to create a timeline
13 of how we're going to meet throughout this
14 spring semester and if it carries on into the
15 summer. We'll do that today.

16 You know, we -- we don't need to -- this is
17 a working committee. I mean this is a working
18 bargaining session. So let's try to do as much
19 as we can at the table versus tabling and moving
20 to the next meeting which I think just prolongs
21 this endeavor. And then we will do as we do
22 with bargaining; we'll put everything in writing
23 the (indiscernible) we submit to one another any
24 changes, revisions we have to existing language
25 of our ratified contract.

1 You know, and proper decorum, procedures in
2 terms of making sure everybody has it ahead of
3 time is definitely necessary. So I think we're
4 all in agreement about that.

5 Correct me. If there's any changes let's
6 do them now before we begin.

7 DR. FILES: With a comment on that. Did
8 you all get to review the scrivener's error that
9 I sent?

10 DR. FLETCHER: Yeah. Sandy and I were
11 looking at it.

12 DR. FILES: Okay.

13 DR. FLETCHER: And I think that -- thank
14 you for doing that.

15 Okay. And we can come back to that. We
16 wanted to look at it as a whole. That's on the
17 agenda.

18 But we do have a part of our contract. We
19 do have two working groups. And we wanted to
20 provide some level of update on those working
21 groups because they are within the contract.

22 The first one is fostering faculty
23 engagement in online courses. And that falls
24 into the article stated there. That to my
25 knowledge has been quite informal at this

1 point. But we do need to convene that group if
2 it has not met formally.

3 And, Phil, you can speak to that somewhat
4 because it's in your area in terms of how we are
5 defining faculty engagement, the levels of
6 training that we are considering. But that has
7 to be mutually kind of agreed upon. It's not
8 something you would impose. So I know that
9 we've talked at length about quality matters.

10 We've also -- we've put some resources
11 towards quality matters. But that really
12 doesn't speak that much to engagement. We need
13 to kind of define engagement outside of
14 training. So that would be a group that we need
15 to maybe get who would you like to have on that
16 group. We do have both Dr. Simpson and Andrew
17 Lieb (phonetic) our QEP process. But there also
18 -- that's directly their -- the job -- the roles
19 they have with the college in terms of EFO
20 online. Our EFO.

21 MR. SIMPSON: And, Dr. Fletcher, we are
22 also -- Andrew Lieb and myself we were on the
23 online steering council, as well.

24 DR. FLETCHER: Right.

25 MR. SIMPSON: As voting administrators.

1 DR. FILES: Yeah. My question to that when
2 we discussed this previously Laura Dunn is the
3 chair of that council.

4 UNIDENTIFIED SPEAKER: Correct.

5 DR. FILES: And I charged her to wrangling
6 this in. Have you all made any progress with
7 this?

8 MR. SIMPSON: Specifically with this
9 particular working group under this name I do
10 not believe so. But I think that that is
11 something that we will get to this spring.

12 DR. FILES: Okay.

13 DR. FLETCHER: Because I mean this is going
14 to be as we add it to the contract. But it's
15 something that I believe that would come out
16 somewhat organically from our QEP. I know
17 there's some debate back and forth on QEP. And
18 Phil and Andrew were leading the QEP in our
19 online quality. And that might be a part of
20 that.

21 And if it's in the contract, that's
22 great. Because it's going to be as a part of
23 our agreement to have that working group.

24 So if it -- it definitely needs to be a
25 discussion point at our QEP. And we have

1 assembled that team. We've -- we've talked -- I
2 know that -- and, Phil, you can speak to it.
3 You and Andrew; you met with the online steering
4 committee and that have created a membership of
5 those who are participating in it.

6 MR. SIMPSON: Yes. Currently the process
7 occurring at membership specifically with
8 faculty recruitment. I know that there have
9 been several outreaches at this point
10 specifically to Dr. Dunn as chair of OSC.

11 There was a meeting before the group met
12 with OSC in its entirety. And they had also met
13 with Tony Acres (phonetic) and Katina Gothard as
14 chairs of their respective faculty councils.
15 Met them individually before the (indiscernible)
16 council meeting last Friday where it's my
17 understanding that -- that Dr. Qwok (phonetic)
18 were presented. At least the preliminary
19 thoughts on the QEP.

20 The focus itself but then also just some --
21 some talking points thus far about what shape
22 that might take. So it's my understanding that
23 was shared last Friday. Katina's council, the
24 professional development council, they do not
25 have a formal meeting until close to the end of

1 April. So we didn't want to wait necessarily
2 that long to get started on recruiting. But
3 Katina has chair of that council. I have no
4 significant issues with us proceeding with the
5 faculty recruitment before we had a chance to
6 talk to the professionals on the council.

7 So that's where we are. I know that there
8 was a call last Friday that Tony sent out on
9 behalf of AC looking for faculty recruitment for
10 the steering committee. And that's where we are
11 right now.

12 DR. FLETCHER: Okay. Any other comment on
13 that?

14 Okay. The second one is academic appeals
15 process. And I know that that one's been --
16 have met both in the fall and in the spring.
17 And we do have -- we have a handout on that.
18 It's the -- the minutes. But then also some of
19 the discussion points.

20 And then trying to -- because it's my
21 understanding, you know, that because these are
22 a part of the contract these are really not --
23 we're not negotiating them at this point. It's
24 just we understood that we wanted to move
25 towards finalizing the contract and these were

1 some things that a little bit were under ...
2 really had underdeveloped let's say in our
3 thoughts during negotiations. And that's why we
4 put them as a working committee with both sides.

5 So that's where we've been really trying to
6 push, you know, having at the end of this
7 academic year some common ground, some new
8 language that supports kind of both thoughts.
9 The faculty and administration on this issue.

10 So you can -- you can see that talked about
11 and Sandy both her and I are both -- met this
12 team. I once and she the second time.

13 (Whereupon, Dr. Gothard joined meeting.)

14 DR. FLETCHER: And I do want to make note
15 that just to kind of get a frame for academic
16 appeals we've provided some models of other
17 institutions about how they approach this very
18 topic because it's not unique to us is having a
19 standing committee for review.

20 That -- that really has been one of the
21 things that we wanted to look at is -- so it's
22 the current contract, it ends with the faculty
23 member. But we did want to have the due
24 diligence from a student perspective and that
25 going through the proper channels of the college

1 where, you know, the faculty member and
2 collegewide chair. And then if there still seem
3 to be disagreement that we would go to the
4 collegewide chair -- or excuse me -- a
5 collegewide committee within that discipline to
6 look at what's in question. You know, having
7 moved to the faculty member to the chair if it's
8 just, you know, by and large it's going to be
9 satisfied there.

10 And Sandy, you met this last time here in
11 January. If you wanted to add anything to that.
12 I'd just ask them to come with some models that
13 we would be able to start looking at as this
14 committee. But yeah.

15 DR. HANDFIELD: I don't really have
16 anything else to add other than I went out then
17 to Valencia, Seminole, our -- our closer sister
18 schools to see what they were doing.

19 DR. FLETCHER: Correct.

20 DR. HANDFIELD: Yeah. Valencia, Seminole
21 and Daytona State. Broward we did. And Indian
22 River.

23 DR. FLETCHER: So we as a committee we'll
24 be looking at these models. So in terms of an
25 update that's where we stand right now. We're

1 trying to flush out this idea of a -- of a -- of
2 a committee that would be the next step versus
3 moving through administration. At best needs to
4 be -- stay within the departments and the
5 disciplines to discuss if there is a question,
6 it has merit that it's looked at by peers and
7 then, you know, ultimately we'd kind of look to
8 see what the next step after that in terms of
9 due diligence and due process of a student.

10 DR. MARSHALL: Can I ask a question?

11 DR. FLETCHER: Uh-huh.

12 DR. MARSHALL: Do we have an idea of how
13 many students per semester this might apply to,
14 this kind of like third level appeal I guess it
15 would be then, right? Past the collegewide
16 chair? Anybody from experience or describe
17 this?

18 DR. HANDFIELD: I mean as provost I never
19 actually had that many that would come to me as
20 far as grade appeals. Most of the time they
21 were able to resolve it with the faculty member
22 themselves or they would go to the department
23 chair.

24 DR. SIMPSON: I can only speak to my area
25 this past year regarding the structure. But in

1 my area and say I've got roughly seven or eight
2 grade appeals specifically that went to the dean
3 level review. So of the number that are filed
4 that's not a huge volume.

5 DR. FLETCHER: But it's still -- I mean
6 it's -- it's a -- we -- that's just too many out
7 there --

8 DR. MARSHALL: Sure.

9 DR. FLETCHER: Okay. Well, those are the
10 updates. You know, as we continue to meet I'd
11 like to at least get a quick update as we're in
12 this reopener negotiations on those working
13 committees. And, you know, we know that they're
14 going to move towards the end of the academic
15 term. So -- or the academic year.

16 We have put faculty advisors on here. As
17 you all know, we've moved with the guided
18 pathways. We have established our academic
19 communities. I mean and that lends itself to
20 what we've done with the restructuring with our
21 eight chair -- collegewide chair positions.
22 We're moving into that next really beyond --
23 when we look at academic communities, the guided
24 pathway and the process, that institutional
25 conscript that we're putting into play here at

1 Eastern Florida is one of those in terms of once
2 a student has let's say moved to a second
3 semester or a third semester or second semester
4 of the second year having the need just by
5 experience a need for a trained and really
6 reliable group of faculty advisors that could
7 help shepherd students, could help them move to
8 that -- really that most important fourth
9 semester to get them to a place of completion.

10 But we're -- I mean by and large -- and
11 we've -- we've talked about it. I mean we -- we
12 need to really applaud ourselves at the high
13 level of completion that we have for our
14 students. But this can even make it much
15 stronger. Many institutions of this size and
16 this diverse in terms of academic offerings
17 having a group of faculty that are a part of
18 that is necessary.

19 We talked briefly about it during
20 negotiations. But we really never moved beyond
21 just kind of an open discussion about it. And
22 this would right now because it's not going to
23 be so much a part of the contract. It would be
24 something that we would really want to consider
25 for our next contract.

1 If we could at this point informally
2 establish maybe a system that has -- and, you
3 know, is an incentivized system right now that
4 it is something that we would incorporate into
5 the contract the next. So that it's part of the
6 contract.

7 DR. FILES: We can start that any time that
8 you'd like.

9 DR. FLETCHER: Uh-huh. Okay.

10 DR. FILES: Do you see these faculty
11 advisors as like an auxiliary assignment for
12 current faculty or are these going to be new
13 line numbers?

14 DR. FLETCHER: It may be new line. I
15 haven't really gotten to that point.

16 It's another -- we -- that's what we would
17 discuss. And Katina can talk a little bit about
18 it. I mean is it part of right now or is it
19 just going to part of professional development
20 and you -- you can receive maintenance and F-DIP
21 for it and then the next contract we actually
22 put it in as what is the site for a faculty
23 advisor that successfully completes the training
24 and then becomes a faculty advisor.

25 And then there's a monetary amount. And it

1 would -- then it would be removed from -- you
2 know, you couldn't do both. You -- you -- if
3 you chose to be a faculty advisor you know
4 you're going to be getting paid to do it.

5 So I think that it's something that I'd
6 like us to really consider. I know it's going
7 to be more formal in the next contract. But
8 it's definitely going to be something that's as
9 we continue to roll out our academic communities
10 you're going -- we're all going to see the value
11 of it. And it's both on the career side and on
12 the transfer side. Because we all know what our
13 ratios right now are for academic advisor.
14 They're really high. Like a thousand to one in
15 some cases.

16 I mean so then you got -- you know, you
17 have students. You're wondering why do they
18 come back? They seem to be on track. But if
19 it's the faculty member that -- you know, I
20 don't know. Because you're having the
21 relationships. That's where the engagement
22 takes place. We all know that. Is academic
23 (indiscernible) is -- happens because of you
24 all. It doesn't happen -- you know, it just
25 doesn't -- this is not a light bulb that goes

1 off: Oh. I think I can be a successful college
2 student. It is the faculty-student engagement
3 that happens in the classrooms and outside of
4 the classroom that makes our students stay.

5 Okay. Handbooks and charters which is --
6 this is a large part of what we're doing with
7 our UFF administrative leadership summit. So
8 that was just something that we know that April
9 11th is when we're going to look at all of
10 those. And we have them as a part of each one
11 of our faculty-led teams. Our committees and
12 councils.

13 Any -- I mean that's just more of just a
14 note.

15 DR. FILES: Uh-huh.

16 DR. FLETCHER: And then, Dustin, you
17 brought up scrivener errors. We -- we reviewed
18 quickly. But we probably want to look through
19 them. They all seem very plausible and
20 necessary.

21 Except for 65. I don't know what that
22 means.

23 DR. FILES: I'm sorry. What?

24 DR. FLETCHER: Number -- page 65. Is that
25 an error?

1 DR. FILES: I don't know. I don't remember
2 which one that is.

3 DR. FLETCHER: It says witch hunt.

4 DR. FILES: Oh. Yeah. We -- we went on a
5 witch hunt. And we all --

6 We would change out the word witch with
7 that. We call it a witch hunt.

8 DR. FLETCHER: Okay.

9 DR. FILES: Were there any that you wanted
10 to discuss in -- in detail?

11 DR. FLETCHER: I mean we'd have to look at
12 them. But it looks all, like I said, definitely
13 has ...

14 DR. FILES: Do we want to put that then at
15 the top of our agenda for --

16 DR. FLETCHER: Yeah.

17 DR. FILES: (Cont'd.) For our next
18 meeting?

19 DR. FLETCHER: Yeah.

20 DR. FILES: And we'll go through the entire
21 contract and accept and reject.

22 DR. FLETCHER: There's a few in here that
23 we've got to -- we just didn't catch in changing
24 dean to chair. You know, there's more of a
25 chair responsibility. It's not a dean. That

1 just didn't get caught. But that's fine.

2 So we can add a few to that and we'll come
3 back and --

4 DR. FILES: Okay. Sounds good.

5 DR. FLETCHER: Okay. So we wanted to
6 exchange openers. We do have ours written
7 down.

8 Okay. So if you guys wanted to walk
9 through ...

10 DR. FILES: So we decided that our opener
11 this year will be Appendix N which deals with
12 the implementation of F-DIP and everything we
13 need to clean up what is currently Appendix N
14 and verify what there is -- needs to be there.

15 DR. FLETCHER: Okay.

16 DR. FILES: And I'll make any changes that
17 possibly need to be changed.

18 And we would also -- are going to open
19 Article 14.

20 DR. FLETCHER: Okay. Any other discussion
21 on that opener?

22 DR. FILES: No, sir.

23 DR. FLETCHER: All right. We are not going
24 to -- we're not going to open an entire -- our
25 -- we're going to look at 6.20, student

1 complaint procedures. I mean given our
2 rationale for doing that. So you can read that.
3 But that's what would be ...

4 Okay. No other discussions on the openers.

5 So the schedule of meeting dates. It
6 appears that Mondays seem to be a pretty good
7 time to do this. Is this time okay? 2:30?

8 Okay.

9 DR. FILES: Could we -- could we move 15
10 minutes back --

11 DR. FLETCHER: Oh, sure.

12 DR. FILES: Or forward rather?

13 DR. FLETCHER: So 2:45?

14 DR. FILES: Correct, sir.

15 DR. FLETCHER: Okay. That's fine. So 2:45
16 on Monday. And we want to meet every Monday
17 outside of next Monday.

18 DR. FILES: Okay.

19 That works okay for us.

20 DR. FLETCHER: Okay. We'll get that
21 established.

22 And, Lisa, you'll work with those dates.
23 Okay?

24 Okay. Any other items we want to discuss
25 today?

1 DR. FILES: We don't have anything else.

2 DR. FLETCHER: We'll come back with our
3 scrivener errors. And then we'll begin in
4 earnest on the 21st.

5 DR. FILES: Sounds good. Okay.

6 DR. FLETCHER: Thanks, guys.

7 (Whereupon, the proceedings concluded at
8 2:53 p.m.)

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CERTIFICATE OF REPORTER

I, Margaret Eddy Sheffield, Court Reporter, do hereby certify that I was authorized to and did report the foregoing proceedings, and that pages 3 through 21 are a true and correct record of my stenographic notes.

Dated this 15th day of March, 2022.



Margaret Eddy Sheffield, Court Reporter

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