

STATE OF FLORIDA  
PUBLIC EMPLOYEES RELATIONS COMMISSION

THE UNIVERSITY OF SOUTH  
FLORIDA BOARD OF TRUSTEES,

Petitioner,

Case No. UC-2022-021

v.

Order No.: 23E-011

Date Issued: January 17, 2023

UNITED FACULTY OF FLORIDA,

Respondent.

\_\_\_\_\_ /

FINAL ORDER CLARIFYING CERTIFICATION 1395

On September 27, 2022, The University of South Florida Board of Trustees (University) filed an unopposed unit clarification petition seeking to clarify a unit of employees represented by the United Faculty of Florida (Union). See Certification 1395. Specifically, the parties seek to modify certain existing classifications and add newly created classifications to the unit based on recent operational and position changes at the University.

On November 16, the hearing officer issued an order concluding that the unit clarification procedure was properly invoked and that the newly created classifications are appropriate for inclusion in the existing bargaining unit. The hearing officer also concluded that the unit should be modified to reflect title changes for certain classifications. Accordingly, the hearing officer recommended that the Commission grant the petition and clarify the bargaining unit. Neither party filed exceptions to the hearing officer's recommended order.

Upon review and for the reasons stated in the hearing officer's recommended order, which is incorporated herein, we agree with the requested unit modification.

Accordingly, the petition is granted, and Certification 1395 is clarified as follows:

**INCLUDED:** All employees in the following position classifications holding regular, visiting, provisional, research, affiliate, or joint appointments:

- 9001 – Professor (Academic Affairs Use for Tenured and Tenure Earning Faculty; USF Health Use for Tenured, Tenure-Earning; and Non-Tenure Track Faculty)
- 9002 – Associate Professor (Academic Affairs Use for Tenured and Tenure Earning Faculty; USF Health Use for Tenured, Tenure-Earning; and Non-Tenure Track Faculty)
- 9003 – Assistant Professor (Academic Affairs Use for Tenured and Tenure Earning Faculty; USF Health Use for Tenured, Tenure-Earning; and Non-Tenure Track Faculty)
- 9004 – Instructor I – USF Health only
- 9005 – Lecturer
- 9006 – Distinguished University Health Professor
- 9007 – Distinguished University Professor
- 9009 – Eminent Scholar
- 9014 – Instructor II – USF Health only
- 9015 – Instructor III – USF Health only
- 9016 – University School Professor
- 9017 – University School Associate Professor
- 9018 – University School Assistant Professor
- 9019 – University School Instructor
- 9031 – Professor of Instruction
- 9032 – Associate Professor of Instruction
- 9033 – Assistant Professor of Instruction
- 9041 – Senior Instructor
- 9042 – Associate Instructor
- 9043 – Assistant Instructor
- 9053 – University Librarian
- 9054 – Associate University Librarian
- 9055 – Assistant University Librarian
- 9056 – Instructor Librarian
- 9061 – Professor of Practice

9101 – Research Professor  
9102 – Associate Research Professor  
9103 – Assistant Research Professor  
9155 – Coordinator  
9120 – Associate in \_\_\_\_\_  
9121 – Assistant in \_\_\_\_\_  
9126 – Program Director  
9150 – Curator  
9151 – Associate Curator  
9152 – Assistant Curator  
9153 – Staff Physicist  
9160 – Scholar/Scientist/Engineer  
9161 – Associate Scholar/Scientist/Engineer  
9162 – Assistant Scholar/Scientist/Engineer  
9166 – Research Associate  
9173 – Counselor/Advisor  
9178 – Instructional Specialist  
9334 – Specialist, Computer Research  
9394 – Coordinator, Cooperative Education  
9419 – Coordinator, Research Information  
9433 – Specialist, Music  
9434 – Psychologist  
9435 – Resident Advisor to Students  
9460 – Psychiatrist  
9462 – Physician  
9464 – Physician’s Assistant  
9490 – Dentist  
9495 – Specialist, Student Counseling

Together with chairpersons in the following colleges (administrative code C1): College of Arts and Sciences and College of Education; and employees in the above classifications with the following administrative titles: Associate Chair (C2), Assistant Chair (C3), Coordinator (N1), Program Director (G1), Associate Program Director (G2), Assistant Program Director (G3), Department Head (H1), Associate Department Head (H2), Assistant Department Head (H3), and Counselor/Advisor (B1).

**EXCLUDED:** All employees of the USF College of Medicine and all other employees of the University of South Florida, including but not limited to all employees serving as trustees of the University of South Florida and all employees who are in administrative classifications not specifically included above, or are managerial or confidential employees.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty days** from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in sections 120.68 and 447.504, Florida Statutes (2022), and the Florida Rules of Appellate Procedure.

It is so ordered.

POOLE, Chair, AARON and SASSO, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on January 17, 2023.

BY: Barry Adams  
Clerk



/bjk

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*For Petitioner*  
John F. Dickinson, Esquire

*For Respondent*  
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