



Policy Board Meeting Minutes

September 18, 2024 at 3:30 pm

Zoom: <https://usffa-net.zoom.us/j/81764954683?pwd=VUPLwOaC1RblULbX2EfHUB7SeftlfJ.1>

Reps Present:

Brandi Lawless, President	X	Robert Boller, Arts	X	Gina Solares, Gleeson	X
Sarah Burgess, VP of Member Advocacy	X	Steve Roddy, Arts	X	Amy Gilgan, Library	X
J Garrett-Walker, VP of Shared Governance	X			Ursula Aldana, SOE	X
Ben Levy, VP of Member Engagement	X	David Guy Brizan Sciences	X	Danfeng Koon, SOE (ill)	
Leigh Meredith, VP of Communications	X	Sarah Camhi, Sciences	X	Monika Hudson, SOM	X
Anthony Patino, VP of Finance		James Wilson, Sciences	X	Jerome Stewart, SOM	X
Lilian Dube, Arts	X	Scott Nunes, Sciences	X	Xiaohua Yang, SOM	X
Phillip Choong, Arts	X			Alice Fiddian Green, SONHP	
				Janice Mark, SONHP	X

Other members: Randy Souther; Genevieve Negron-Gonzales

3:30-3:35 Call to Order

- Approval of Minutes:
 - [September 4, 2024](#)

3:35-4:00 Agenda Item 1: President's Report

Purpose: President Lawless will update the board on recent developments

Information	<p>Provost/President Lunch: 48 members joined the president and provost at an informal lunch yesterday. We will have more structured meetings coming up with the president and provost</p> <p>Upcoming "Chat and Chai" with the provost - these will deal with the Horizons and enrollment. Please attend.</p>
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	<p>Sabbaticals for Senior Faculty: There is an issue with a former faculty member being denied Emeritus status because they didn't come back after their sabbatical and immediately retired. The administration is cracking down on faculty who take sabbatical shortly before retirement. There's nothing that the union can do to ensure Emeritus status in such cases.</p> <p>Term Task Force: Discussions were held with David Philpot and the Term Task Force status. The last bargaining agreement ended with task forces - we'll discuss these more later. One of these was the Term Task Force. As it stands, there are remaining issues about "due process" and layoffs. Term faculty are the only employees on campus currently without due process. Once this is added, the agreement will be voted on by the PB, and then the full membership.</p> <p>Class Action Lawsuit: In 2018/19 there was a statute that required paychecks to have hourly rates. At most universities (like USF), adjuncts are paid flat rates, not hourly rates. A lawyer sued many universities about this, including USF. USF won on 3 counts, but lost the 4th.</p> <p>Wifi reimbursement was also lower at USF than at most other CA universities. This is also part of the settlement. The admin strongly recommends that everyone cash their checks - otherwise the cash goes back to the suing attorney, who has been donating it to an organization of his choice.</p> <p>UBAC: We need a UBAC representative from the faculty. Former UBAC representative, Jonathan Cromwell, shared this message: "We invite you to become a faculty representative for the USFFA on the University Budget Advisory Council (UBAC), where you'll play a vital role in shaping the financial future of the university while advancing transparency and shared governance. UBAC formally meets once per month for 1.5 hours, with additional voluntary opportunities to support initiatives like enhancing budget education and strengthening shared governance. For example, each fall the council formally votes on measures to increase the budget, ensuring transparency in the process, and in the future, we aim to expand this effort to include formal votes on the budget decrease process each spring. Your participation will help amplify the voices of faculty, students, and staff in these critical decisions, aligning with USF's mission and values."</p> <p>We now have empty seats on many committees and it looks as though members are not serious about shared governance. It's time to nominate friends and email 3 people to actively recruit faculty to fill seats. We need to be a part of the conversation and deciding what's cut. This is truly one of the most important service responsibilities of the next few years.</p>
Discussion	<p>Member Comments:</p> <ul style="list-style-type: none"> - UBAC may be more than 1.5 hours per month; it will require quite a bit of time as the university reviews its finances. The commitment might be more like 5-10 hours per month. But the union will also need to be involved in this critical work.
Decision	



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Purpose: VP of Finance will propose a motion for additional course buyouts for the President and VP of Member Advocacy

Information	<p>Lump Sum Dues: Please contact the VP of finance if you did NOT receive a confirmation of your payment.</p> <p>Course Buyouts: Tony tried to submit formula funding for stipends for Eboard members covering the work of the ED/EC. This was denied, but permission was granted to use the funding for course buyouts (the university budgets this at about ~30K per course). Formula funding will cover about 24K per course buyout - and we could ask for more buyouts.</p> <p>With additional buyouts, additional work could be done.</p>
Discussion	No discussion
Decision	<p>Motion proposed to approve 3 course buyouts for this SY. 2 for the president, and 1 for the VP of Member Advocacy.</p> <p>Motion passed. (Dean's approval is still required)</p>

4:10-4:45 Agenda Item 3: Prioritizing Task Forces

Purpose: VP of Shared Governance will discuss progress on the contract extension task forces, and ask for feedback on prioritization

Information	<p>Recent meeting about the 8 task forces. David Philpott framed these task forces as "optional"; we are only "on schedule" for 2 of the 8.</p> <p>We need to prioritize and move forward; we are already having a hard time filling seats of committees, but we will need members to participate in these ad-hoc committees.</p> <p>Task Force List: https://drive.google.com/file/d/1Vi4WFrRk-JhXYLjKBQ4YgfYVF2C21ClZ/view</p> <p>We have members in mind to serve on the Guidelines for Tenure and Promotion Task Force. We would like to have uniform guidelines and supports across all the colleges.</p> <p>David Philpott has said that management is not required to grant sabbaticals. Deans will be more targeted and direct about faculty who are not fulfilling their contractually obligated responsibilities - these faculty may not be granted sabbaticals. This will likely be a point of negotiation in 2026, if not before. This is a reason for members to join the Sabbaticals task force.</p> <p>The CBA specifies specific insurance companies (Anthem/Delta/Kaiser) - according to admin, this limits their ability to negotiate prices.</p> <p>Recommendation to potentially combine "B" and "G" task forces (T&P and Mission/ADEI)</p>
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	Note that we could go in order of the chronology/deadlines as listed in the agreement - OR we could prioritize.
Discussion	<p>Member Comments:</p> <ul style="list-style-type: none">- Benefits is a task force we should prioritize.- "E" and "H" should be prioritized - and combined, because they are related. (Sabbaticals and retirement) <p>PB reps should talk to their members about which task forces to prioritize and have feedback by the next PB meeting. When members you speak to are passionate about issues, please recruit them to serve on the task force committee. Some of these task forces will only take a few meetings rather than an extended commitment.</p>
Decision	We will collapse "E" and "H" and "B" and "G" task forces

4:45-4:55 Agenda Item 4: Motion to approve updated bylaws for UPRC

Purpose: VP of Shared Governance will share the updates to the UPRC bylaws and put forth a motion to approve the changes

Note: Please review the updated bylaws in the shared PB folder ([9/18 sub-folder](#))

Information	Last year, PB voted to include language around Conflicts of Interest. UPRC also updated their bylaws, and we need to approve them. The major change is around not being on the UPRC committee during the time when they are going up for promotion.
Discussion	No discussion
Decision	Motion to approve the UPRC bylaws (seconded). The motion passed.

4:55 - 5:20 Agenda Item 5: Reports

This section of the meeting consists of reports from USFFA Officers, USFFA Committee Chairs, etc.

There may or may not be motions during this section of the meeting.

- VP of Member Engagement: Please encourage members to fill out the member survey - we're currently at 25% Please find the survey here:
<https://forms.gle/FwwXQMQfGEvSD4gL7>
- VP of Shared Governance: We do sabbatical support and post-sabbatical merit funds; we will soon be sending out applications for both of these.

5:20-5:30 Announcements and Open Comment

During this section of the meeting, any USFFA member can make an announcement or raise an issue that ought to be addressed at a future Policy Board meeting. No motions or discussion is permitted during this section of the meeting.



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Member Comment:

Traditionally, annual contract letters have listed how many units (Teaching/Research/Service + Overload) in SONHP. But this time, only teaching units were listed and nothing else. Faculty have been upset by this because the full units are not listed.

- President Lawless will follow up

Action items:

- Please fill out member contact info survey
- Please talk to members/divisions about task force prioritization and recruit members to serve on those ad-hoc committees

Meeting adjourned: 4:38