

1 ARTICLE 23

2 **SALARIES**

3

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~~11.0% 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~~12.0% 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.

17

18 **23.3 Other Increases.**

19 (a) Across-the Board Salary Increases.

20 (1) Effective ~~October-April 30, 2024~~7 for the 2023 - 2024 academic year, (distributed
21 on pay date ~~October 21~~May 7, 2023~~2024~~) each eligible employee
22 whose salary is at least \$50,000 shall receive an ~~8~~5% increase to the employee's base
23 salary. This increase will be calculated using the employee's salary as of October 6,
24 2023. An employee shall be eligible if the employee's most recent annual evaluation, if
25 provided, was Satisfactory or above; the employee was in an in-unit employment
26 relationship (not OPS) with the University prior to May 7, 2023; and the employee remains
27 in a continual in-unit employment relationship at the date of implementation. Employees
28 employed in 2022-2023 that meet the above qualifications and were not evaluated shall
29 be provided with an evaluation for the period and shall be eligible for the increase.

30 (2) Effective April 30, 2024 ~~October 7~~ for the 2023 - 2024 academic year (distributed
on pay date

31 ~~May 7, 2024~~October 21, 2023), each eligible employee whose salary is
32 less than \$50,000 shall receive a ~~9~~6% increase to the employee's base salary. This
33 increase will be calculated using the employee's salary as of October 6, 2023. An
34 employee shall be eligible if the employee's most recent annual evaluation, if provided, was
35 Satisfactory or above; the employee was in an in-unit employment relationship (not OPS)
36 with the University prior to May 7, 2023; and the employee remains in a continual in-unit
37 employment relationship at the date of implementation. Employees employed in 2022-
38 2023 that meet the above qualifications and were not evaluated shall be provided with an
39 evaluation for the period and shall be eligible for the increase.

40 (b) One-time payment for 2023-2024. Effective ~~October 6~~April 30, 2023~~2024~~ (distributed
41 on pay date May 7, 2024~~October 21, 2023~~), the University shall provide a one-time payment
of

42 ~~\$21,500~~ to each employee who was in a continual,
43 non-OPS employment relationship with the University on May 7, 2023, whose 2022-
44 2023 annual evaluation, if provided, was Satisfactory or above, and who remains
45 employed by the University in an in-unit position at the date of implementation. Those
46 employed on or after May 8, 2023 who did not receive an annual evaluation for 2022-

47 2023 will be assigned a Satisfactory rating for the purposes of this payment. If an
48 employee's position is less than 1.0 FTE, the payment shall be prorated.

49 (c) Merit Salary Increases. No merit salary increases will be distributed this cycle.
50

51 **23.4 Salary Increases for Employees Funded by Contracts and Grants or** 52 **Auxiliary Accounts.**

53 (a) Employees on contracts or grants shall receive salary increases equivalent to similar
54 employees on Education and General (E&G) funding, provided that such salary increases
55 are permitted by the terms of the contract or grant and adequate funds are available for this
56 purpose in the contract or grant. In the event such salary increases are not permitted by the
57 terms of the contract or grant, or in the event adequate funds are not provided, the
58 University's representative shall seek to have the contract or grant modified to permit or
59 fund such increases.

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

63 (c) Employees funded by auxiliary accounts shall receive salary increases equivalent to
64 -employees on E&G funding, provided that adequate funds are available-in the
65 appropriate auxiliary account.
66

67 **23.5 Annual Incentive Award Programs.** Incentive Award Programs recognize and
68 promote employee excellence and productivity that respond to and support the mission of
69 the University of Central Florida, including its strategic initiatives and five key goals. The
70 provost or his or her designee shall give final approval for awards to successful faculty.

71 Each year, the University shall make available to eligible employees ~~445~~130 Incentive
72 Awards. The awards shall be distributed to awardees in the next award cycle after
73 ratification of this document as set forth below. Regardless of contract length (9 months
74 through 12 months), award recipients shall receive a one-time award of \$5,000 as soon as
75 practicable and a \$5,000 increase to their salary effective at the beginning of the
76 succeeding academic year. Employees on visiting and other temporary appointments are
77 not eligible for incentive awards. Employees on non-E&G funding will be eligible for the
78 increase depending on availability of funds. All full-time employees in the appropriate
79 discipline with at least four years of continuous, non-OPS service at UCF immediately prior
80 to the current year are eligible.

81 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-
82 TIP") rewards teaching productivity and excellence. Each academic year the University shall
83 make available up to sixty-two UCF-TIP awards to eligible employees. The UCF-
84 TIP award recognizes employee contributions to UCF's key goals of offering the best
85 undergraduate education available in Florida and achieving international prominence in key
86 programs of graduate study. Employees applying for TIPs must meet current productivity
87 criteria.

88 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award
89 ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that
90 advances the body of knowledge in a particular field, including interdisciplinary research
91 and collaborations. Each academic year the University shall make available up to
92 sixty-two UCF-RIA awards to eligible employees. The UCF-RIA award recognizes
93 employee contributions to UCF's key goal of achieving international prominence in research
94 and creative activities.

95 (c) Scholarship of Teaching and Learning Awards (SoTLs). SoTLs recognize discovery,
96 reflection, and using evidence-based methods to research effective teaching and student
97 learning in higher education (i.e., at the university level). SoTL goes beyond teaching based
98 on evidence for specific teaching and learning practices. While the implementation of SoTL
99 outcomes may result in teaching excellence and increased teaching effectiveness, this
100 award recognizes scholarly efforts beyond teaching excellence. The University shall make
101 available up to six SoTL awards.

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

105 (e) Incentive Award Selection.

106 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall
107 be elected by and from the unit employees. The committees shall equitably represent the
108 departments or units within them. Employees who plan to apply in the current cycle for a
109 particular award shall not be eligible to serve on the committee. A committee chairperson
110 for each incentive award program shall be elected by and from the college/unit committee.
111 The chairperson shall charge the committee that members shall only consider the merits of
112 the application. No additional outside information or discussion of position, e.g., instructor
113 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may
114 additional criteria be used. The committee shall review the award applications and shall
115 submit a ranked list of recommended employees to the dean or dean's representative. In
116 ranking the applicants, committee members shall only consider the merits of the application.

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

123 b. In larger colleges or units, subcommittees may be formed from the committee
124 at-large in the interest of efficient evaluation of the incentive award applications. Each
125 subcommittee must include at least three members, and every member of the committee at-
126 large must serve on a subcommittee. The applications to be reviewed shall be equitably
127 partitioned among the subcommittees. The subcommittees shall follow the ranking
128 procedure outlined above to determine which applications they recommend to the
129 committee at-large. Then the committee at-large shall be convened to review the
130 applications recommended by the subcommittees.

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

134 d. Following this discussion, the committee shall use a secret ballot to rank
135 candidates using the procedure outlined in (a) above.

136 e. A majority of voting committee members present must rank an applicant for
137 that employee to be eligible for an incentive award.

138 f. The applicant with the highest mean rank (i.e., the sum of the applicant's
139 rankings divided by the number of committee members present) shall have the highest
140 priority for an incentive award, the applicant with the next highest mean rank the next
141 highest priority, and so on, until all applicants who received rankings by a majority of
142 committee members present are ranked in order.

143 g. In the case of T applicants with tied mean rank for the final T-1 or fewer
144 available award(s), the procedure outlined in (a) above, with T being the highest possible
145 rank, shall be used to break the ties. The ranking process outlined in (a) above shall be
146 used as many times in succession as necessary until all such ties are resolved and a final
147 ranked list is complete.

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

154 i. For purposes of TIP/RIA selection as stated above, "college" shall also
155 include the group of employees whose primary assignment is in the College of
156 Undergraduate Studies, the College of Graduate Studies, an institute or center. These
157 employees shall be grouped together for purposes of calculating the number of awards
158 available for each award category. The college committee shall consist of a member from
159 each of the units represented.

160
161 **23.6 Excellence Awards.** The University shall implement the merit-based bonuses set
162 forth below to recognize and promote employee excellence and productivity that respond to
163 and support the mission of the University of Central Florida.

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

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

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

173 (3) The eligibility criteria for an applicant is holding the rank of tenured professor; the
174 applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise,
175 meaning known as a preeminent scholar in his or her discipline; and have a positive impact
176 to other scholars at UCF. Applications will be reviewed by a committee consisting of one
177 Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice
178 Provost for Faculty Excellence. An employee who holds the rank of full professor shall be
179 appointed by the UCF-UFF Chapter President to serve as an ex officio member of the
180 committee, and shall not have a voting role except in the case of breaking any tie votes.
181 The President and Provost or designee will make the final appointment.

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

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

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

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

191 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least
192 three years of continuous non-visiting, non-OPS service at UCF immediately prior to the
193 current year are eligible, except for employees who have received a college or university
194 excellence award in the past three academic years in the category for which they are
195 applying. For some Excellence awards, additional eligibility criteria are specified below.
196 Award recipients shall receive a one-time payment of \$2,500. Each academic year, the
197 University shall award Excellence in Undergraduate Teaching awards, one University
198 Award for Excellence in Undergraduate Teaching, Excellence in Graduate Teaching
199 awards, one University Award for Excellence in Graduate Teaching, one University Award
200 for Excellence in Faculty Academic Advising, Excellence in Research awards, one
201 University Distinguished Research award, one University Award for Excellence in
202 Professional Service, one Excellence in Librarianship award, and one Excellence in
203 Instructional Design award.

204 (1) Excellence in Undergraduate Teaching awards.

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

208 b. The criteria for evaluating applicants' files shall include three major
209 categories:

- 210 1. Innovations to improve undergraduate teaching;
- 211 2. Undergraduate teaching accomplishments/honors;
- 212 3. Evidence of impact on undergraduate teaching.

213 (2) Excellence in Graduate Teaching Awards.

214 a. Eligibility. Employees must have contributed significantly to graduate
215 education, including substantial teaching of graduate courses (including thesis and
216 dissertation courses) over the current academic year and the three preceding academic
217 years.

218 b. The criteria for evaluating applicants' files shall include three major
219 categories:

- 220 1. Innovations to improve graduate teaching;
- 221 2. Graduate Teaching Accomplishments/honors;
- 222 3. Evidence of impact on graduate teaching.

223 (3) Excellence in Research Awards

224 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in
225 research over each of the three immediately preceding years and the current year at UCF.

226 b. The criteria for evaluating applicants' files shall include three major
227 categories.

- 228 1. cumulative value and impact of research efforts at UCF within the
229 discipline and to society;
- 230 2. Recognition of research impact by the individual's peers in the same or in
231 related disciplines;
- 232 3. Publication/dissemination and presentation of research results.

233 (4) Excellence in Faculty Academic Advising.

234 a. Eligibility. All employees who currently advise and who have advised
235 undergraduate students over the preceding three academic years are eligible.

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

- 237 1. Evidence of extra effort to improve advising;
- 238 2. Evidence that students have been sensitively and appropriately informed
239 and guided concerning career choices and academic opportunities;

- 240 3. Evidence that the nominee serves as a role model in the pursuit of
241 learning.
- 242 (5) University Awards for Excellence in Professional Service.
- 243 a. Eligibility. Employees who are assigned an FTE of 0.10 for professional
244 service duties over the current year and for each of the three preceding academic years are
245 eligible.
- 246 b. The criteria for evaluating applicants' files shall include three major
247 categories:
- 248 1. Evidence of effectiveness in service to the university by highlighting
249 leadership contributions;
- 250 2. Evidence of significant accomplishment in professional organizations in
251 the nominee's discipline;
- 252 3. Evidence of recognition for outreach activities, service, and leadership
253 contributions to community organizations.
- 254 (6) Excellence in Librarianship.
- 255 a. Eligibility. Employees who have served at UCF as a librarian on a permanent
256 line for the current year and at least the three years immediately preceding the current year
257 are eligible.
- 258 b. The criteria for evaluating applicant's files shall include two major categories:
- 259 1. Evidence of extra effort to improve library services and collections;
- 260 2. Evidence of a sustained period of excellence in the library profession.
- 261 (7) Excellence in Instructional Design.
- 262 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-
263 month contract at the time of nomination and over the three preceding academic years.
- 264 b. The criteria for evaluating applicant's files shall include two major categories:
- 265 1. Innovative contributions to UCF and/or the ID field;
- 266 2. Evidence of outstanding effort to promote quality of online instruction and
267 improve relationships with faculty members at UCF.
- 268 (8) Recommendations for these awards are made by various committees and are
269 ultimately determined by the President or designee.

270

271 **23.7 Administrative Discretion Increases.** From the date of ratification of this
272 document, through August 31, 2024, the University may provide Administrative Discretion
273 Increases up to one and one-half percent (1.5%) of the total salary rate of employees who
274 were in an employment relationship with the University on May 7, 2023. Any Administrative
275 Discretion Increase provided to contract and grant (C&G) employees, any court-ordered or
276 court-approved salary increase, any prevailing wage adjustment for the purpose of
277 qualifying for immigration status, or any salary increase to settle a legitimate, broad-based
278 employment dispute shall not be subject to the terms and limitations of this Section.

279 (a) The University may provide Administrative Discretion Increases for verified written
280 offers of outside employment, merit, compression and inversion,
281 equity and market equity considerations to employees in the
282 bargaining unit.

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

286 (c) UFF Notification. At least 14 days prior to the effective date of any such increase, the
287 University shall provide to the UFF a written notification of the increase which states the

288 name of the employee, the rank and discipline of the employee, the amount of the increase,
289 and the reason for the increase.

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

292

293 **23.8 Report to Employees.** All employees shall receive notice of their salary increases
294 prior to implementation.

295

296 **23.9 Type of Payment for Assigned Duties.**

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

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

303

304 **23.10 Twelve-Month Payment Option.** The parties agree that a twelve-month payment
305 option for 9-month employees shall be offered each year during an annual open enrollment
306 period from April 1 to June 30. If chosen by the employee, this payment option shall
307 become effective for one year starting with the first full pay period beginning after August 8.
308 The plan shall allow for employees to select a fixed savings amount to be deducted from
309 each of the nineteen full bi-weekly paychecks received during the Fall and Spring
310 semesters with a change in that amount to account for those paychecks from which double
311 premiums are deducted. The total savings shall be returned to the employee in equal
312 amounts for the five full bi-weekly paychecks received during the Summer. The University
313 shall provide an online calculator to assist the employee in determining a savings amount
314 and fixed reduction amount that will allow the employee's net paychecks to remain
315 approximately constant. Pay received for supplemental summer assignments shall be
316 unaffected by this plan. This pay plan is subject to tax limitations.

317

318 **23.11 Administrative Salary Stipends.** A temporary salary increase that is provided to
319 an employee as compensation for performing a specific, titled administrative function shall
320 be permitted under this agreement as an Administrative Salary Stipend. At least 14 days
321 prior to the effective date of any Administrative Salary Stipend, the University shall provide
322 UFF a written notification of the stipend which states the name of the employee, the rank
323 and discipline of the employee, the amount of the stipend, and the reason for the stipend. If
324 all or part of the stipend is later added to the employee's salary, the amount so converted
325 shall be treated as an Administrative Discretion Increase during the year in which the
326 conversion takes place and shall be subject to limitations of that section.

327

328 **23.12 Salary Rate Calculation and Payment.** The biweekly salary rate of employees
329 serving on twelve-month appointments shall be calculated by dividing the salary rate by
330 26.1 pay periods.

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332 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and
333 employment laws.

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