



30 May 2024

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## Computing on Campus ... and More Salaries

Your office, and the equipment in it that was provided by any government or public agency, is not yours. And that can have consequences.

- **Campus Computers and *Your* Data.** Using USF equipment comes with caveats. For details, see below.

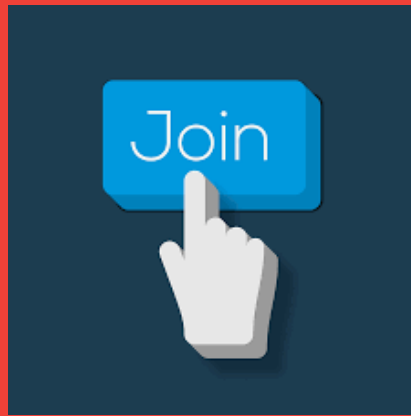
Meanwhile, we saw the effect of inflation in the [2 May 2024](#) and [16 May 2024](#) Biweeklies. This week, we look at where we are now.

- **Salaries Across the University.** We look at salaries for six faculty positions across eight colleges. For the pictures, see below.

**Chapter Meeting Tomorrow Friday on USF Tampa in the EDU161.** The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, May 31st, at 12 pm, on USF Tampa in EDU 161, and on Zoom. On [the agenda](#): litigation update, recruiting, 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.

**Join us for the Board of Trustees Meeting.** The Board is meeting on June 4 from 9 am to 11 am on USF Tampa in the Marshall Student Center Ballroom. **Come join us; UFF USF President Steve Lang will make a presentation to the board.** In preparation, President Lang will take interested UFF USF employees to lunch at [Akropolis New Tampa](#) on June 3 for lunch; if you are interested, [please RSVP](#).



## 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.



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



Image posted on Wikimedia Commons by [Willow-Street-Graphics](#)

## **Campus Computers and *Your* Data**

Many of us rely on USF email addresses for a wide variety of messages. Many of us have equipment - desktop computers, laptops, etc. - provided to us by the university, either because of university policy or external funding.

All this technology is paid for by money that went through the university administration, which is another way of saying that the USF Board of Trustees (indirectly) oversees it all - with all that that implies. If your data - research, teaching, service, even personal - is in a university machine or a university platform, you may not have authority over it.

**For example, the administration can take the equipment and platforms away without warning.** A [quarter century ago](#) - and [now](#) - employees are sometimes fired and escorted out of the building without the opportunity to clean their office or take personal files from the computer. And they can be locked out of company platforms like email. It's [an extremely aggressive signal](#), but [employers](#) have their rationales.

**USF has done this to fired faculty.** USF has refused to let terminated employees collect personal property from their offices (not even for family pictures) and has denied them access to research data.

**And there are [restrictions](#) on what you can do with university**

**equipment and platforms.** Simple rule: don't do anything that would look bad in [The Oracle](#).

On the other hand, administrators sometimes do surprising things.

**This is the age of electronic surveillance,** when [Harvard plants hidden cameras in lecture halls](#) to - um - check attendance.

Meanwhile, almost everybody uses wifi to connect their laptops to the Internet, which means that whoever provides the local wifi has theoretical access to the ([unencrypted](#)) electronic chatter between laptop and ISP. According to the Internet ([reliable source!](#)), students seem to be the primary target for this sort of thing, but administrators - or their subcontractors - might be provoked into similarly stalking faculty (USF's [Acceptable Use Policy](#) states that "Any traffic traversing USF's network is subject to monitoring and inspection").

**Administrators may not be the ones to worry about.** In 2011, the environmental historian [William Cronon](#) posted uncomplimentary comments about a [political think tank](#) on his blog, and a politician responded with a Freedom of Information Act request for some of Cronon's emails - and the University of Wisconsin partially obliged. And yes, in Florida, politicians can make public document requests for your email.

On a less elevated plane, recall that most of us with laptops reach the internet via wifi; a [question to Quora](#) asks how a student might see what sites other students in a classroom were visiting, and amidst the outrage was some technical advice - sound or not, it would not be surprising if commercially available software enabled visiting political operatives to spy on laptops across the room. Something to think about while using your laptop in a cafe.

**Returning to having your data on university equipment and platforms, you may want to get a personal email account - and keep at least copies of your own work - your own research - on your own computer.** But remember, security and confidentiality conditions that apply to work-related data still apply if that data is on your own computer.

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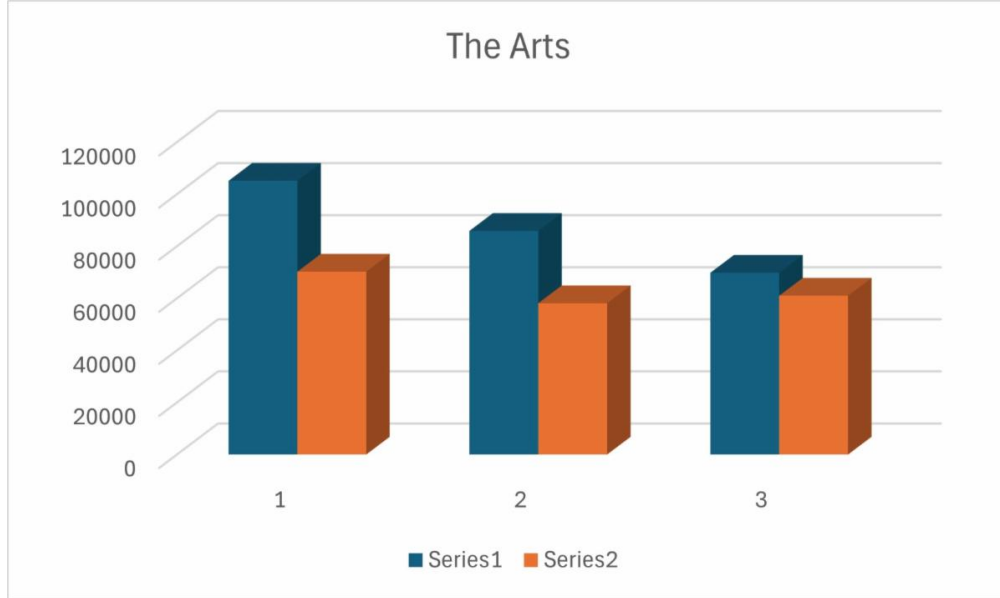


## **Salaries Across the University**

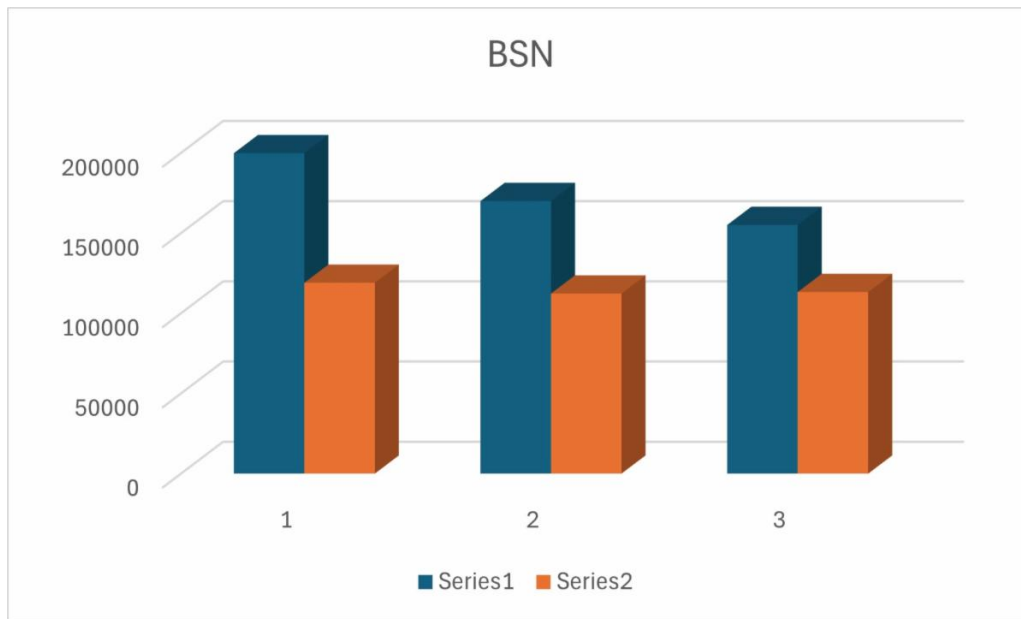
In this article, we look at the mean salaries of full professors, associate professors, assistant professors, professors of instruction, associate professors of instruction, and assistant professors of instruction - across eight college-level units within the UFF USF Bargaining Unit. The data came from GEMS on 24 May 2024.

In the graphs below, at left (labeled "1") is the mean salary of full professors in the unit (in blue) and the mean salary of professors of instruction (in red). In the middle (labeled "2") is the mean salary of associate professors (in blue) and the mean salary of associate professors of instruction (in red). At right (labeled "3") is the mean salary of assistant professors (in blue) and the assistant professors of instruction (in red).

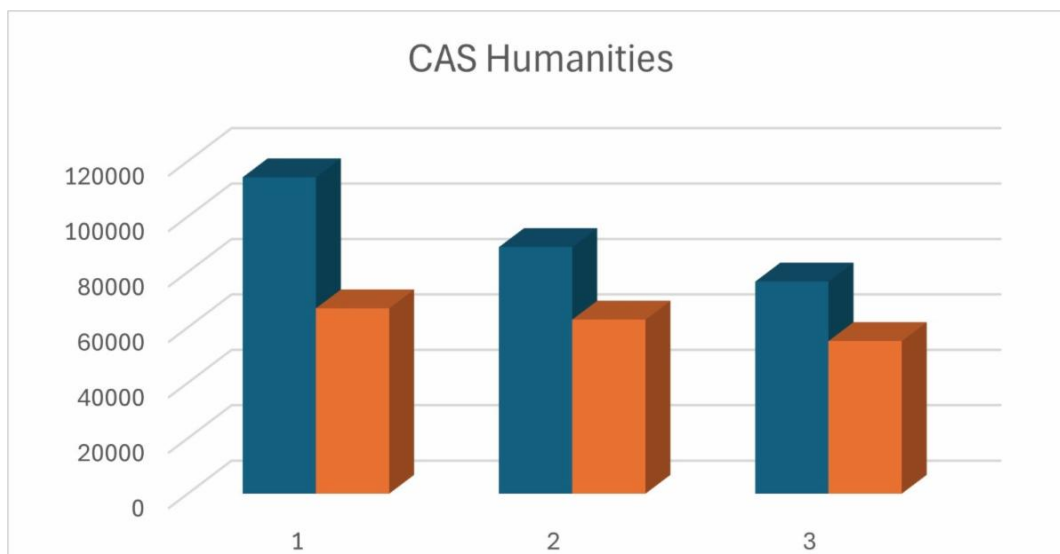
We start with the College of the Arts.



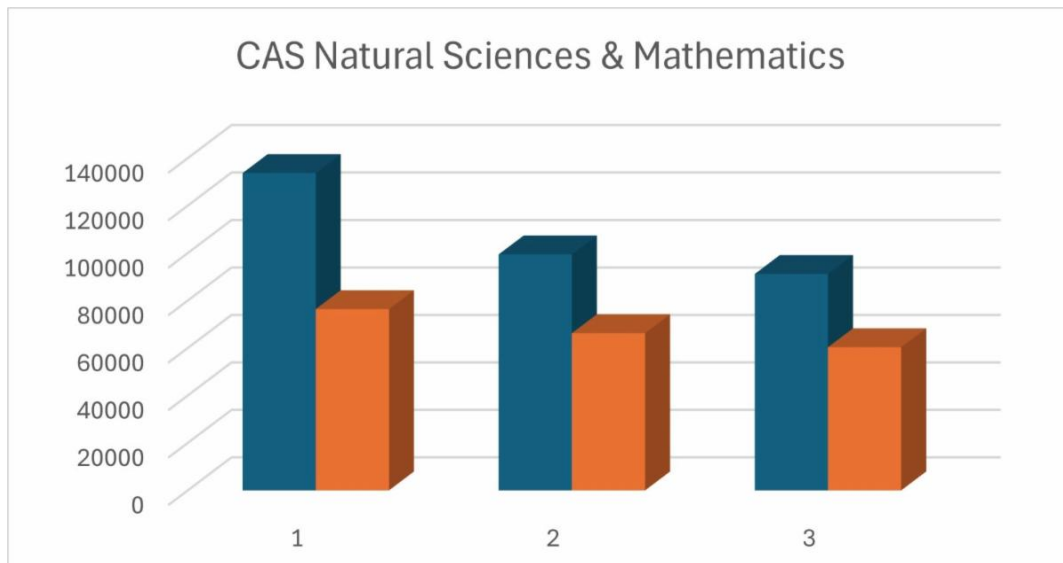
Next, the Muma College of Business.



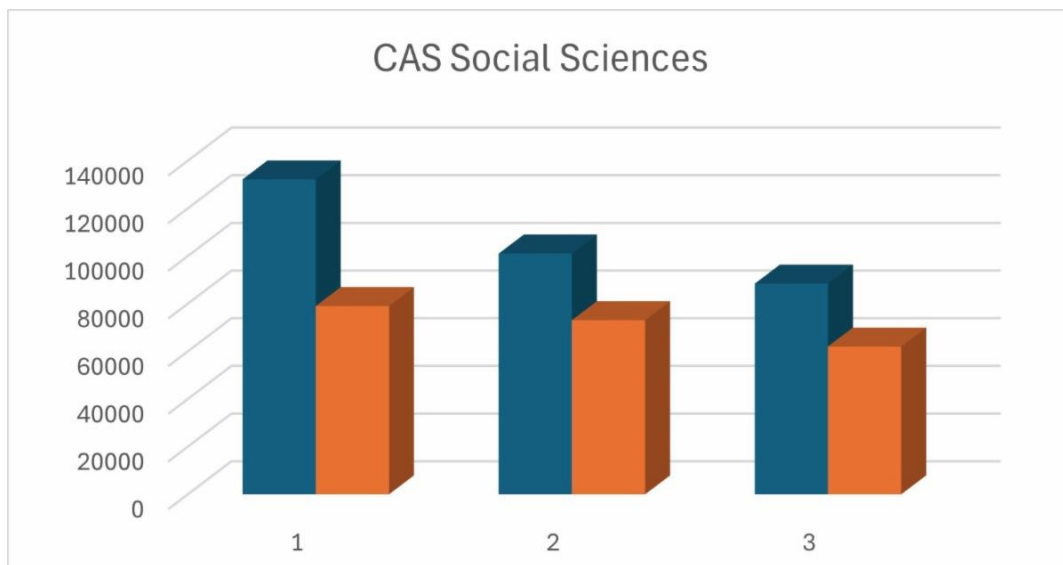
We divide the College of Arts & Sciences into its three constituent schools. First, the School of Humanities.



Continuing with the College of Arts & Sciences, we have the School of Natural Sciences and Mathematics.

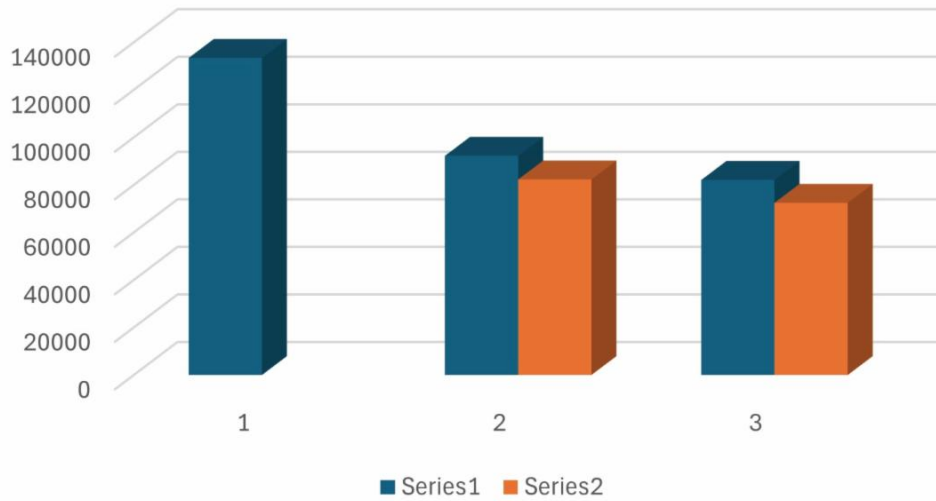


We conclude the College of Arts & Sciences with the School of Social Sciences.



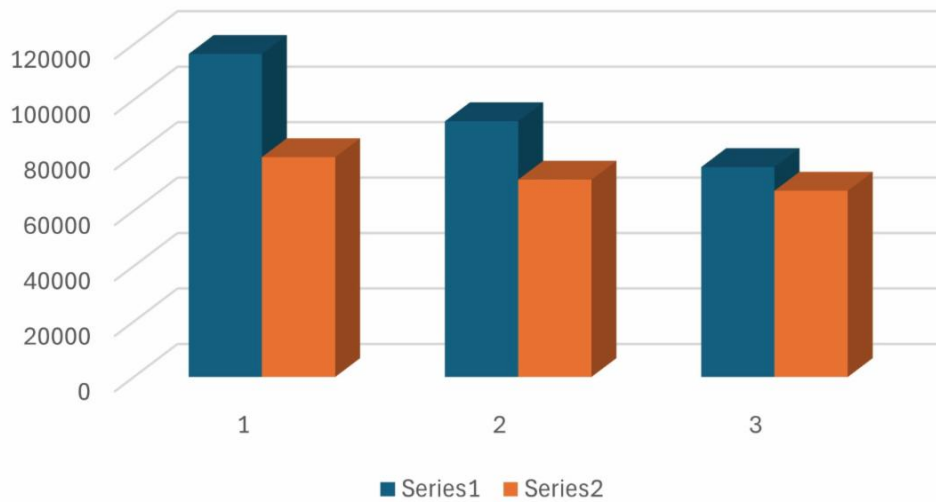
Then the College of Behavioral and Community Sciences - which also has no professors of instruction.

## CBCS



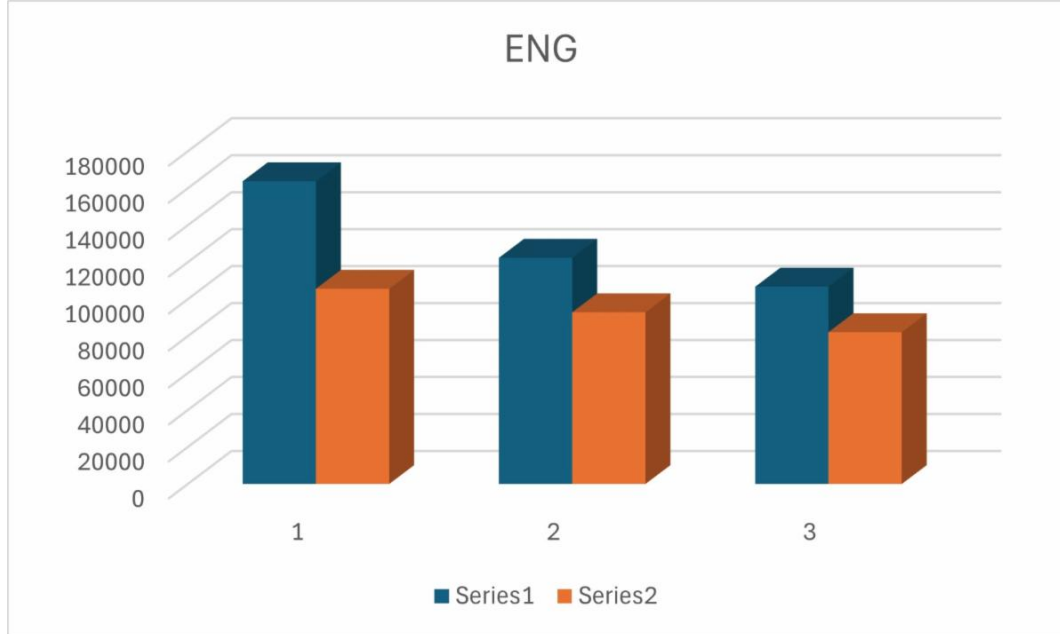
Then on to the College of Education.

## EDU



And last, but not least, the College of Engineering.





We have left out the colleges of Global Sustainability, Honors, Marine Science, Nursing, and Public Health, as well as the Libraries - and Medicine and Pharmacy are not in the UFF USF Bargaining Unit.

Note: The graphs for CAS were corrected.

*This is the third in an occasional series this summer about the State of the Bargaining Unit. For more, stay tuned.*

## 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](#).**

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### **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](mailto: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](mailto: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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