



13 June 2024

Email not displaying properly? [View it in your browser](#)

About Getting Tenure

On June 4, the USF Board of Trustees confirmed the Administration's recommendations on 32 candidates for tenure. Of the 22 male applicants, one withdrew, one was denied, and 20 were nominated and thus confirmed by the Board. Of the 10 female applicants, one was denied and the other nine were nominated and confirmed.

But the application was merely the end of a gauntlet. Many didn't get that far. Since most tenure track faculty typically come up before or on their sixth year, we look at faculty that GEMS listed as tenure track in 2018.

- **The Road to Tenure.** What happens to tenure track faculty? For a picture, see below.

For better or for worse, we are relying on GEMS, the database used by USF Human Resources. According to GEMS, as of June 7, of the 1,554 employees in the UFF USF Bargaining Unit, 592 were not on tenure track, 214 were on the tenure track but did not have tenure, 723 have tenure, and ... GEMS doesn't know the status of the remaining 24 (!).

Turning to a sore point: who gets tenure? The university needs women and minorities to provide alternate points of view in scholarship and provide role models for female and minority students.

- **Who gets tenure?** Some get tenure, and some do not. For pictures, see below.

We conclude with **technical details** about the statistics.

Correction. In the previous Biweekly, there was an error in the computation of mean CAS salaries for the six positions. The online [30 May 2024 Biweekly](#) has been corrected. The Biweekly

regrets the error.

Bargaining Session June 28 at 1:30 pm. The UFF and USF Administration bargaining teams will meet for more bargaining. Location TBD, but all faculty who can are encouraged to attend in person. For those who cannot attend in person, it will be hybrid: there will be a Zoom link in the June 27 Biweekly.

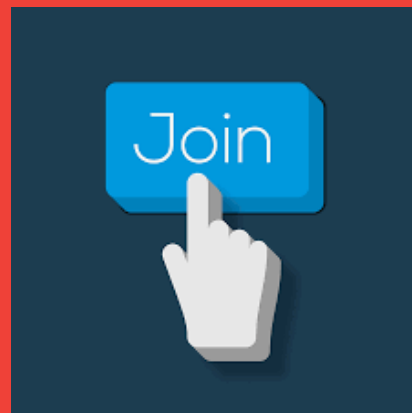
Bargaining Survey. The Bargaining Team asks all employees in the UFF USF Bargaining Unit, UFF members and non-members alike, to take a [brief survey](#) to help the Bargaining Team in composing its proposals (and counter-proposals).

Come to the baseball game on July 30, the Rays versus the Miami Marlins. UFF members and family are welcome (so [join today!](#)). Contact [Cecil Greek](#) for tickets.

Chapter Meeting Tomorrow Friday on USF Tampa in the EDU161. The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, June 14th, at 12 pm, on USF Tampa in EDU 161, and on Zoom. On [the agenda](#): bargaining, summer recruiting, preparing for fall, and more. And here are [the minutes from the last meeting](#).

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.

USF Library offers online workshops on AI. On July 11 at 11 am there will be a workshop on [Intro to Generative AI for Research](#) and on July 18 at 11 am there will be a workshop on MicroSoft CoPilot: [Intro to AI-Powered Research Assistants](#). Space is limited, so interested faculty should sign up asap. For more information about AI resources at USF, check out the [Unlock the Power of GENAI page](#).



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.

If you have difficulties with the eDues form, see the [instructions](#).



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](#).

The Road to Tenure

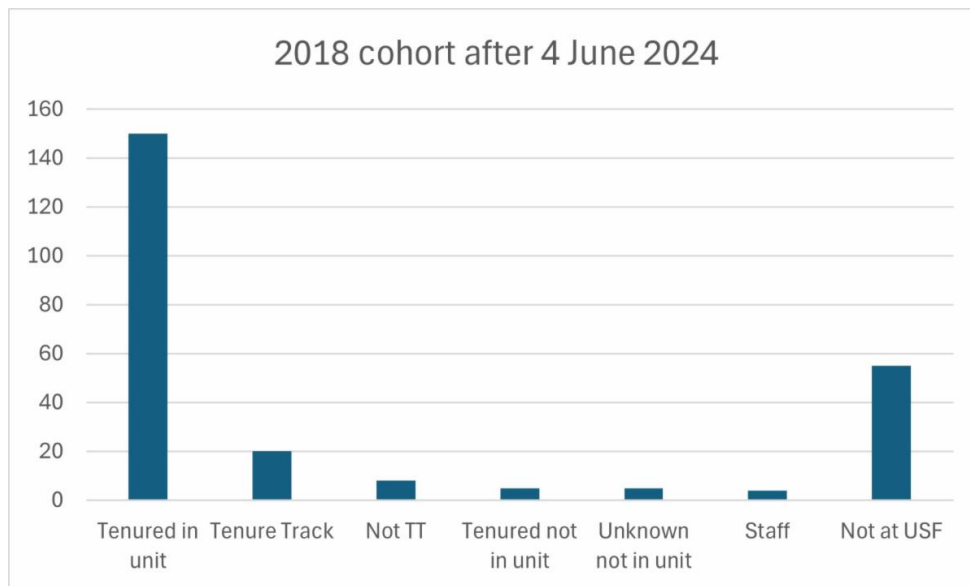
In 10 September 2015, the [Biweekly reported](#) that of the cohort of assistant professors hired in 2010, **by their sixth year a third were gone and two-fifths had tenure**. In the 23 June 2016 issue, the [Biweekly reported](#) that **by 2015, less than 40% of the assistant professors hired in 2009 were still at USF**.

Getting tenure was more a matter of making it to the sixth year than of succeeding on the sixth year. It turns out that that is still true. Recall that of the 32 faculty who submitted tenure packets during this last academic year, 29 got tenure. But that's only part of the picture.

According to [Article 15](#) of the [Collective Bargaining Agreement](#), "An employee shall normally be considered for tenure during the final year of the probationary time established in the written guidelines of the employee's college," and the probationary period is anything from six to eight years, depending on the college.

We look at the 247 faculty in the UFF USF Bargaining Unit who were listed in September 2018 as being on tenure track. These are not necessarily assistant professors: there were nine professors, 36 associate professors, six instructors, and one "faculty administrator" as well. Here is

where they are now:



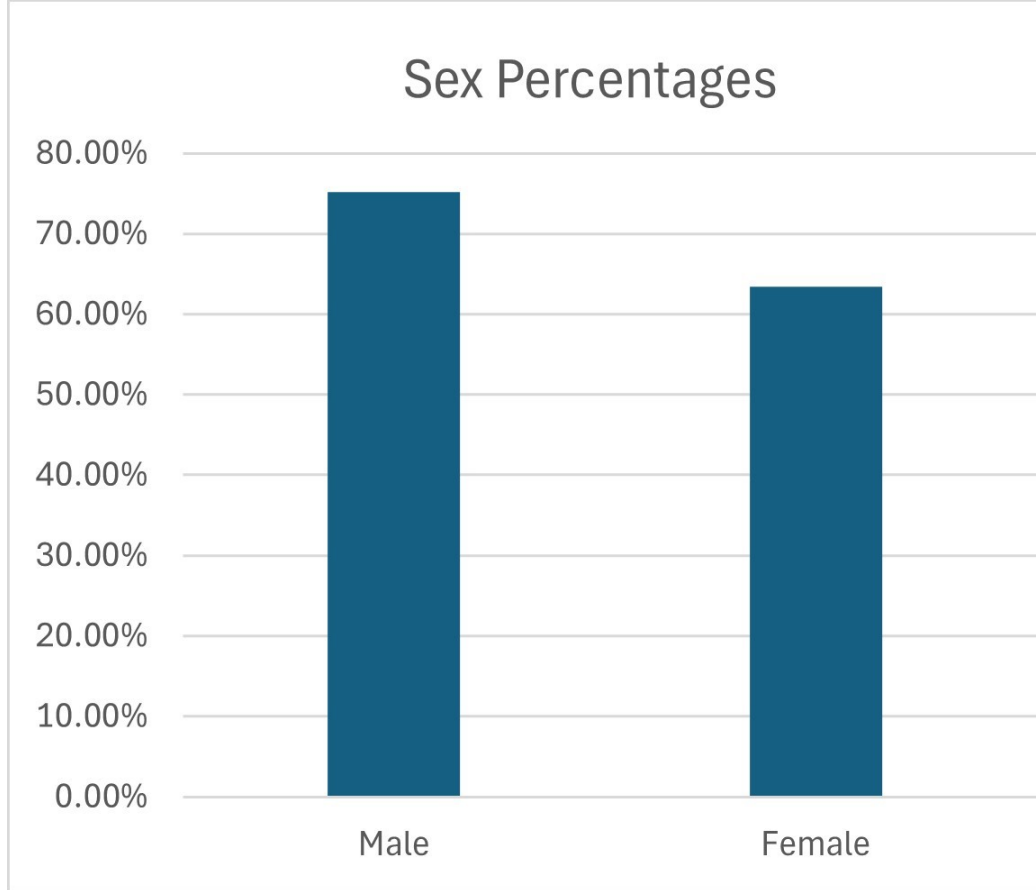
155 have received tenure and twenty are still on track. Eight are in non-tenure-track faculty positions and four are in staff positions. 55 have left USF. Ten faculty are out of unit and five of these are of unclear tenure status.

While the attrition rate is apparently not as severe among tenure track faculty as it was a decade ago, getting tenure still involves traversing a gauntlet.

Who Gets Tenure?

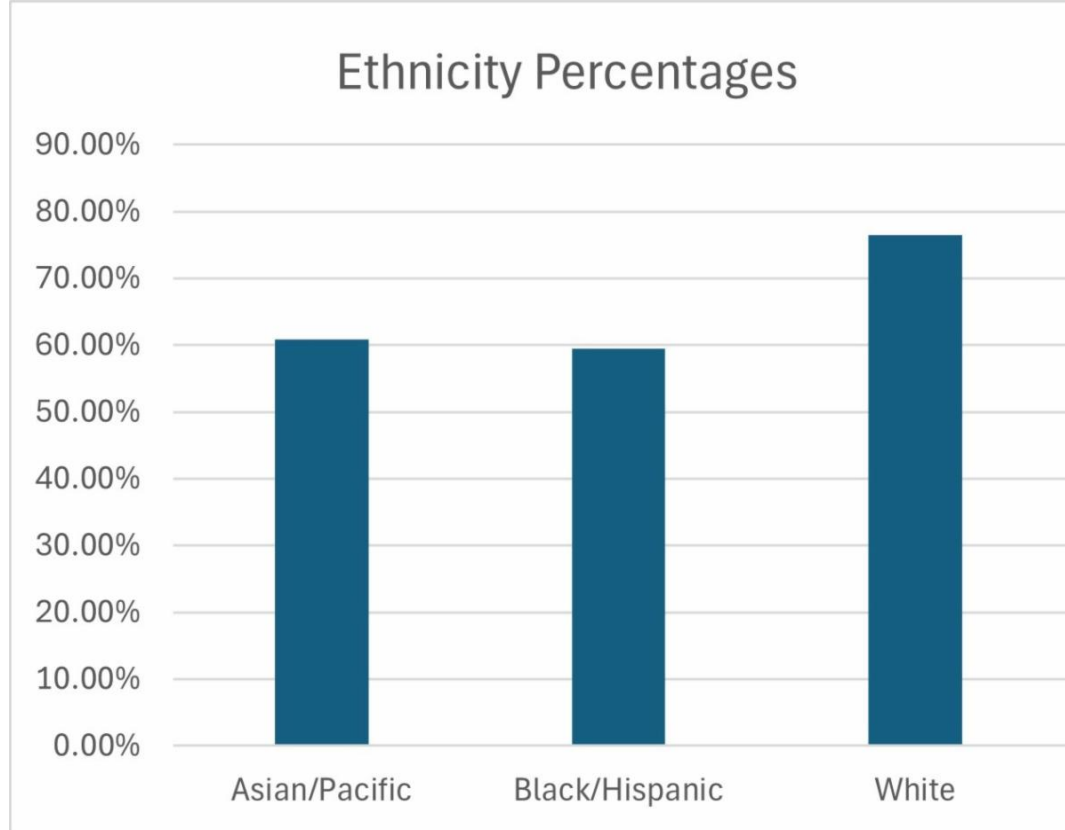
We segment the 2018 tenure track crowd by sex and race and ask what percentage has achieved tenure as of the June 4 meeting of the USF Board of Trustees.

Here are the percentages of male and female aspirants who got tenure as of June 4:



While the percentage of men in this group with tenure is greater than the percentage of women with tenure, the standard (if naive) statistics exercise concludes that this discrepancy is of equivocal statistical significance. But it is suggestive.

We now turn to ethnicity. The classifications reported by GEMS are Asian / Pacific, Black, Hispanic, and White. We combine Black and Hispanic and get this picture:



Looking at the proportion of White faculty with tenure, the naive statistics exercise concludes that that is borderline statically significant.

It appears plausible that sex and ethnicity of tenure track faculty affect the probability of ultimately achieving tenure.

Technical Details

GEMS lists 274 faculty on tenure track as of 7 September 2018. Of these, 150 are listed in the bargaining unit as having tenure, 20 being tenure track, and eight off the tenure track. GEMS lists four more as staff, and ten as faculty out of the bargaining unit; of these ten, five were nominated for tenure at a subsequent Board of Trustees meetings (in June) and the other five were not, suggesting that they did not receive tenure, although their tenure status appears unclear.

Excluding the twenty still on tenure track and the five unclear faculty - and gliding around the five with no declared ethnicity - we have a base of 222 employees. Of the 101 women, 64 received tenure; and of the 121 men, 91 received tenure. Of the 46 Asian / Pacific, 28 received tenure; of the 37 Black or Hispanic, 22 received tenure, and of the 136 White, 104 received tenure (three of the 222 did not declare their ethnicity).

Computing confidence via normal approximation to the binomial, the result for male reception of tenure is significant to confidence 96.3% while that for Whites is significant to 95.4%.

- 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](#).

United Faculty of Florida | 30238 USF Holly Dr University of South Florida | Tampa, FL 33620 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!