

From: Roscoe Hightower
Sent: Tuesday, November 3, 2020 12:09 AM
To: Presidents Office <PresidentsOffice@saintleo.edu>
Cc: Valerie Wright <Valerie.Wright@saintleo.edu>
Subject: Concerns for Saint Leo University's UFF Chapter

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Dear Dr. Senese,

I am Roscoe Hightower, Jr., Ph.D., President of the United Faculty of Florida (UFF) Florida A & M University (FAMU) Chapter, Centennial Eminent Scholar Chair and Professor of Marketing and Facility Management in the School of Business and Industry. I write this letter to you today with hopes of assisting you to change your mind with respect to the recent decisions made by you and Saint Leo University's BOT to eliminate the UFF Saint Leo University Chapter and your Faculty Senate. We are indeed experiencing difficult times, however, times are not so bad that leadership needs to unilaterally strip away and reject faculty's contractual rights on a dark unannounced Friday afternoon. However, I'm told that this occurred on your campus with your knowledge and approval on October 22, 2020 in and or around the 5pm time frame.

Being President of a university requires you to know what "shared governance" is and means regardless if you personally believe in it or not. I do not know you personally. However, as an outsider to Saint Leo University given the facts of what has transpired and is currently transpiring there now with faculty; one would be led to believe that you along with Saint Leo University leaders do not believe, practice, and respect what is known as "shared governance" for its faculty. Now is not the time to be defensive...because how else can one justify such a momentous decision with no faculty consultation in the middle of a worldwide pandemic. Saint Leo University leadership made its decision known at 5pm on a Friday afternoon. From an outsider's vantage point like mine, this behavior is completely shameful and demonstrates the lack of respect for its employees, their families, and the entire community.

If I'm not mistaken, Saint Leo University is a member of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). My institution is also a member. Rhetorically, what was the BOT thinking when there was no deliberation with the faculty union that has existed for almost 40 years before unilaterally removing the Collective Bargaining Agreement (CBA) in that one vote? How will this be viewed by stakeholders? How can the BOT explain this move to SACSCOC? Maybe the plan is to say that there is an equal opportunity aversion to shared governance at Saint Leo University because the BOT immediately removed the University Faculty Senate following its vote to end the labor union without any discussions with their faculty. Maybe Saint Leo University doesn't believe in shared governance?

We want you and the BOT to know that UFF-FAMU stands with the faculty at Saint Leo University now and forever in the face of unfairness and inhumanity during these difficult pandemic times. We will defend their rights guaranteed by their CBA. We want to believe that Saint Leo University's BOT "...cultivate servant leadership that respects and upholds the dignity of faculty, staff and all members of the university..." We believe that you will personally "...advocate for social justice, guided by Catholic social teaching." A good first move will be to immediately recognize UFF-SLU as the collective bargaining agent for full-time faculty and restore all rights granted to them as outlined in the existing CBA.

Regards,

Dr. Hightower

Roscoe Hightower, Jr.
UFF-Florida A&M University, President