



16 May 2024

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Artificial Intelligence ... and Salaries

Last Friday, the UFF USF Bargaining Team (representing YOU) and the USF BOT Bargaining Team (representing the USF Board of Trustees) met to start bargaining a successor to the 2021 - 2024 contract. Your team proposed a [Memorandum of Understanding on Generative Artificial Intelligence](#), with [Introductory Remarks](#) by Professor Richard Manning.

We look at two hot topics in bargaining.

- **Artificial Intelligence.** It's not coming; it's already here. Here is the first article of an occasional series. For more, see below.

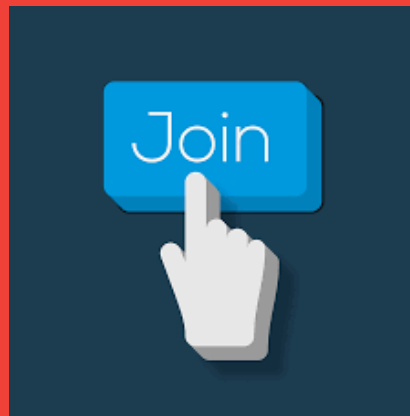
And a very traditional topic in bargaining is salaries - which brings us to the second article in an occasional series.

- **Seniority and Salaries.** For professors, the longer you are at your current rank, the lower your salary may be. But that is not true for professors of instruction. For details, see below.

Chapter Meeting Tomorrow Friday on USF Tampa in the Marshall Center: Have Lunch at Top of the Palms. The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, May 17th, at 12 pm, on USF Tampa at the Marshall Center in the Sabal Room (to the right and around the corner from Top of the Palms), and on Zoom. The Sabal Room opens to Top of the Palms, so that's where we will have lunch.

This will be the first chapter meeting of the summer. On [the agenda](#): the membership campaign, collective bargaining, preparing for summer, and more. And here are [the minutes from the last meeting](#). The Chapter will be meeting jointly with the Chapter Council.

All UFF USF employees - members and non-members alike - are invited to attend. But to Zoom in you must have an invitation: contact [the Chapter Secretary](#) to get one. Meetings and events are [posted on the Events Calendar](#) of the [UFF USF Website](#). Come and check us out.



Union Membership

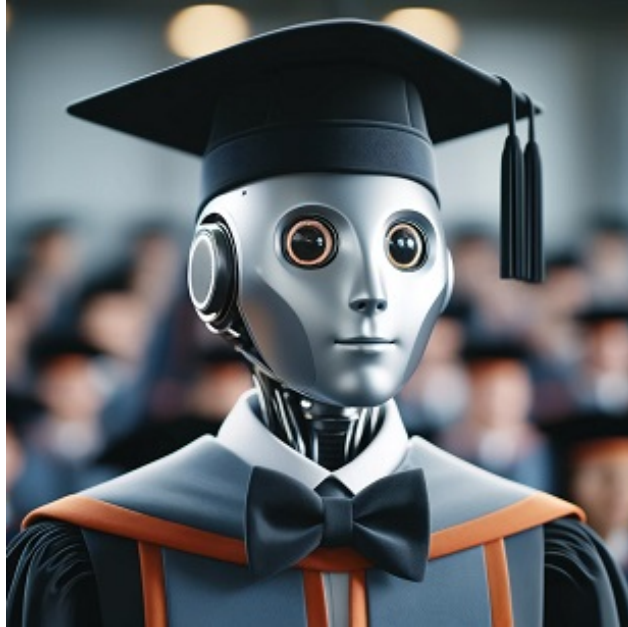
If you are not a union member, please [join today](#) (the form connects automatically to the eDues form, so you will want to have your banking information or checkbook information handy). We are stronger standing together in solidarity.

Salaries Employment Health Grievance Protection Law Limits Work-life Salary
Representative Issues Healthcare Cost
COLLECTIVE BARGAINING
Process Negotiation
Agreement Productive
Working Hours Terms Rules
Employer Union Wages Group
Overtime Safety Establish Cost

Bargaining the Next Contract

Your UFF-USF Bargaining Committee met with USF-BOT bargaining representatives to begin negotiations for the successor agreement to the current Collective Bargaining Agreement 2021-2024.

The Bargaining Committee is wants your ideas, comments, suggestions, and desiderata from the employees that the union represents. Please send thoughts on bargaining to [the Bargaining Committee](#).



Artificial Intelligence

In the 533 days since [ChatGPT](#) exploded onto the world stage, artificial intelligence has become the hottest thing since ... [cryptocurrency](#). From the [International Monetary Fund](#), "AI will affect almost 40 percent of jobs around the world," to [Investopedia](#), "[t]he use of gen AI in finance is expected to increase global gross domestic product (GDP) by 7%," and [Bill Gates](#) is "optimistic about AI," AI is all the rage.

Some people are nervous. For one thing, some people have more access to AI than others, so (for example) AI could [add to the racial wealth gap](#). And some workers [worry](#) about being replaced, while others are [using AI on the job](#) - but apparently often out of desperation. And a report to the U.S. State Department warned that [AI could be an existential threat](#) to our species.

Closer to home, [Nature reported](#) that, "Researchers are excited but apprehensive about the latest advances in artificial intelligence."

Yes, AI has invaded academia. Estimates for how many U.S. students are using AI vary from [20%](#) to [56%](#), and [teachers are bringing AI](#) into the classroom. The Harvard Business Review ran a [suggestion that](#) AI could personalize higher education - which involves AI having personalized data on students. Meanwhile, [faculty are concerned](#) about AI being used for surveilling teachers.

AI has entered scholarship as well. There is the predictable way of, say, [deciphering ancient burned scrolls](#) or [turning up evidence](#) of new subatomic particles. "AI," [reports AAAS Science](#), "is changing how we do science." And how we report science as well. Some academic journals are [using AI to screen submissions](#). Turnabout being fair play, some mathematics journals have [published papers](#) that look like AI "gobbledegook." Considering that even without AI, ["citation cartels" are already influencing institutional rankings](#) and [there is a flood of fake science pouring into science journals](#) one

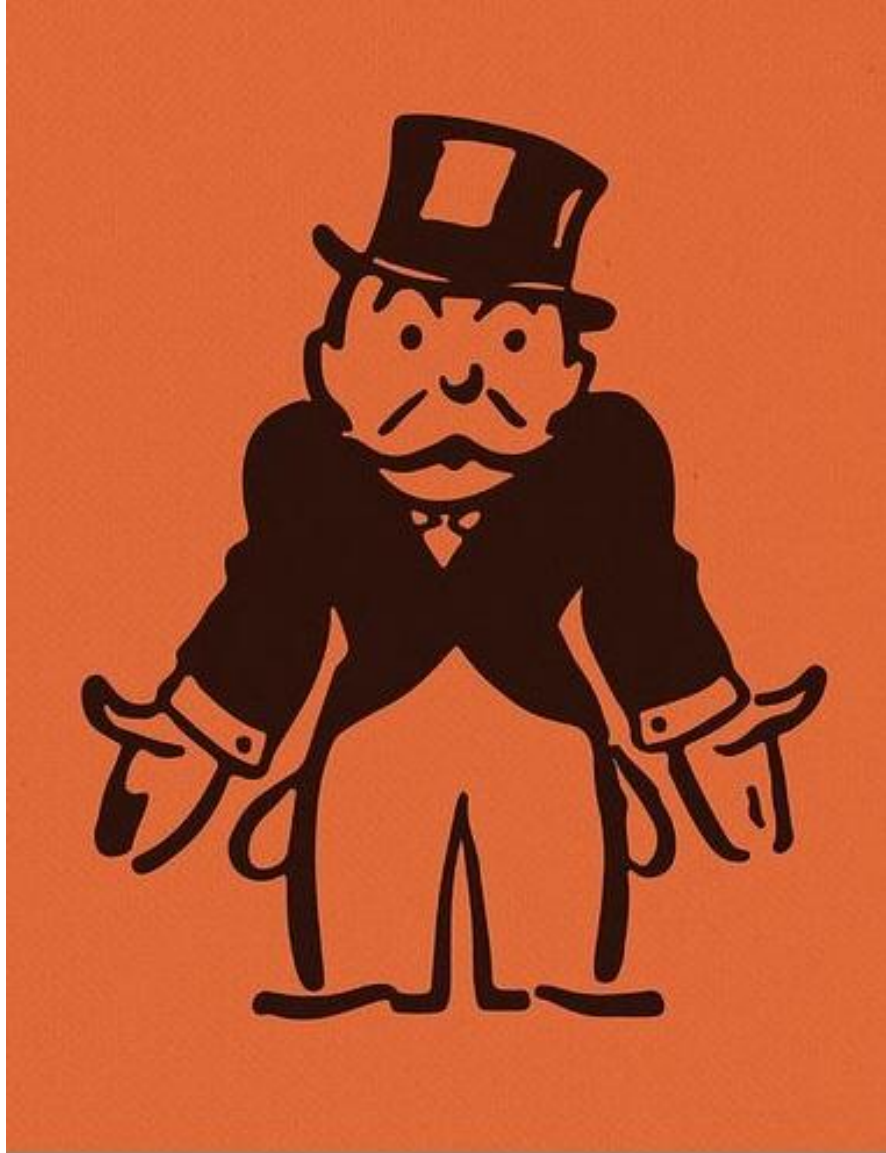
can imagine what will happen to those much-beloved [impact factors](#) and analytics once AI gets in the picture -a development that will almost certainly occur during the life of the coming contract.

This brings us to [gaslighting](#). For example, the above image was generated when ChatGPT4 was instructed to create an image of a robot of indeterminate sex wearing a doctoral tam, hood, and gown - and no tie (remember, indeterminate sex - unless otherwise instructed, ChatGPT4 tended to produce decidedly male robots). We went through *nine* iterations of nine pictures, each time with an instruction for no tie, each time the robot wearing a tie, each time ChatGPT4 insisting that there was no tie. (BTW, notice that that it isn't a tam the robot is wearing - although ChatGPT4 called it a tam.)

This is small potatoes compared to MicroSoft's Sidney's "[unhinged](#)" (but entertaining) behavior last year, but (as [Google learned](#) last year), sometimes the misbehavior isn't funny. More common is the habit of [hallucinating](#), i.e., making errors or simply making stuff up.

Now imagine artificial intelligence software producing assessments of students for grades - and of faculty for performance evaluations. Now imagine charismatic salespeople pitching this stuff to politicians and academic administrators. ***Before someone buys [the Brooklyn Bridge](#), faculty - who have the expertise - need to be in the room.***

This is the first in an occasional series this summer about artificial intelligence. For more, stay tuned.



In 2012, the Biweekly looked at [salaries versus seniority](#) for fulltime 9-month full and associate professors, and for instructors. Twelve years later, we return to the issue.

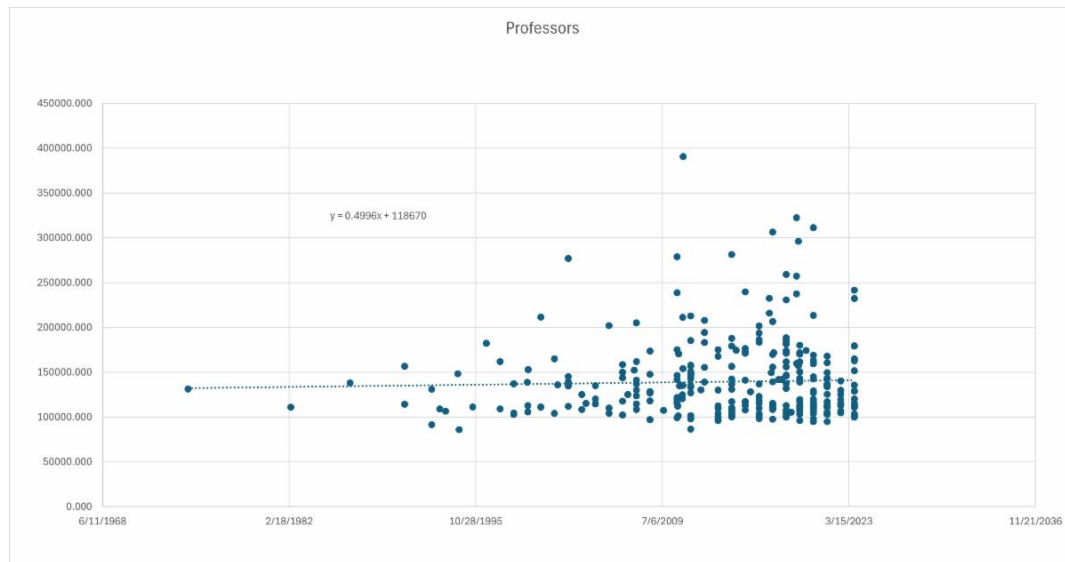
Seniority and Salaries

In [the last Biweekly](#), we observed that during the formal life of the current 2021 - 2024 contract (i.e., since the arrival of Covid-19), the combination of pay raises versus inflation had resulted in an average effective pay cut of about one-seventh of salary. In this article, we look at the salaries of fulltime 9-month full and associate professors with their years at rank and fulltime 9-month assistant professors of instruction with their years in service. These are the largest groups of employees in the Bargaining Unit, except for assistant professors, who do not remain long in that position.

We will look at salaries as of May 10. We will use MS Excel's [Linear Trendline](#), a standard tool in the statistical toolbox.

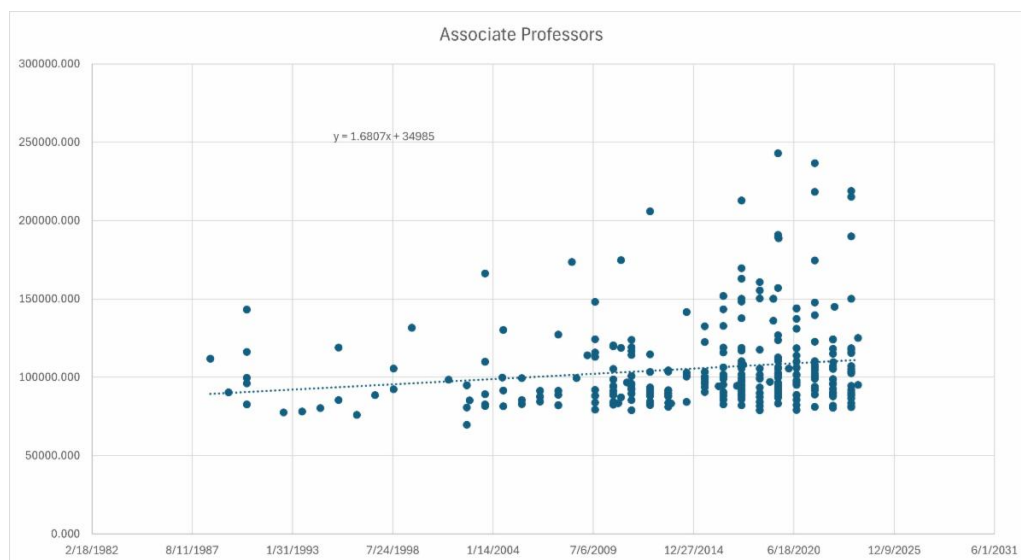
We start with the fulltime full professors on 9-month contracts. The scatter diagram below has the 2024 salary as the vertical axis and the year of promotion to or hiring at rank as the horizontal axis. On average, professors hired long ago have slightly lower salaries than those hired more recently: a professor is paid \$182 less for each year at rank. Notice also that the more highly paid professors were promoted more recently.

New hires and promotions are paid more than those of greater seniority, which suggests that salary is not keeping up with the market.



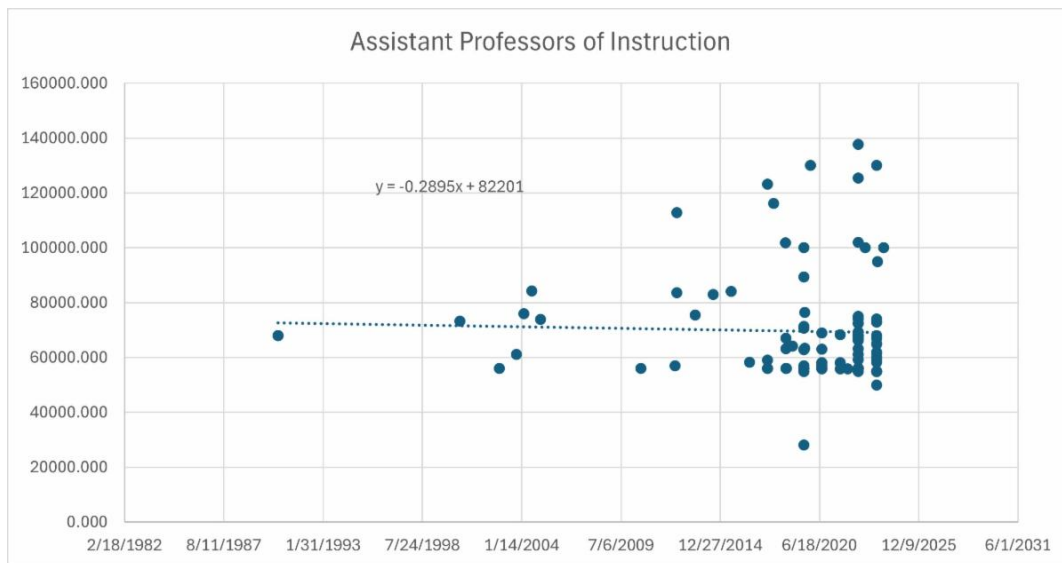
(For those interested in formulas, the units of the horizontal axis is in days.)

The situation is more dramatic for associate professors, who are paid - on average - \$614 less for each additional year at rank. This is a more notable example of [salary inversion](#).



The situation is different for assistant professors of instruction: on average, the salary is \$106 higher for each additional year of

service at USF.



This is the second in an occasional series of articles on salary in the Bargaining Unit.

Grievances

If you have been the victim of a violation of the [Collective Bargaining Agreement](#), you have **thirty days from the time you knew or should have known of the violation to file a grievance**. If you are, and at the time of the violation were, a dues-paying member of the United Faculty of Florida, you have the right to union representation. To contact the UFF USF Grievance Committee, go to the [Grievances Page](#).

Don't forget: UFF can only represent an employee in a grievance if that employee was a member at the time of the contract violation. *And as of the end of last October, the FEA does not want its lawyers to assist any UFF members who are not on eDues, so if you are a UFF member but did not switch to eDues, that should be fixed TODAY.* And don't forget that if there is a contract violation, the grievance must be filed within thirty days.

Note: Our grievance chair is temporarily out of commission, and during the interim, grievances will be overseen by Professor Debra Sinclair. As always, you may contact the Committee via the [Grievances Page](#).



Follow us on Social Media &&& *Join us on Social Media*

We have a Facebook group: see [United Faculty of Florida at USF](#). This page is a place where UFF members can exchange thoughts and ideas. **The page is "public", but only dues-paying UFF members are eligible to post items on the page. If you are a UFF member, ask to join on the page, and the moderator will invite every UFF member that asks to join.** Non-members are welcome to look (but you need a Facebook account to do that). So check us out ... join the conversation.

- We have a blog: see [The USF Faculty Blog](#). This has news items as they come up.
- We are on Twitter (aka X), so follow us on Twitter / X via [@UffUsf](#).
- We are on Instagram, so check us out at Instagram [@usf_uff](#).
- We even have a You-Tube channel: [check out our videos](#).

We are revamping our publicity machine, and if you are interested in social media, in membership, or in conversations with you colleagues across campus, *come join the campaign*. Contact [the Communications Committee chair](#).

USF United Support Fund for Food Pantries

Many of our students are struggling during with food insecurity, and the USF Foundation is supporting the [USF Food Pantries](#) to help out. They are accepting non-perishable donations, but one can also make monetary donations for the pantries at all three campuses.

Details, Details

he USF-UFF Chapter website is <http://www.uff.ourusf.org>, and our e-mail

address is uff@ourusf.org. About this broadcast: This Newsletter was broadcast from Constant Contact, and is intended for all members of the UFF USF Bargaining unit (USF faculty and professionals at most departments). A (usually identical) version will be broadcast to USF-News and USF-Talk from mccolm@usf.edu.

If you do not want to receive the UFF Biweekly, you can unsubscribe below or contacting [the Chapter Secretary](#). If you do not receive the Biweekly, but want to, contact [the Chapter Secretary](#).

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