

UCF SALARY ARGUMENTS

Opening Statement: The UFF-UCF Team recognizes that the COVID-19 pandemic has been an incredible hardship for UCF students, faculty, staff, and administrators. The University of Central Florida is part of the Orlando, Florida, and national community. Recent events (COVID, racial violence, etc.) have placed UCF front and center in the national and international news. Our humble state is one of the most important states in the United States, and it will most likely determine national outcomes in the November elections. As the second largest university in the nation, we have an opportunity to be leaders, not followers during this pandemic and economic recession.

As such, it is imperative that we thank our faculty and professional employees for their incredulous ability to adapt to new work, teaching, and research environments during a pandemic. Dr. Seymour, Dr. Johnson, and Dr. Cartwright have graciously thanked faculty and staff. We appreciate and wholeheartedly agree with their sentiments, and plan to “Charge on” with a plan that protects the UCF family during a global pandemic.

One-time bonus: The UFF-UCF team believes that a one-time payment of \$3,000 for each in-unit faculty member would be a suitable partial compensation for their additional work and hardship during this time period. The requested amount is less than 10 percent of the funds (\$51 million) received under the CARES act and would constitute an appropriate and equitable use of these funds. The intent of the CARES act and second stimulus package (if passed) is precisely to boost the economy through spending. Our local, state, and national economies *expect* us to spend stimulus package funds.

Across-the-Board Salary Request:

The UFF-UCF Team requests a 3% across-the-board raise (with \$1,500 base minimum) for all in-unit faculty as an initial effort by this administration to show their support.

The UFF team’s proposal also intends to correct parity. For instance, this ATB will help UCF in-unit faculty obtain parity with USF in-unit faculty that currently benefit from a 12% salary advantage, after adjusted for cost-of-living. (See Comparison Chart.) UCF Funding for in-unit faculty is historically low compared to aspirational and peer SUS institutions. It is conceivable that the imbalance is due, at least in part, to the misuse of E&G funds for capital construction projects by prior UCF administrations.

Comparison Chart with UCF and FSU, UF, USF

(Most recent data available is from 2018, numbers not adjusted for 2020 inflation/deflation)

Category	FSU	UF	USF	UCF
Number of In-Unit Faculty	1,008	1,171	965	1450
Salaries (Total E&G funds spent on In-Unit Salary)	\$112,536,338	\$124,193,647	\$83,831,947	\$139,615,147
Mean salary (amount divided)	\$111,643	\$106,058	\$97,235	\$96,286

by # of In-Unit Faculty)				
Cost of Living Adjustment (32816 adjusted)	\$137,655	\$116,661	\$108,225	\$96,286
% of UCF	143%	121%	112%	100%
Sources: Data from https://www.floridahasarighttoknow.myflorida.com/search_state_payroll;				
Cost of living adjustments from salary.com				