



Bargaining Update, November 19, 2024

What Happened at the Bargaining Meeting?



Dear Colleagues,

Here is an update about the bargaining meeting on Friday, November 15, 2024. During the meeting we put two proposals on the table. The first was our formal salary proposal (see [Article 23](#)). In a nutshell, we are asking for a 5% pay increase for each of the three

academic years that will be covered by the new Collective Bargaining Agreement (CBA), leading to a total increase of 15.8% over the life of the new contract. According to the proposal, the increase for the 2024-2025 academic year will be retroactive to the pay period that began on August 7, 2024. In the past, the USF has not provided pay increases retroactively, but it has been the norm at some of the other state universities and there is no reason why it should not be possible at the USF. Further, since it seems that the USF Bargaining Team is in no rush to negotiate the new contract, we need to make sure that our faculty will not be penalized financially for the slow pace of the negotiations.

Faculty salaries need to be increased substantially to make up for the high cost-of-living increases especially in the Tampa Bay Area. We, however, know from prior bargaining meetings that the University believes that a 3% pay increase is all that our faculty members have deserved. Here, keep in mind that the University received \$45 million in recurring funds last year and \$50 million for the current fiscal year. Also keep in mind that the University would not have made it into the AAU if it had not been for the hard work of us faculty members.

We have been able to secure information comparing faculty salaries at the Muma College of Business to faculty salaries at

selected competing business schools of other AAU institutions. And let me tell you, USF salaries are embarrassingly low for being a member of AAU (see Slides 1 & 2). We, your UFF Bargaining Team, intend to change that.

Salary Comparison: Muma Faculty vs. Selected AAU Public B-Schools

Faculty Rank	Muma Avg. Base Salary (\$)	Comparison Group Statistics Avg. Base Salary (\$)	Comparison Group Statistics Median Base Salary (\$)	Comparison Group Statistics Std. Dev. (\$)	Muma Avg. as % of Comparison Group Avg. (%)	Muma Avg. as % of Comparison Group Median (%)
All Faculty						
Full Professor	200,000	292,500	290,200	86,400	68.4	68.9
Associate Prof.	173,000	224,700	237,000	55,000	77.0	73.0
Assistant Prof.	171,000	210,800	215,100	46,600	81.1	79.5
Instructors	120,000	132,800	123,000	43,200	90.4	97.6
New Hires						
Full Professor	223,000	-	-	-	-	-
Associate Prof.	190,000	208,800	190,800	45,200	91.0	99.6
Assistant Prof.	208,000	195,500	197,500	45,700	106.4	105.3
Instructors	109,000	129,000	111,000	49,600	84.5	98.2
New Doctorate	183,000	204,400	200,000	50,000	89.5	91.5



Size and Resource Metrics for Selected AAU Public B-Schools

Business School	Number of Full-Time Tenured and TT	Total School Enrollment	Total Enrollment per FTE of All Faculty	School Operating Budget per Full-Time Faculty Member
McCombs (UT Austin)	231	6,434	27.85	\$653,678
Foster (UW Seattle)	120	3,386	28.21	\$668,738
Kenan-Flagler (UNC Chapel Hill)	163	2,820	17.30	\$781,683
Carlson (U MN Minneapolis)	165	4,448	26.95	\$811,046
Smith (U Maryland)	165	4,928	29.86	\$671,425
Warrington (U Florida)	127	7,848	61.79	\$830,653
Katz (U Pittsburgh)	104	2,835	27.25	\$413,816
Muma (U South Florida)	171	8,043	47.03	\$325,518

When asked the price tag of our salary proposal, we were able to show that even a 5% salary increase in each of three consecutive years will be very affordable for the USF. Here are the numbers: In-unit payroll is about \$184 million this year. An increase of 5% for this academic year would result in an increase of about \$9 million and bring payroll to approximately \$193 million. For the next academic year, the 5% increase would raise payroll by about \$10 million



to a total of almost \$203 million. For the final academic year covered by the new contract, payroll would increase by another \$10 million and result in a payroll total of roughly \$213 million. This will hardly break the University's bank. And showing appreciation for the hard work of our faculty should not just consist of giving moving speeches but of putting hard currency on the table. After all, we have to be able to pay our bills.

Article 23 also includes money the University is supposed to use for salary compression and inversion to the tune of \$500,000 for each of the three contract years. There is much more to this article, so I encourage you to read it.

The changes we proposed for [Article 8](#) focus on promotional increases from 9% to 12% (the proposed changes start on page 3). We do realize that some of the other state universities have promotional percentage increases that are higher, but we have a mix of percentage and dollar increases in our contract, and that mix helps with compression & inversion. We also proposed to pull the salary cap of \$12,500 per 3 SCH course in summer. We had previously agreed to that cap when the University was in a budget crunch. But now summer school has turned into a cash cow and faculty should receive their fair share of this monetary windfall.

In solidarity,

Your Chief Negotiator Karin Braunsberger



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