

Resolutions Passed at
UNITED FACULTY OF FLORIDA VIRTUAL SENATE MEETING
September 18 & 19, 2021 Via Zoom

UFF Senate Resolutions and Bylaws change
from September 18-19, 2021 (held virtually)

Resolution from the State University System Bargaining Council

"UFF recommends that all chapters participate in a mask distribution campaign as a collective action."

Resolution from the Graduate Assistants United Bargaining Council

“Solidarity and Support for International Graduate Assistants Experiencing Abuse from Faculty

WHEREAS in concordance with the “Support and Re-Affirmation of Diversity and Inclusion” resolution adopted in February of 2019, the United Faculty of Florida (UFF) and its members continues its commitment and support of all students, faculty and staff and welcomes people of diverse backgrounds regardless of immigration status, religion, or country of origin, and

WHEREAS diversity within our institutions promotes intellectual growth through collaborative research and instruction involving international and immigrant students, faculty, and staff and,

WHEREAS international faculty and graduate assistants (GAs), especially those from China, have been the target of xenophobic legislation that aims to protect our institutions from “outside sources” and,

WHEREAS international graduate assistants are an integral part of our community who face unique challenges as foreign nationals whose working status, post-graduate education, and depend on the professional relationship fostered between them and their Principal Investigator (PI) or advisor and,

WHEREAS international GAs are vulnerable to exploitation from those faculty whose views on worker’s rights are different than those represented by UFF and,

WHEREAS instances of exploitation, mistreatment, and abuse have resulted in international GAs backing research they do not agree with and lead to toxic work environments that harm the mental health of the

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GAs in that environment and, in at least one instance, have resulted in the death of an international GA by suicide and,

WHEREAS investigations led by university administration of faculty misconduct produce little in the way of accountability, with the most severe disciplinary action of late being a mandatory, paid, leave of absence, which was announced only after two other separate academic organizations concluded that academic misconduct had taken place and was nearly two years after the instance that initiated the investigation and,

WHEREAS the lack of response from UFF has led to mistrust of faculty and graduate assistant unions among international GAs leaving those vulnerable to misconduct unwilling to seek or accept guidance from union leaders on this issue, resulting in the continuation of misconduct, exploitation, and abuse, therefore,

BE IT RESOLVED that UFF's commitment to support diversity and inclusion shall involve a public statement written by the Leadership, Diversity (+Inclusion) Committee in solidarity and support of international GAs, and

BE IT FURTHER RESOLVED that the statement produced by the Leadership, Diversity (+Inclusion) Committee shall include language that specifically addresses the issue of the exploitation, abuse, and mistreatment of international graduate assistants, and the Leadership, Diversity (+Inclusion) Committee shall produce a plan for a campaign that will increase visibility of our allyship so GAs who may be victims of abuse can identify faculty members who will hold a safe and confidential space for them to seek guidance and resources about how the union can be of assistance to them, and

BE IT FURTHER RESOLVED that the United Faculty of Florida shall contract with an attorney for the purpose of establishing guidelines for prospective faculty allies to follow to avoid legal liability while providing support to graduate students utilizing aforementioned safe and confidential spaces. The GAU and SUS Bargaining Council Vice Presidents, or their respective designees, shall have the right to be present and speak at each meeting between the aforementioned attorney and any UFF staff member and/or elected officer."

Resolution from the UFF Retired chapter

"Whereas the College for All Act would require any college or university that receives Federal funding to have at least 75% of its faculty on a tenured or tenure-track line; and

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Whereas the College for All Act would provide a free college education to all who want one, thereby expanding higher education enrollment and faculty job opportunities;

Therefore, be it resolved that the UFF endorses the College for All Act and pledges to work for its passage and enactment.”

UFF Bylaws change

Article 8, Section 3 UFF Bylaws

“The Steering Committee shall have the authority to act for the UFF Senate between meetings of the Senate and shall report all actions to the Senate. Where such actions materially or economically affect the UFF membership or relate to the Senate's authority to carry on all business affairs of the United Faculty of Florida as expressed in Article VI, Section 5 of the UFF Constitution, the Steering Committee shall refer, where reasonable and practicable, such policies and decisions to the UFF Senate for consideration prior to implementation.”