

**Re: Faculty Senate Steering Committee**

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**From:** "Jim Gilkeson" <jim.gilkeson@gmail.com>  
**To:** "Manoj Chopra" <chopra@mail.ucf.edu>  
**Date:** 11/2/2006 5:41 PM  
**Subject:** Re: Faculty Senate Steering Committee  
**CC:** "Ida Cook" <cook@mail.ucf.edu>, "Lisa Logan" <logan.lisa@gmail.com>, "Barbara Fritzsche" <bfritzsc@gmail.com>, "Beth Young" <zbyoung@gmail.com>, "Dawn Trouard" <dtrouard@gmail.com>, "Jim Gilkeson" <jim.gilkeson@gmail.com>, "Stanley Smith" <stansmithuff@yahoo.com>, "Sheryl Andrews" <sandrews@mail.ucf.edu>

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Hi Manoj,

I think I'm comfortable providing my answer to your question in writing.

The recommendations for TIP, RIA, and SoTL awards that were formulated in the Faculty Senate last year were not implemented because the BOT and UFF decided not to include them in the agreed upon Article 23 (although we did agree to expand SoTL eligibility to include instructors.) There were a number of issues regarding TIP, RIA, and SoTL awards that the BOT and UFF teams discussed, but we realized that resolving these issues would be quite time consuming and was best left to this year's negotiations when the full contract is up for renegotiation.

I want to assure you that the UFF bargaining team will always seek input from all parts of the University community when we bargain various issues. I'm not sure what issues the BOT and UFF will decide to examine in depth during the current negotiations, but I imagine we'll seek input from the Faculty Senate if we decide to re-examine TIP, RIA, and SoTL award criteria or procedures.

At that time, perhaps you will be persuaded to invite representatives from both bargaining teams to meet with the Faculty Senate steering committee and discuss the issues. That might be a very productive use of face-to-face meeting time and would provide a nice opportunity for both bargaining teams to hear your concerns.

Thanks for providing me this opportunity to respond to your question.

Jim Gilkeson  
Chief Negotiator  
UFF-UCF

**Manoj Chopra** <chopra@mail.ucf.edu> wrote:

Dear Dr. Gilkeson and Ms. Andrews:

At its last meeting held on October 12, 2006, the Faculty Senate Steering Committee discussed the issue of TIP/RIA/SoTL awards. In particular, a concern was raised on the non-implementation of the Faculty Senate recommendations for revisions to the TIP Criteria and Procedures for 2006. The Committee voted to invite both of you to its next meeting, to be held on November 9, 2006 at 4:00pm in SU 223, to allow you to present your views on why the proposals to amend the TIP proposals were not implemented.

11/16/2006

I would like to extend an invitation to both of you to attend. If you are not able to accomodate this meeting in your schedule, you are welcome to respond through a written statement addressed to the Senate Steering Committee.

Best Regards,  
Manoj.

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Good morning Manoj: I am providing my response to your question from the Faculty Senate Steering Committee regarding TIPs in writing because I plan to be out of town next week. As you know, following the 2004-2005 bargaining session in which the UFF suggested making changes to the TIP, RIA, and SoTL programs, the Faculty Senate was asked to examine those programs and to make recommendations to the President as to what, if any, changes the Senate felt were necessary or desirable.

As we entered bargaining for the 2005-2006 year, the Senate had completed its evaluation of the TIP program and forwarded its recommendations to the President and the Provost. The President and the Provost accepted the Senate's recommendations and the BOT team placed that approved language regarding TIPs on the table this summer. It quickly became apparent, however, that the UFF and the BOT were still apart on a number of issues regarding all three of the award programs. In order to conclude this session of bargaining expeditiously and enable faculty to receive their salary increases as quickly as possible, we agreed to defer further discussions of the awards until we re-open the entire contract this year. Those negotiations begin this month.

The BOT team values the Faculty Senate's input on these issues. Although the UFF is the legal bargaining agent for all issues involving terms and conditions of employment, we believe that a healthy dialogue among all members of the university community that are affected by these issues is important. I hope this answers the Steering Committee's questions. Thank you for the opportunity to respond. Sherry Andrews

Sherry Andrews  
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