

ARTICLE 23 [2016-2017]
[supersedes earlier versions, including 2015-2018]
SALARIES

23.1 Policy. The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the University of Central Florida. This policy statement is not subject to Article 20, Grievance Procedure.

23.2 Promotion Increases.

(a) Promotion salary increases shall be granted in an amount equal to 9.0% of the employee's ~~previous year's base salary rate~~ as of August 7 of the succeeding academic year in recognition of promotion to one of the ranks listed below:

- (1) To Assistant in _____, and Assistant University Librarian;
- (2) To Associate Professor, Associate Instructor, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, and Associate University Librarian;
- (3) To Professor, Senior Instructor, Senior Lecturer, Scholar/Scientist/Engineer, and University Librarian.

(b) Promotion salary increases shall be effective on August 8 for promotion approved during that year.

23.3 Legislatively Mandated Increases.

(a) No legislatively mandated increases were provided in 201~~5~~6.

23.4 Other Increases.

(a) Across-the-Board Salary Increases. ~~No across –the-board increases will be provided in 2016. Effective January 15, 2016, each eligible employee shall receive a one percent increase to the employee's base salary. The increase will be calculated using the employee's salary as of January 14, 2016. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship with the University prior to May 7, 2015; and the employee remains in an employment relationship at the date of implementation. Employees employed in 2014 that meet the above qualifications and were not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.~~

(b) One-time payment. ~~[this information is not available for the May 4, 2016 bargaining session] In addition to the across-the-board increases taking effect on January 15, 2016, all employees eligible for that increase shall receive a one-time payment of \$1375 on January 15, 2016 or as soon as practicable thereafter.~~

(c) Merit Salary Increases. Effective ~~January 15, 2016~~November 4, 2016 for the 201~~5~~6-201~~6~~7 year, the University shall provide merit salary increases to each department/unit equal to one and a half percent (1.5%) ~~two percent (2%)~~ of the total base salary of employees in the department/unit as of August 1~~2~~4, 201~~5~~6. All employees who

47 are not members of a department/unit shall be grouped together and treated as a
48 department/unit for the purpose of calculating and providing merit salary increases. Merit
49 salary increases shall be provided to eligible employees in each department/unit who are
50 in an employment relationship with the University prior to May 7, 201~~65~~; who remain in
51 an in-unit employment relationship at the date of implementation; and meet the following
52 criteria and procedures.

53 (1) Eligibility. Departments with approved standards may participate in
54 merit increase programs. For the 201~~56~~-201~~67~~ year, an employee is eligible under this
55 Section if he or she received an *Above Satisfactory* or *Outstanding* on his or her most
56 recent annual evaluation and is still employed in unit at the University on the date of
57 BOT ratification.

58 (2) Distribution. The merit salary increases for eligible employees shall
59 be calculated as a percentage of their base salary. Such increases shall be distributed
60 proportionately to those employees whose most recent annual evaluations are *Above*
61 *Satisfactory* or *Outstanding* in a ratio of 1.0 for *Above Satisfactory* and 1.7 for
62 *Outstanding*.

63 (d) Equity Increases. Effective November 4, 201~~56~~, for the 2016-2017~~2015-~~
64 2106 year, the University shall provide an amount equal to one-fifth of one percent
65 (0.20%) of the total base salary of all employees to all full-time, non-visiting employees
66 whose August 712, 2016 base salary was less than \$45,000 for those with a Ph.D. or
67 equivalent terminal degree, or less than \$42,000 for all others. Equity increases shall be
68 distributed proportional to the difference between the employee's August 712, 2016
69 salary and the thresholds above.

70
71 **23.5 Annual Incentive Award Programs.** Incentive Award Programs ~~shall be~~
72 ~~implemented as set forth in Paragraphs (a) through (c) below, to~~ recognize and promote
73 ~~faculty~~employee excellence and productivity that respond to and support the mission of
74 the University of Central Florida. ~~The president shall give the final approval for,~~
75 ~~including its strategic initiatives and five key goals. Each year, the University shall make~~
76 ~~available to eligible employees 100 Incentive Awards. The awards to the successful~~
77 ~~faculty, shall be distributed as set forth in Paragraphs (a) through (f) below.~~ Regardless of
78 the contract length (9 months through 12 months), award recipients shall receive a one-
79 time award of \$5,000 as soon as practicable and a \$5,000 increase to their salary effective
80 at the beginning of the succeeding academic year.
81 increase to All full-time, regular employees in a college or unit shall be eligible for
82 Incentive Award Programs in their base salary retroactive to the start of the employment
83 agreement for the fifth year of continuous service, and beginning in the fifth academic
84 year in which the award was given. These awards shall be made according to existing
85 criteria and procedures: after receiving a particular incentive award (i.e., every five
86 years). Employees applying for TIPs must meet current productivity criteria. Employees
87 on visiting and other temporary appointments are not eligible for incentive awards.
88 Employees may apply for a TIP, RIA, and one Strategic Initiative Award in any given
89 year.

90 (a) **UCF-Teaching Incentive Program.** The UCF-Teaching Incentive
91 Program (“UCF-TIP”) rewards teaching productivity and excellence. Each academic year
92 the University shall award up to forty ~~(40) new UCF-TIP awards (additional awards may~~

~~be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards. UCF-TIP awards to employees. Additional awards beyond 40 due to rounding will be funded out of the recycled awards. The UCF-TIP award recognizes faculty contributions to UCF's key goals of offering the best undergraduate education available in Florida and achieving international prominence in key programs of graduate study.~~

(b) ~~UCF-Research Incentive Award~~ **UCF-Research Incentive Award Program**. The UCF-Research Incentive Award ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that advances the body of knowledge in a particular field. Each academic year the University shall award up to ~~twenty (20) new~~ **forty** UCF-RIA awards ~~(additional to employees. Additional awards may beyond 40 will be given as a result funded out of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to the~~ recycled awards. The UCF-RIA award recognizes faculty contributions to UCF's key goal of achieving international prominence in research and creative activities.

(c) **Strategic Initiative Awards**. Teaching and research are core missions of the University that are unchangeable. Other missions may change as the University's strategic initiatives change. Following are four categories of awards aligned with the university's current strategic initiatives. Each of these award programs will have five awards to distribute and will be funded by TIP and RIA re-cycles.

~~(1) Scholarship of Teaching and Learning Program. The Scholarship of Teaching and Learning (SoTL) program recognizes success in research related to the scholarship of~~ **Awards (SoTLs)**. SoTLs use discovery, reflection, and evidence-based methods to research effective teaching and student learning. ~~Each~~ While the implementation of SoTL outcomes can result in teaching excellence and increasing teaching effectiveness, this award recognizes not teaching excellence but scholarly efforts. For academic year 2016-2017, the University shall award up to ten (10) ~~new~~ SoTL awards. Each year thereafter, the number of awards will decrease by one until there are 5 SoTLs available ~~in by addition~~ academic year 2021-2022.

~~(2) Graduate Student Research Supervision Awards (GSRs)~~ **Graduate Student Research Supervision Awards (GSRs)**. This new award will recognize significant (above the norm in the department/unit) supervision of graduate student research/ scholarship/creative work. ~~The GCRS Award recognizes~~ faculty contributions to UCF's goal of achieving international prominence in key programs of graduate study and research. For academic years 2016-2017 and 2017-2018, the university shall make available 3 GSR awards. For academic years 2018-2019 through 2020-2021 the number of awards shall increase to 4. In academic year 2021-2022, the number of awards shall increase to 5.

~~(3) External Funding Relative to Discipline Awards (EFRDs)~~ **External Funding Relative to Discipline Awards (EFRDs)**. This new award will recognize significant (above the norm in the discipline) external funding. Applicants will not be judged on the total dollar amount of external funding, but on the significance of the funding they receive pursuant to their discipline. ~~The EFRD Award~~ recognizes faculty contributions to one of the University's new strategic goals—to double UCF's external funding by 2020. For academic year 2016-2017, the University shall make available 3 EFRD awards. For academic years 2017-2020, the University shall make available 4 awards. In academic years 2020-2021 and 2021-2022, the number of awards shall increase to 5.

139 (4) Impactful Collaboration/Interdisciplinarity/Partnership Awards
 140 (ICIPs). This new award recognizes outstanding collaboration in pedagogy,
 141 interdisciplinary scholars on teams solving tomorrow’s scientific and societal challenges,
 142 and partnerships in the community and abroad that transform lives. The ICIP Award
 143 recognizes faculty contributions to the University’s goal of being America’s leading
 144 partnership university. From academic year 2016-2017 through 2018-2019, the
 145 University shall make available 4 awards. In academic years 2019-2022, the number of
 146 awards shall increase to 5.

147 ~~reeyeled awards.~~The following chart represents the changes over time for award
 148 allocation:

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	<u>SoTL</u>	<u>EFRD</u>	<u>GSRS</u>	<u>ICIP</u>
<u>2016-17</u>	<u>10</u>	<u>3</u>	<u>3</u>	<u>4</u>
<u>2017-18</u>	<u>9</u>	<u>3</u>	<u>4</u>	<u>4</u>
<u>2018-19</u>	<u>8</u>	<u>4</u>	<u>4</u>	<u>4</u>
<u>2019-20</u>	<u>7</u>	<u>4</u>	<u>4</u>	<u>5</u>
<u>2020-21</u>	<u>6</u>	<u>4</u>	<u>5</u>	<u>5</u>
<u>2021-22</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>

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 153 (d) Applications for Incentive Awards. Until the Office of Faculty
 154 Excellence is able to make applications electronic, applications shall be compiled in a
 155 binder with a 1” diameter ring. Binder and divider pockets shall remain empty.
 156 Applications shall include the sections listed below compiled on 8.5” x 11” paper, 12
 157 point font, and with 1” margins on all sides.

158 (1) Cover page, including name, job title, department, college, and duration
 159 covered by the application.

160 (2) Table of contents, with section numbers.

161 (3) Only the relevant portion (i.e., teaching for TIP, research for RIA and
 162 SoTL, and service for SPA) of the Annual Chair’s Evaluation or equivalent for the time
 163 period represented in the application. The Department Chair shall provide the number of
 164 faculty evaluated in each year during that time period, the number of faculty in each
 165 category (Outstanding, Above Satisfactory, etc.), and the department/unit’s AESP.

166 (4) A narrative limited to five pages that presents evidence of outstanding
 167 achievements within the award program. The narrative may contain relevant materials
 168 associated with an Annual Evaluation, as summarized in Article 10.1(d). Information
 169 may be summarized in tables and figures. Additional materials (e.g., published works,
 170 images of artwork, audio files of musical performances) may be referenced in the
 171 narrative and provided in appendices.

172 (5) Appendices that verify information included in the narrative and must
 173 be cited in it.

174
 175 (e) Incentive Award Selection.

176 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award
177 programs shall be elected by and from the unit employees. The committees shall
178 equitably represent the departments or units within them. Employees who plan to apply
179 for a particular award in the current or immediately following cycle shall not be eligible
180 to serve on the committee. A committee chairperson for each incentive award program
181 shall be elected by and from the college/unit committee. The chairperson shall charge the
182 committee that members shall only consider the merits of the application. No additional
183 outside information or discussion of position, e.g., instructor vs. tenure track faculty, past
184 awards, current salary, etc., may be considered. The committee shall review the award
185 applications and shall submit a ranked list of recommended employees to the dean or
186 dean's representative. In ranking the applicants, committee members shall only consider
187 the merits of the application. The committee shall not impose any numerical criteria or
188 weightings during the ranking process, and for completed applications, departures from
189 the specifications in 23.5(e) may impact but shall not disqualify an application.

190 (a) Each committee member shall review all applications and
191 transmit a preliminary ranking to the committee chair. Committee members may rank as
192 many applicants as they deem merit the award, with 1 being the highest, 2 the next
193 highest, and so on. Applications that are not deemed acceptable for an award shall be left
194 unranked. The committee chair shall determine the number of ranked votes for each
195 applicant, the arithmetic mean ranking, and the variance in ranking.

196 (b) The committee chair shall convene the committee and review
197 their initial rankings. Discussion shall be limited to information contained in the
198 application and may focus on applicants with a large variance in rankings, to try to
199 identify the cause of and reduce disparate rankings.

200 (c) Following this discussion, the committee shall use a secret
201 ballot to rank candidates using the procedure stated above.

202 (d) A majority of voting committee members must rank an
203 applicant for that employee to be eligible for an incentive award.

204 (e) The applicant with the lowest mean score will have the
205 highest priority for an incentive award, the applicant with the next lowest mean score the
206 next highest priority, and so on, until all applicants who received a majority of votes are
207 ranked.

208 (f) The committee chair will transmit this ranked list to the dean
209 or dean's representative, or unit head who shall have final approval of the awards. If the
210 dean or unit head does not approve an award, it shall be retained in the same college or
211 unit for one cycle before it is returned to the overall pool for apportionment.

212 (g) For purposes of TIP/RIA selection as stated above, "college"
213 shall also include the group of employees whose primary assignment is in the College of
214 Undergraduate Studies, the College of Graduate Studies, an institute or center. These
215 employees shall be grouped together for purposes of calculating the number of awards
216 available for each award category. The college committee shall consist of a member from
217 each of the units represented. In the case of TIP awards, the final decision shall be made
218 by the Vice Provost for Teaching and Learning. In the case of RIAs, the Vice President
219 for Research will be the final decision-maker.

220 **(2) Strategic Initiative Award Selection**

221 (a) SoTL awards shall be made according to existing criteria and
222 procedures, with the Vice Provost for Teaching and Learning having final decision
223 making authority. He or she shall have the ability to retain an award for one cycle before
224 it is returned to the overall pool for apportionment.

225 (b) GSRs awards shall be awarded at the University level. A
226 selection committee composed of one member from each college that offers research
227 intensive graduate programs, shall evaluate the applications and make recommendations
228 to the Dean of the Graduate College, who will have final decision-making authority. He
229 or she will have the ability to retain an award for one cycle before it is returned to the
230 overall pool for apportionment.

231 (c) EFRD awards shall be awarded at the University level. A
232 selection committee composed of one member from each college shall evaluate the
233 applications and make recommendations to the Vice President for Research, who will
234 have final decision-making authority. He or she will have the ability to retain an award
235 for one cycle before it is returned to the overall pool for apportionment.

236 (d) ICIP awards shall be awarded at the University level. A
237 committee composed of the Faculty Cluster Initiatives Lead, FCTL faculty fellow, the
238 Provost Fellows, the Dean of Students, the Special Assistant to the President on Global
239 Perspectives, and the Vice Chair of the Faculty Senate, shall evaluate the applications and
240 make recommendations to the Vice Provost for Faculty Excellence and International and
241 Global Strategies, who will have final decision-making authority. He or she will have the
242 ability to retain an award for one cycle before it is returned to the overall pool for
243 apportionment.

244
245 **23.6 Emerging Preeminence Initiative.** In any year in which the number of recycles
246 exceeds 30, monies in excess of the amount needed to fund 100 incentive awards will be
247 allocated to an Emerging Preeminence Fund held in the Office of Faculty Excellence.
248 The monies in this fund will be spent to support and strengthen faculty. Examples of how
249 these monies will be spent (inclusive of all faculty ranks/titles) are listed below in order
250 of priority.

251 (a) In years when fewer than 30 awards are recycled (vacated), the balance will
252 be used to fund incentive awards.

253 (b) Professional Development for Faculty (examples include: leadership,
254 technology training, pedagogical and new knowledge relative to field, restart for long
255 term associate professors).

256 (c) Faculty in house grants program supporting international initiatives.

257 (d) International Faculty Mobility grants (International travel grants for faculty
258 when they have exhausted their allocated travel for year).

259 (e) Faculty Fellows focused on projects that support faculty.

260 (f) Preeminent awards (offering grants for faculty who receive prestigious
261 national/international recognition to even further their scholarship, research, and creative
262 work or research funds for named professorships).

263
264 **23.7 Excellence Awards.** The University shall implement the merit-based bonuses set
265 forth below to recognize and promote ~~faculty~~employee excellence and productivity that
266 respond to and support the mission of the University of Central Florida.

267 (a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a
268 multi-year appointment awarded to ~~faculty~~employees with an extraordinary record of
269 accomplishment in the three primary areas of academic endeavor: teaching, research and
270 service. The objective of this appointment is to recognize and celebrate outstanding
271 performance with a title and resources commensurate with accomplishment.

272 (1) Award recipients shall receive an annual stipend of \$50,000 funded
273 by the University. Up to \$25,000 can be used as a salary supplement. These chairs have a
274 five-year renewable appointment.

275 (2) Each academic year, the University shall award up to eight (8)
276 Trustee Chair Professorships.

277 (3) These awards shall be made according to existing criteria and
278 procedures.

279 (b) Pegasus Professor. The Pegasus Professor award recognizes excellence in
280 the three primary areas of academic endeavor: teaching, research and service.

281 (1) Award recipients shall receive a one-time payment of \$5,000 from
282 Foundation funds as well as a Pegasus statue.

283 (2) Each academic year, the University may award Pegasus Professor
284 awards.

285 (3) These awards shall be made according to existing criteria and
286 procedures.

287 (c) Excellence Awards

288 (1) Award recipients shall receive a one-time payment of \$2,000.

289 (2) Each academic year, the University shall award Excellence in

290 Undergraduate Teaching awards, one ~~(1)~~ University Award for Excellence in
291 Undergraduate Teaching, Excellence in Graduate Teaching awards, one ~~(1)~~ University
292 Award for Excellence in Graduate Teaching, two ~~(2)~~ University Awards for Excellence
293 in Faculty Academic Advising, one ~~(1)~~ University Award for Excellence in Professional
294 Academic Advising, Excellence in Research awards, one ~~(1)~~ University Distinguished
295 Research award, two ~~(2)~~ University Awards for Excellence in Professional Service, ~~and~~
296 one ~~(1)~~ Excellence in Librarianship award: and one Excellence in Instructional Design
297 award.

298 (3) These awards shall be made according to existing criteria and
299 procedures.

300

301 **23.78 Salary Increases for Employees Funded by Contracts and Grants.**

302 (a) Employees on contracts or grants shall receive salary increases equivalent
303 to similar employees on Education and General (E&G) funding, provided that such salary
304 increases are permitted by the terms of the contract or grant and adequate funds are
305 available for this purpose in the contract or grant. In the event such salary increases are
306 not permitted by the terms of the contract or grant, or in the event adequate funds are not
307 provided, the president or president's representative shall seek to have the contract or
308 grant modified to permit or fund such increases.

309 (b) Nothing contained herein shall prevent employees whose salaries are
310 funded by grant agencies from being allotted raises higher than those provided in this
311 Agreement if such increases are provided by the granting agency.

312
313 **23.89 Administrative Discretion Increases.** On ~~May 8~~September 1, 2016 through
314 August 31, ~~2016~~ 2017, the University may provide Administrative Discretion Increases
315 up to one and one-half percent (1.5%) of the total salary rate of Education and General
316 (E&G) employees who were in an employment relationship with the University on May
317 7, ~~2015~~2016. Any Administrative Discretion Increase provided to contract and grant
318 (C&G) employees, any court-ordered or court-approved salary increase, any prevailing
319 wage adjustment for the purpose of qualifying for immigration status, or any salary
320 increase to settle a legitimate, broad-based employment dispute shall not be subject to the
321 terms and limitations of this Section.

322 (a) The University may provide Administrative Discretion Increases for
323 verified written offers of outside employment, special achievements, ~~exceptional~~-merit,
324 compression and inversion, equity and market equity considerations, and similar special
325 situations to employees in the bargaining unit.

326 (b) Administrative Discretionary Increases for verified written offers of outside
327 employment shall not contribute to the calculation of the ~~total~~ salary rate.

328 (c) UFF Notification. At least 14 days prior to the effective date of any such
329 increase, the University shall provide to the UFF a written notification of the increase
330 which states the name of the employee, the rank and discipline of the employee, the
331 amount of the increase, and the reason for the increase.

332 (d) The University's ability to provide Administrative Discretion Increases
333 shall expire August 31, ~~2016~~2017, and shall not become part of the status quo.

334
335 **23.910 Report to Employees.** All employees shall receive notice of their salary increases
336 prior to implementation.

337
338 **23.110 Type of Payment for Assigned Duties.**

339 (a) Duties and responsibilities assigned by the University to an employee that
340 do not exceed the available established FTE for the position shall be compensated
341 through the payment of salary, not Other Personal Services (OPS) wages.

342 (b) Duties and responsibilities assigned by the University to an employee that
343 are in addition to the available established FTE for the position shall be compensated
344 through OPS wages, not salary.

345
346 **23.121 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
347 option for 9-month employees shall be offered each year during an annual open
348 enrollment period from April 1 to June 30. If chosen by the employee, this payment
349 option shall become effective for one year starting with the first full pay period beginning
350 after August 8. The plan shall allow for employees to select a fixed savings amount to be
351 deducted from each of the nineteen (19) full bi-weekly paychecks received during the
352 Fall and Spring semesters with a change in that amount to account for those paychecks
353 from which double premiums are deducted. The total savings shall be returned to the
354 employee in equal amounts for the five (5) full bi-weekly paychecks received during the

355 Summer semester. The University shall provide an online calculator and assistance as
356 reasonable, taking into account time and resources, to assist the employee in determining
357 a savings amount and fixed reduction amount that will allow the employee's net
358 paychecks to remain approximately level across the 24 pay periods. Pay received for
359 supplemental summer assignments shall be unaffected by this plan. This pay plan is
360 subject to tax limitations.

361
362 **23.1~~32~~Administrative Salary Stipends.** A temporary salary increase which is provided
363 to an employee as compensation for performing a specific, titled administrative function
364 shall be permitted under this agreement as an Administrative Salary Stipend. At least 14
365 days prior to the effective date of any Administrative Salary Stipend, the University shall
366 provide UFF a written notification of the stipend which states the name of the employee,
367 the rank and discipline of the employee, the amount of the stipend, and the reason for the
368 stipend. If all or part of the stipend is later added to the employee's ~~base~~ salary, the
369 amount so converted shall be treated as an Administrative Discretion Increase during the
370 year in which the conversion takes place and shall be subject to ~~Section 23.8~~ limitations
371 of that section.

372
373 **23.1~~43~~Salary Rate Calculation and Payment.** The biweekly salary rate of employees
374 serving on twelve (12) month (calendar year) appointments shall be calculated by
375 dividing the calendar year salary rate by 26.1 pay periods.