

The background of the slide is a golden-yellow color with a dense, repeating pattern of various currency symbols (dollar, euro, yen, pound) in a 3D, embossed style. The symbols are arranged in a way that they appear to be floating or overlapping, creating a textured, metallic effect.

Making the Case for Healthy Faculty Salary Increases

Karin Braunsberger, Ph.D.
Chief Negotiator
Bargaining Committee
UFF/USF Chapter



Table of Contents

- Comparisons of faculty wages at USF versus other AAU institutions
- Rising grocery prices in the Tampa Bay area
- Inflation rate
- USF is flush with cash
 - Recurring Funds
 - State Budget
 - E&G and Carryforward
 - E&G Spending
 - Privatization of jobs formerly protected by AFSCME
- How much of a raise do in-unit faculty need?

Comparisons of Faculty Wages at USF versus other AAU Institutions

- Data accumulated by USF and freely available at USF's website
 - [Analytics | University Performance Analytics Suite | University Performance & Survey Analytics \(UPSA\) | Office of Decision Support | University of South Florida](#)
- Conclusion
 - USF faculty members are severely underpaid in comparison to faculty at most other AAU institutions

A vertical decorative bar on the left side of the slide, featuring a golden-yellow background with various 3D-rendered currency symbols such as the dollar sign (\$), yen sign (¥), and pound sign (£).

Inflation Rate

- Survey of Professional Forecasters
 - Expected annual inflation ~ 3.2%

Rising Grocery Prices in the Tampa Bay Area

- [Channel 8 News—Tampa Bay Prices See Highest Spike in Continental US: Study](#)



	Groceries	Eggs, meat, poultry, and fish	Fruits and vegetables	Cereals and bakery products
Tampa-St. Petersburg-Clearwater FL	4.3%	7.8%	0.2%	5.3%

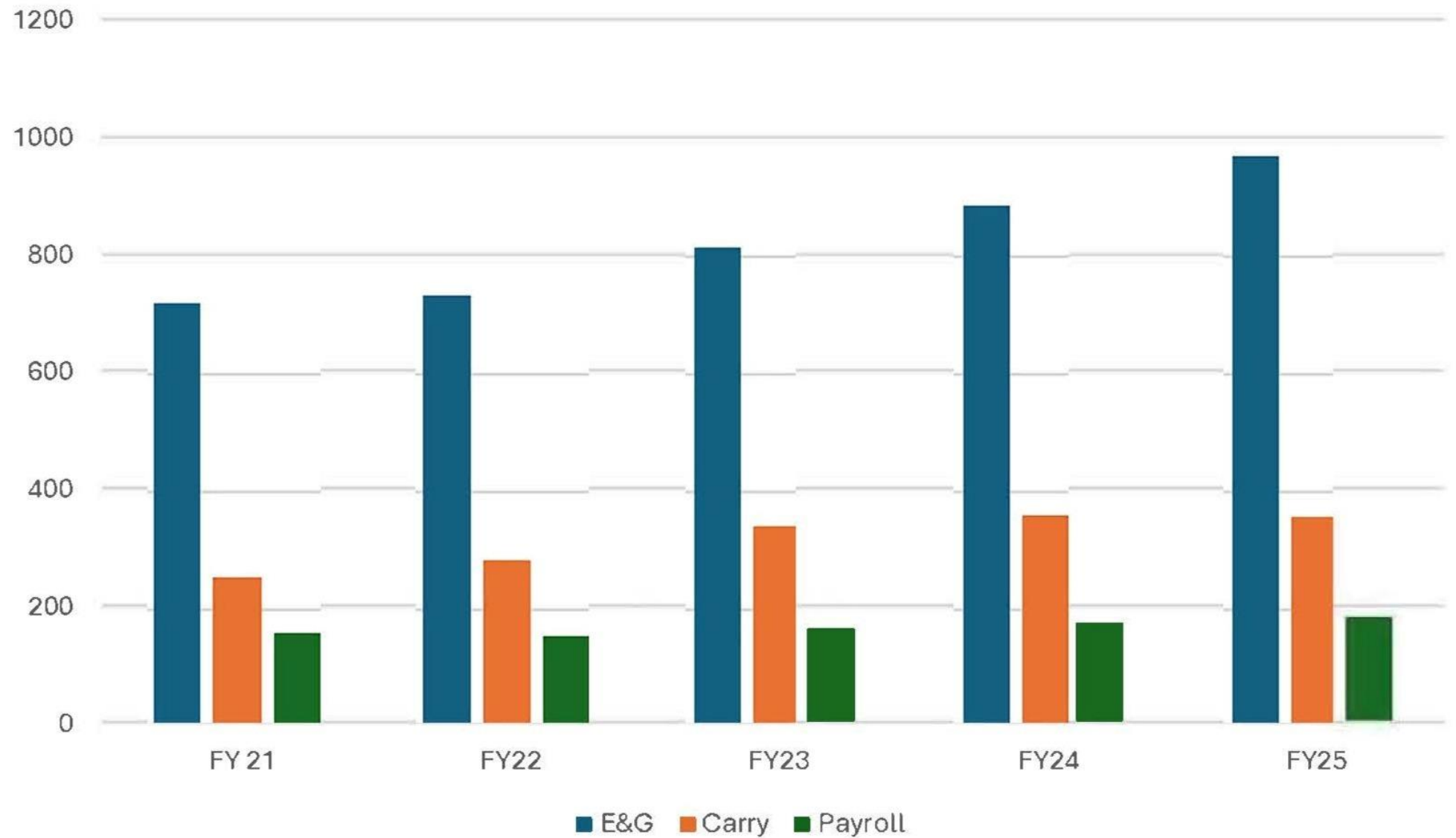
USF Is Flush With Cash

- USF's Education & General Education (E&G) Budget
 - E&G in comparison to Carryforward

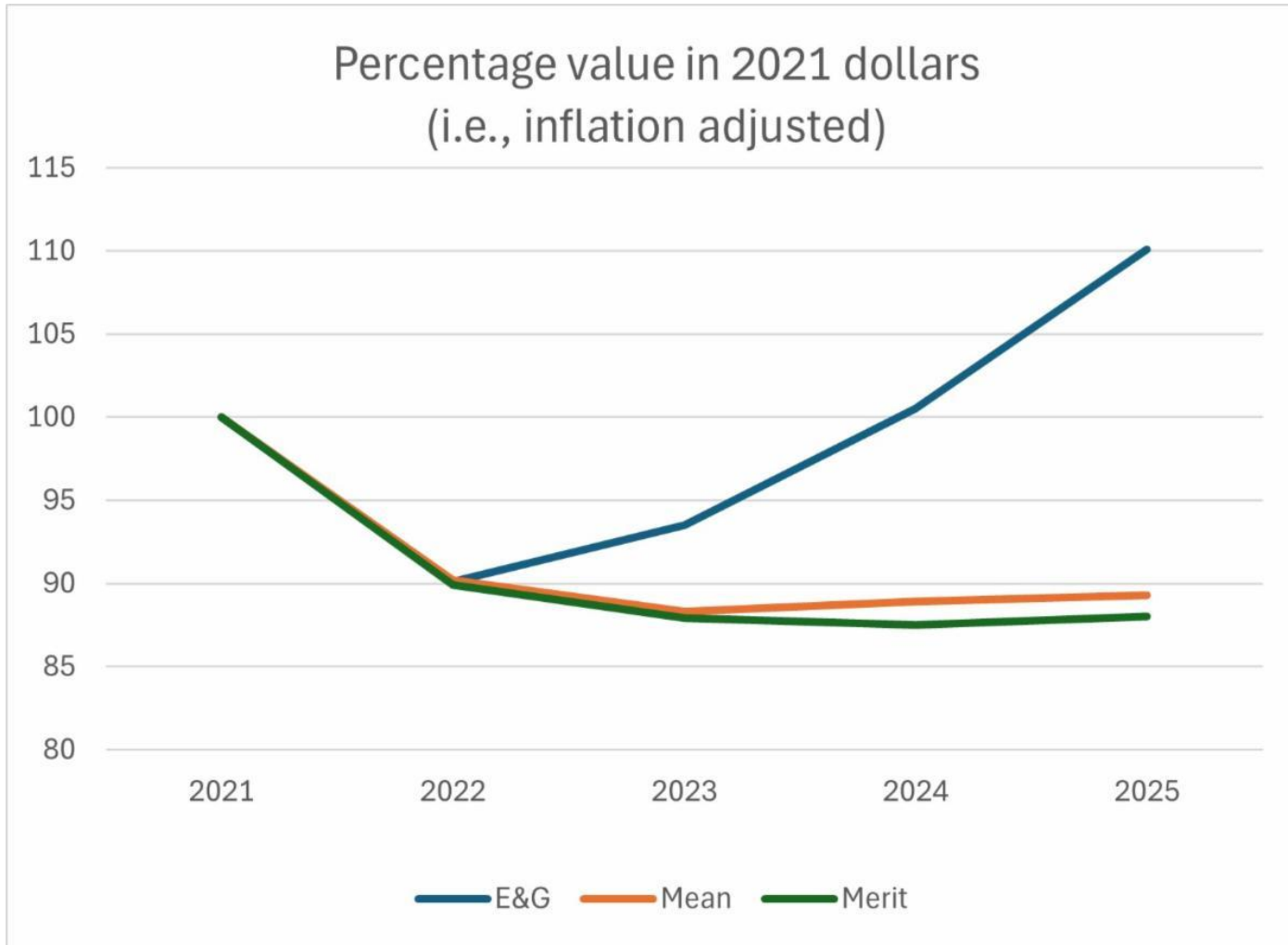
	FY21	FY22	FY23	FY24	FY25
Total E&G Budget (from BoG report)*	722.3	733.6	815.8	341.5	970.5
Beginning Yr Carryforward (BoT CF Spending Plan)	256.7	284.4	341.5	362.1	358.4
In-unit faculty payroll	161.6	156.6	161.6	172.0	184.2
(numbers are millions of dollars)					

***The figure for FY25 was taken from the June '24 BoT Budget presentation by Jenifer Condon on the budget in the June '24 BoT meeting**

E & G versus Carryforward versus Unit Payroll



Additional E&G Funding Is Not Being Spent on In-Unit Salaries



The vertical axis is the percentage value in 2021 dollars. The blue curve is E&G. The orange curve is the mean salary of employees in the bargaining unit (excluding new hires did not change much, and this is how AAUP computes salaries). The green curve is the amount someone would have if their only salary changes were due to the merit raises. The difference between the green and orange curves was due to promotional raises and ADI, i.e., not much.

USF Is Flush With Cash—continued

- Privatization of jobs formerly protected by the American Federation of State, County, and Municipal Employees (AFSCME)
 - Estimated to save USF \$320 million dollars of the next 15 years

How Much of a Salary Raise Is Needed?

- Faculty who only had merit raises during the life the 2021 to 2024 CBA need a raise of 13.6% to return to the purchasing power of 2021
- Inflation will be a minimum of 3.2% during the next years
- Please come to the next bargaining session with the BoT USF Team to show USF that you support our salary proposal

**Friday, May 23, 2025
10:00 am EST
SVC Second Floor SVC 2070**