

MOU Impact Bargaining: Systemic Racism, Sexism, & Hostile Work Culture

UFF-UCF Bargaining Team: Kevin Coffey, Annabelle Conroy, Fon Gordon, Marie Leticee, Monique Levermore, Iryna Malendevich, and Yovanna Pineda, Chair.

Ex officio member: Scott Launier, Chapter President

Contributors to this MOU: Caroline Cheong, Lisa Danker, Nina Orlovskaya, Latarsha Chisholm, and Talat Rahman.

STATEMENT

The goal from UFF-UCF is to secure the educational, social, and cultural equality of rights to eliminate discrimination and ensure the health and well-being of all persons. Racial and gender justice includes environmental justice and an equitable distribution of resources and wealth. We cannot underestimate the enormous emotional and physical taxation from institutional racism and sexism. Hence, the proposed language is written with the intent to promote the University's commitment to enhancing diversity and inclusion. Below we propose goals that shall stay in effect until May 1, 2026. Both parties can reopen owed to changes in culture at the University.

PHASE 1 (2020-2023)

Recruitment and Hiring Practices

1. Actively recruit, hire, promote, and retain Black, Native Americans, Latinx, LGBTQ+, and other minority faculty so that colleges reflect best our diverse student population. The goal is to achieve a diverse faculty at all levels that reflects our student and Orlando communities.
2. Provide additional start-up funds and salary to help recruit, hire, and retain Black, Native Americans, Latinx, LGBTQ+, and other minority faculty.
3. Hire a team of external consultants that will collaborate with the University and the UFF teams to build a plan to create, assess, and guide colleges & departments to improve work conditions of minority faculty at UCF.
4. Promote minority faculty from within the University, including promotion from a lecturer to tenure-earning position.
5. Actively recruit and mentor existing minority faculty for leading decision-making positions at the University, including administration.
6. For teaching positions only (i.e., instructors) require a minimum of a master's level as a qualification.
7. Provide equitable and transparent evaluation practices in promotion policy.
8. Provide implicit bias training for faculty on search, promotion, and award committees.

University-wide Education on Race Relations

9. Integrate courses from Africana and Latin American & Caribbean Studies into the First-Year experience and/or include in core curriculum.
10. Promotion of a university-wide book club program to discuss issues of race. Such promotion could ensure UCF is a leading force on recognizing institutionalized and systemic racism.
11. Invite respected speakers to speak to our UCF community about implicit bias or white fragility (i.e., *White Fragility* Robin DiAngelo) as a process to educate and promote discussions of race at UCF.

50 **Salary Equity**

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52 12. Support equitable language for salaries (equity in gender & race) in Article 23 Salaries.

53 13. Allow faculty to see files and receive comments/feedback on their own RIA, TIP, or

54 SOTL Awards

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56 **Evaluation and Accountability**

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58 14. The University shall support an equitable evaluation system. The evaluative committee
59 shall demonstrate uniformity in the evaluation of an award, promotion, or job candidate,
60 if a search committee.

61 15. Train University administrators with evaluative power (i.e., chairs, deans, provosts, VPs,
62 and so on) about how to advocate, understand, and support female faculty with children
63 and to avoid patronizing language.

64 16. The University in collaboration with the UFF team will work on a plan to keep faculty of
65 color and women safe in their academic departments, i.e., psychology department.

66 17. Hold administrators accountable who violate our bargaining unit's CBA.

67 18. An immediate supervisor shall fully investigate student complaints before assuming the
68 minority faculty member was at fault.

69 19. Encourage an immediate supervisor to respect anonymity when it is requested by a
70 faculty member.

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72 **PHASE 2 (2023-2026)**

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74 **Recruitment and Hiring Practices**

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76 20. "Inclusive excellence" shall refer to enhancing diversity in ethnicity and race in a
77 department or program. It shall not apply to spousal hires of dominant categories of race
78 or gender in a department or program.

79 21. Develop partnerships or consortiums of sister institutions for pipeline of hiring and
80 recruitment.

81 22. Garner donations to build endowed chair positions targeting the hiring of minority faculty
82 in leading decision-making positions at the University

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84 **Salary Equity**

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86 23. Hire an unbiased external consultant to review and analyze the process of awards over
87 the past ten years (RIAs, TIPs, & SOTLs Awards and tenure/promotion files) to
88 determine whether awards are equitably or arbitrarily distributed. If it's determined that it
89 was inequitable and if discrepancies in equity are found, the university shall compensate
90 the employees in order to achieve equity. The consultant will be agreed upon by the UFF
91 and UCF BOT teams.

92 24. If inequity is discovered in the awards process, the University and the UFF team will plan
93 to make the affected faculty whole.

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95 **Programs and Majors**

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97 25. Fund and promote programs such as Africana and Latin American & Caribbean Studies
98 with the intent to make them departments with majors and minors.

99 26. Recruit and hire chairs to lead the two departments of Africana, Latin American &
100 Caribbean Studies.

- 101 27. Create special lines to populate the departments of Africana and Latin American &
102 Caribbean Studies with faculty and staff.
103 28. Provide seed funding to launch a Latino/Latinx program to fulfill criteria of Hispanic
104 Serving Institution (HSI).
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106 **Reducing UCF's Culture of Fear & Hostile Work Environment**

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- 108 29. Mandatory diversity and inclusion training for all faculty at the New Faculty Orientation
109 (i.e., NEA racial justice modules).
110 30. Increase the number of lactation rooms for privacy across the campus.
111 31. Annually support and/or fund an open forum on systemic racism with outside consultant
112 as facilitator, so, all faculty can voice their feelings, opinions, and experiences at UCF.
113 32. Develop a mediation system with an external consultant for unsatisfactory resolutions
114 between a chair and a faculty member for problems outside the CBA. It is our
115 professional obligation to foster civility and professorial behavior.
116 33. Each department shall have a Diversity Officer engaging faculty in most recent research
117 on race, gender, and diversity issues.
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119 **Costs:** UCF will be responsible for costs associated with necessary changes stated in this
120 memorandum of understanding.
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122 Except as specifically provided below, the terms and conditions outlined in this memorandum
123 shall supersede any other UCF practice or policy. This agreement will be effective upon a
124 ratification vote and will remain so until May 1, 2026. However, by mutual agreement, this may
125 be reopened each year.