



June 6, 2025

UFF-FAMU Statement - Expectations for President-Elect Marva Johnson and Her Leadership Team

The United Faculty of Florida at Florida Agricultural and Mechanical University (UFF-FAMU), the officially recognized collective bargaining agent for FAMU faculty, issues the following statement in response to the recent selection of the university's president-elect, Marva Johnson.

As stewards of Florida A&M University, faculty members are deeply committed to advancing FAMU's mission to serve, uplift, and educate. UFF-FAMU emphasizes that its members are not merely employees, but essential guardians of the institution's intellectual, cultural, and ethical foundations. The appointment of a new University President marks a significant transition, and it's natural that this process has stirred a range of emotions across our community. In the spirit of transparency and collective progress, we would like to highlight several areas where concerns remain and where clarity and assurance would be greatly appreciated.

In alignment with its role as a voice for academic integrity and community empowerment, UFF-FAMU outlines the following expectations as a framework for principled and visionary leadership at FAMU:

- 1. Preserve FAMU's 1890 Land-Grant Status and Its Historic Mission**
Affirm the university's founding mission, centering students, faculty, community, and scholarship in all aspects of institutional life. We oppose any effort to diminish this legacy.
- 2. Protect Academic Programs and Institutional Integrity**
No academic units should be closed, restructured, consolidated, or defunded without impact bargaining (i.e., the College of Pharmacy, School of Allied Health, and College of Social Science and Humanities, etc., will **remain** at (FAMU).
- 3. Uphold Shared Governance and Academic Freedom**
Faculty must be integrally involved in major academic decisions, and academic freedom in teaching, research, and public discourse must be safeguarded.
- 4. Support Inclusive, Culturally Rooted Education**
Programs essential for first-generation students, such as African American Studies, History, Sociology, etc., must be prioritized and properly funded.
- 5. Practice Transparent, Participatory Leadership**
UFF-FAMU calls for consultation forums with the president and her leadership team in line with the Collective Bargaining Agreement.

6. Model Ethical, Accountable Stewardship

Incoming leadership must promote open dialogue without retaliation, and consistency in communication and administrative actions.

7. Commit to Timely Bargaining Agreements and SUS Equitable Compensation

UFF-FAMU calls for leadership to align with other SUS institutions' bargaining practices by bargaining in good faith, concluding bargaining sessions for both full book and annual reopeners within an academic year, and publicly posting and abiding by a consistent bargaining calendar.

Given FAMU's trajectory to become a Pre-Eminent, Carnegie R1, and Top 50 Public Institution and the importance of achieving parity with other SUS institutions, we ask leadership to **boldly strike** by:

- Agreeing to increase base salary for all faculty in line with state appropriations since 2022, to offset inflation and delayed bargaining.
- Agreeing to address the pervasive compression and inversion faced by FAMU faculty.
- Reducing faculty workloads from 15 to 12 hours in line with the other SUS institutions.
- Aligning the administrator-to-faculty ratio to be in line with peer institutions in the SUS.
- Committing to hiring and promotion practices free of bias in alignment with the UFF-FAMU Collective Bargaining Agreement.

A Vision for Collaborative Leadership

UFF-FAMU members are not only educators and researchers, we are deeply invested in the future of this institution. We raise these points out of a deep desire to see FAMU thrive. As we move forward, we hope these concerns will be thoughtfully considered and addressed in partnership with all stakeholders. We are ready to collaborate with leadership that upholds the mission of FAMU and protects what makes it irreplaceable.

Likewise, we will organize and advocate to move FAMU forward in unity.

In solidarity,
United Faculty of Florida, Florida A&M University Chapter