

**Presentation by David Shiman, President of United Academics,
to the UVM Board of Trustees**

February 5, 2011

The road ahead

The road ahead to which I refer is the road to bargaining. As you know, the University and United Academics commence our fourth round of negotiations this month. In the past, we have had strong disagreements but remained civil and respectful. I assume this will be the case again.

While UA will certainly honor the negotiating ground rules that prohibit public discussion of items on the bargaining table, we believe it is our right and responsibility to continue to speak out on issues confronting our university. For example, we, as faculty members, will respond to the Provost's call for suggestions on how to address the budgetary challenges before us.

Negotiations always include questions of compensation. I am sure these will as well, with particular attention being paid to the knotty issues of retiree health benefits. Our focus, however, will be on priorities---priorities that relate to the quality of the student experience and our professional lives.

In particular...

- Protecting and strengthening our undergraduate mission, which we see jeopardized by economic constraints and the apparent movement of resources from instruction.
- Improving the employment security and defending the academic freedom of lecturers, of whom there are more than more than 120 in our bargaining unit. They strive to excel while in a permanent state of professional vulnerability.
- Improving the morale across the bargaining unit of faculty who are called on to do more with less and who struggle to achieve their own high standards of professional quality.

UA looks forward to the next few months and to the opportunity to advance our vision of a better UVM

Thank you.