

1 ARTICLE 23

2 SALARIES

4 23.1 Promotion Increases.

5 (a) Promotion salary increases shall be granted on August 8 following that promotion in
6 an amount equal to 9.0% of the employee's salary as of August 7 in recognition of
7 promotion to one of the following ranks: Associate Professor, Associate Instructor,
8 Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____, Associate
9 Instructional Designer, and Associate University Librarian.

10 (b) Promotion salary increases shall be granted on August 8 following that promotion in
11 an amount equal to 10.0% of the employee's salary as of August 7 in recognition of
12 promotion to one of the following ranks: Professor, Senior Instructor, Senior Lecturer,
13 Scholar/Scientist/Engineer, University Librarian, and Senior Instructional Designer.

14
15 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be
16 implemented as soon as practicable.

18 23.3 One-Time Payment and Other Salary Increases.

19 There is no salary increase or one-time payment for 2023-2024.

22 23.4 Salary Increases for Employees Funded by Contracts and Grants or 23 Auxiliary Accounts.

24 (a) Employees on contracts or grants shall receive salary increases equivalent to similar
25 employees on Education and General (E&G) funding, provided that such salary increases
26 are permitted by the terms of the contract or grant and adequate funds are available for this
27 purpose in the contract or grant. In the event such salary increases are not permitted by the
28 terms of the contract or grant, or in the event adequate funds are not provided, the
29 University's representative shall seek to have the contract or grant modified to permit or
30 fund such increases.

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

34 (c) Employees funded by auxiliary accounts shall receive salary increases equivalent to
35 similar employees on E&G funding, provided that adequate funds are available in the
36 appropriate auxiliary account.

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38 **23.5 Annual Incentive Award Programs.** Incentive Award Programs recognize and
39 promote employee excellence and productivity that respond to and support the mission of
40 the University of Central Florida, including its strategic initiatives and five key goals. The
41 provost or his or her designee shall give final approval for awards to successful faculty.

42 Each academic year, the University shall make available to eligible employees 115
43 Incentive Awards. The awards shall be distributed to awardees in the next award cycle after
44 ratification of this document as set forth below. Regardless of contract length (9 months
45 through 12 months), award recipients shall receive a one-time award of \$5,000 as soon as
46 practicable and a \$5,000 increase to their salary effective at the beginning of the

47 succeeding academic year. Employees on visiting and other temporary appointments are
48 not eligible for incentive awards. Employees on non-E&G funding will be eligible for the
49 increase depending on availability of funds. All full-time employees in the appropriate
50 discipline with at least four academic years of continuous, non-OPS service at UCF
51 immediately prior to the current academic year are eligible.

52 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program (“UCF-
53 TIP”) rewards teaching productivity and excellence. Each academic year the University shall
54 make available up to fifty-five UCF-TIP awards to eligible employees. The UCF-TIP award
55 recognizes employee contributions to UCF’s key goals of offering the best undergraduate
56 education available in Florida and achieving international prominence in key programs of
57 graduate study. Employees applying for TIPs must meet current productivity criteria.

58 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award
59 (“UCF-RIA”) program recognizes outstanding research, scholarly, or creative activity that
60 advances the body of knowledge in a particular field, including interdisciplinary research
61 and collaborations. Each academic year the University shall make available up to fifty-five
62 UCF-RIA awards to eligible employees. The UCF-RIA award recognizes employee
63 contributions to UCF’s key goal of achieving international prominence in research and
64 creative activities.

65 (c) Scholarship of Teaching and Learning Awards (SoTLs). SoTLs recognize discovery,
66 reflection, and using evidence-based methods to research effective teaching and student
67 learning in higher education (i.e., at the university level). SoTL goes beyond teaching based
68 on evidence for specific teaching and learning practices. While the implementation of SoTL
69 outcomes may result in teaching excellence and increased teaching effectiveness, this
70 award recognizes scholarly efforts beyond teaching excellence. The University shall make
71 available up to five SoTL awards.

72 (d) Applications for Incentive Awards. Applications shall be completed online. These
73 awards shall be made according to the criteria or procedures listed on the Faculty
74 Excellence website.

75 (e) Incentive Award Selection.

76 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall
77 be elected by and from the unit employees. The committees shall equitably represent the
78 departments or units within them. Employees who plan to apply in the current cycle for a
79 particular award shall not be eligible to serve on the committee. A committee chairperson
80 for each incentive award program shall be elected by and from the college/unit committee.
81 The chairperson shall charge the committee that members shall only consider the merits of
82 the application. No additional outside information or discussion of position, e.g., instructor
83 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may
84 additional criteria be used. The committee shall review the award applications and shall
85 submit a ranked list of recommended employees to the dean or dean’s representative. In
86 ranking the applicants, committee members shall only consider the merits of the application.

87 a. Each committee member shall review all applications and transmit a
88 preliminary ranking to the committee chair. Committee members may rank as many
89 applicants as they deem merit the award, with the highest rank given to the top candidate
90 (i.e., the highest rank equals the number of applicants, N), the next highest rank being N-1,
91 and so on. Applications that are not deemed acceptable for an award by a committee
92 member shall be left unranked in that committee member’s rankings.

93 b. In larger colleges or units, subcommittees may be formed from the committee
94 at-large in the interest of efficient evaluation of the incentive award applications. Each
95 subcommittee must include at least three members, and every member of the committee at-

96 large must serve on a subcommittee. The applications to be reviewed shall be equitably
97 partitioned among the subcommittees. The subcommittees shall follow the ranking
98 procedure outlined in (a) above to determine which applications they recommend to the
99 committee at-large. Then the committee at-large shall be convened to review the
100 applications recommended by the subcommittees.

101 c. The committee chair shall convene the committee (at-large) and review their
102 initial rankings. Discussion shall be limited to information contained in the application and
103 may focus on applicants with few or dispersed rankings.

104 d. Following this discussion, the committee shall use a secret ballot to rank
105 candidates' applications using the procedure outlined in (a) above.

106 e. A majority of voting committee members present must rank an application for
107 that employee to be eligible for an incentive award.

108 f. The application with the highest mean rank (i.e., the sum of the applicant's
109 rankings divided by the number of committee members present) shall have the highest
110 priority for an incentive award, the application with the next highest mean rank the next
111 highest priority, and so on, until all applications who received rankings by a majority of
112 committee members present are ranked in order.

113 g. In the case of T eligible applications with tied mean rank remaining, the
114 procedure outlined in (a) above, with T being the highest possible rank, shall be used to
115 break the ties. The ranking process outlined in (a) above shall be used as many times in
116 succession as necessary until all such ties are resolved and a final ranked list is complete.

117 h. The committee chair shall transmit this ranked list to the dean or dean's
118 representative, or unit head who reviews and approves the awards. If the selection
119 committee recommends fewer than the number of awards available or if the dean or unit
120 head does not approve an award from the list submitted by the selection committee, then
121 the award(s) shall be retained in the same college or unit for one additional cycle before it is
122 returned to the overall pool for apportionment.

123 i. For purposes of TIP/RIA selection as stated above, "college" shall also
124 include the group of employees whose primary assignment is in the College of
125 Undergraduate Studies, the College of Graduate Studies, an institute, or center. Two TIPs
126 and two RIAs shall be available to the employees grouped together as described here. The
127 college committee shall consist of a member from each of the units represented.

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129 **23.6 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.**

130 The University shall implement the merit-based bonuses set forth below to recognize and
131 promote employee excellence and productivity that respond to and support the mission of
132 the University of Central Florida.

133 (a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year
134 appointment awarded to employees with an extraordinary record of accomplishment in the
135 three primary areas of academic endeavor: teaching, research, and service. The objective
136 of this appointment is to recognize and celebrate outstanding performance with a title and
137 resources commensurate with accomplishment.

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

141 (2) Each academic year, the University may award Trustee Chair Professorships.

142 (3) The eligibility criteria for an applicant is holding the rank of tenured professor; the
143 applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise,

144 meaning known as a preeminent scholar in his or her discipline; and have a positive impact
145 to other scholars at UCF. Applications will be reviewed by a committee consisting of one
146 Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice
147 Provost for Faculty Excellence. An employee who holds the rank of full professor shall be
148 appointed by the UCF-UFF Chapter President to serve as an ex officio member of the
149 committee and shall not have a voting role except in the case of breaking any tie votes. The
150 President and Provost or designee will make the final appointment.

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

153 (1) Award recipients shall receive a one-time payment of \$5,000 as well as a
154 Pegasus statue.

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

156 (3) The eligibility criteria is having completed five academic years at the rank of
157 tenured professor at UCF; having achieved excellence in teaching, research and/or creative
158 activity; and demonstrable service and scope of national and international impact. The
159 awards are ultimately determined by the President or designee.

160 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least
161 three academic years of continuous non-visiting, non-OPS service at UCF immediately prior
162 to the current academic year are eligible, except for employees who have received a
163 college or university excellence award in the past three academic years in the category for
164 which they are applying. For some Excellence awards, additional eligibility criteria are
165 specified below. Award recipients shall receive a one-time payment of \$2,000. Each
166 academic year, the University shall award Excellence in Undergraduate Teaching awards,
167 one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate
168 Teaching awards, one University Award for Excellence in Graduate Teaching, one
169 University Award for Excellence in Faculty Academic Advising, Excellence in Research
170 awards, one University Distinguished Research award, one University Award for Excellence
171 in Professional Service, one Excellence in Librarianship award, and one Excellence in
172 Instructional Design award.

173 (1) Excellence in Undergraduate Teaching awards.

174 a. Eligibility. Employees must be assigned to teach at least two undergraduate
175 courses in the current academic year and to have taught at least six undergraduate courses
176 over the preceding three academic years.

177 b. The criteria for evaluating applicants' files shall include three major
178 categories:

- 179 1. Innovations to improve undergraduate teaching;
- 180 2. Undergraduate teaching accomplishments/honors;
- 181 3. Evidence of impact on undergraduate teaching.

182 (2) Excellence in Graduate Teaching Awards.

183 a. Eligibility. Employees must have contributed significantly to graduate
184 education, including substantial teaching of graduate courses (including thesis and
185 dissertation courses) over the current academic year and the three preceding academic
186 years.

187 b. The criteria for evaluating applicants' files shall include three major
188 categories:

- 189 1. Innovations to improve graduate teaching;
- 190 2. Graduate Teaching Accomplishments/honors;
- 191 3. Evidence of impact on graduate teaching.

192 (3) Excellence in Research Awards

- 193 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in
194 research over each of the three immediately preceding academic years and the current
195 academic year at UCF.
- 196 b. The criteria for evaluating applicants' files shall include three major
197 categories.
- 198 1. Cumulative value and impact of research efforts at UCF within the
199 discipline and to society;
- 200 2. Recognition of research impact by the individual's peers in the same or in
201 related disciplines;
- 202 3. Publication/dissemination and presentation of research results.
- 203 (4) Excellence in Faculty Academic Advising.
- 204 a. Eligibility. All employees who currently advise and who have advised
205 undergraduate students over the preceding three academic years are eligible.
- 206 b. The criteria for evaluating applicants' files shall include three major categories:
- 207 1. Evidence of extra effort to improve advising;
- 208 2. Evidence that students have been sensitively and appropriately informed
209 and guided concerning career choices and academic opportunities;
- 210 3. Evidence that the nominee serves as a role model in the pursuit of
211 learning.
- 212 (5) University Awards for Excellence in Professional Service.
- 213 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for
214 professional service duties over the current academic year and for each of the three
215 preceding academic years are eligible.
- 216 b. The criteria for evaluating applicants' files shall include three major
217 categories:
- 218 1. Evidence of effectiveness in service to the university by highlighting
219 leadership contributions;
- 220 2. Evidence of significant accomplishment in professional organizations in
221 the nominee's discipline;
- 222 3. Evidence of recognition for outreach activities, service, and leadership
223 contributions to community organizations.
- 224 (6) Excellence in Librarianship.
- 225 a. Eligibility. Employees who have served at UCF as a librarian on a permanent
226 line for the current academic year and at least the three academic years immediately
227 preceding the current academic year are eligible.
- 228 b. The criteria for evaluating applicant's files shall include two major categories:
- 229 1. Evidence of extra effort to improve library services and collections;
- 230 2. Evidence of a sustained period of excellence in the library profession.
- 231 (7) Excellence in Instructional Design.
- 232 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
233 month contract at the time of nomination and over the three preceding academic years.
- 234 b. The criteria for evaluating applicant's files shall include two major categories:
- 235 1. Innovative contributions to UCF and/or the ID field;
- 236 2. Evidence of outstanding effort to promote quality of online instruction and
237 improve relationships with faculty members at UCF.
- 238 (8) Recommendations for these awards are made by various committees and are
239 ultimately determined by the Provost or designee.
- 240

241 **23.7 Administrative Discretion Increases.** From the date of ratification of this
242 document, through August 31, 2024, the University may provide Administrative Discretion
243 Increases up to one and one-half percent (1.5%) of the total salary rate of employees who
244 were in an employment relationship with the University on May 7, 2023. Any Administrative
245 Discretion Increase provided to contract and grant (C&G) or auxiliary-funded employees,
246 any court-ordered or court-approved salary increase, any prevailing wage adjustment for
247 the purpose of qualifying for immigration status, or any salary increase to settle a legitimate,
248 broad-based employment dispute shall not be subject to the terms and limitations of this
249 Section.

250 (a) The University may provide Administrative Discretion Increases for verified written
251 offers of outside employment, special achievements, merit, compression and inversion,
252 equity and market equity considerations, and similar special situations to employees in the
253 bargaining unit.

254 (b) Administrative Discretionary Increases for verified written offers of outside
255 employment shall not be subject to the one and one-half percent (1.5%) salary rate
256 limitation.

257 (c) UFF Notification. Within 45 days of the effective date of any such increase, the
258 University shall provide to the UFF a written notification of the increase which states the
259 name of the employee, the rank and discipline of the employee, the amount of the increase,
260 and the reason for the increase.

261 (d) The University's ability to provide Administrative Discretion Increases shall expire
262 August 31, 2024, and shall not become part of the status quo.

263
264 **23.8 Report to Employees.** All employees may access their salary information at any
265 time through the UCF portal.

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267 **23.9 Type of Payment for Assigned Duties.**

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

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

274
275 **23.10 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
276 option for 9-month employees shall be offered each year during an annual open enrollment
277 period from April 1 to June 30. If chosen by the employee, this payment option shall
278 become effective for one academic year starting with the first full pay period beginning after
279 August 8. The plan shall allow for employees to select a fixed savings amount to be
280 deducted from each of the nineteen full bi-weekly paychecks received during the Fall and
281 Spring semesters with a change in that amount to account for those paychecks from which
282 double premiums are deducted. The total savings shall be returned to the employee in
283 equal amounts for the five full bi-weekly paychecks received during the Summer. The
284 University shall provide an online calculator to assist the employee in determining a savings
285 amount and fixed reduction amount that will allow the employee's net paychecks to remain
286 approximately constant. Pay received for supplemental summer assignments shall be
287 unaffected by this plan. This pay plan is subject to tax limitations.

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289 **23.11 Administrative Salary Stipends.** A temporary salary increase that is provided to
290 an employee as compensation for performing a specific, titled administrative function shall
291 be permitted under this agreement as an Administrative Salary Stipend. Within 45 days of
292 the effective date of any Administrative Salary Stipend, the University shall provide UFF a
293 written notification of the stipend which states the name of the employee, the rank and
294 discipline of the employee, the amount of the stipend, and the reason for the stipend. If all
295 or part of the stipend is later added to the employee's salary, the amount so converted shall
296 be treated as an Administrative Discretion Increase during the year in which the conversion
297 takes place and shall be subject to limitations of that section.
298

299 **23.12 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
300 serving on twelve-month appointments shall be calculated by dividing the salary rate by
301 26.1 pay periods.
302

303 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
304 employment laws.