

From: Office of the President [<mailto:OfficeOfThePresident@USF.EDU>]
Sent: Wednesday, March 26, 2014 3:40 PM
To: USF Faculty and Staff (Exchange)
Subject: A Message from USF System President Judy Genshaft

To the USF Community:

For several months, the University of South Florida has been meeting with United Faculty of Florida to negotiate a new contract that will recognize and reward the value you bring to our students, the research enterprise and the larger community. Regrettably, these negotiations have failed to reach an agreement. Based on last Friday's bargaining session, it now looks as though we are moving to impasse proceedings.

Any impasse proceedings would further delay implementation of salary increases for faculty and we are deeply disappointed that those who have worked tirelessly in dedication to their scholarship, research and mentoring of students will not be rewarded in a timely fashion. Ultimately the Board of Trustees, serving as the legislative body, will decide the impasse. We remain confident that the very favorable packages repeatedly offered to UFF during the negotiations will eventually be recognized to be made available to faculty.

The USF System has proposed multi-year agreements that would have provided as much as a 5.5% increase to faculty over two years in addition to increases resulting from tenure awards and promotions, and the legislatively appropriated increases that took effect October 1, 2013. However, UFF has rejected all multi-year proposals. In a final effort to reach agreement the University proposed a one year agreement providing:

- A 2.5% merit increase made available promptly after the parties approve the Agreement;
- Authority for the University to award additional salary adjustments for such purposes as bonuses for special achievements and to make market equity adjustments. The amount of this authority is up to 1% of the salary base of bargaining unit employees in 2013.

Every collective bargaining agreement since 2003 has included a mix of merit increases and discretionary increases. Merit increases are distributed according to evaluations and are effectively across the board. In contrast, discretionary increases recognize special achievements and significant contributions by faculty. Discretionary increases also fund awards, counter-offers and market adjustments. Under prior agreements, hundreds of faculty members have received discretionary increases in one form or another.

The University asked for changes in sick leave intended to manage the university's \$28 million dollar sick leave liability. The University's proposal on sick leave would have placed a minimal impact on future payouts for current employees and made no changes to accrual rate and use of benefits.

Additionally, the University offered to retain the current summer salary rate of 12.5% of a faculty member's nine-month salary, with a cap of \$12,500. This cap is intended to balance the needs of our students to access the classes they need for timely progression to graduation with the interests of faculty to obtain a supplemental summer appointment.

Just this week, *The Chronicle of Higher Education* reported the median increase for tenured and tenure-track faculty at public institutions in the 2014 fiscal year was 2.2% percent, compared with 2% at private colleges – on average less than what USF System faculty would be rewarded under the USF System proposal. The faculty is an integral part of the USF System's rapid rise in prestige and achievement. As these proceedings advance we will continue to advocate for rewarding faculty for their talent, hard work and dedication, which is essential to our shared success.

We look forward to the eventual resolution of this process and continue to be grateful for your contributions to and support of the USF System.