

ARTICLE 23
SALARIES

23.5 Annual Incentive Award Programs. Incentive Award Programs recognize and promote employee excellence and productivity that respond to and support the mission of the University of Central Florida. Each year, the University shall make available to eligible faculty 100 -Incentive Awards. The awards shall be distributed ~~Programs shall be implemented~~ as set forth in Paragraphs (a) through (ef) below, ~~to recognize and promote faculty employee excellence and productivity that respond to and support the mission of the University of Central Florida. The president shall give the final approval for awards to the successful employees~~ faculty. Regardless of the contract length (9 months through 12 months), award recipients shall receive a \$5,000 increase to their base salary ~~retroactive to the start of one day after the end date of the employment agreement for~~ at the end of the academic year in which the award was given, ~~plus a one-time award of \$5,000, on that date, in lieu of a retroactive payment.~~ These awards shall be made according to existing criteria and procedures.

(a) **UCF-Teaching Incentive Program.** The UCF-Teaching Incentive Program (“UCF-TIP”) rewards teaching productivity and excellence. Each academic year the University shall award ~~up to up to~~ up to forty (40) ~~new~~-UCF-TIP awards to employees. ~~(additional awards may shall be given as a result of rounding, e.g., a college allocated 5.5 awards willould round up to 6 awards),~~ in addition to recycled awards. 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 ~~program~~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., ~~including the scholarship of teaching and learning.~~ Each academic year the University shall award ~~up to up to~~ up to twenty-fourty (20) ~~new~~-UCF-RIA awards to employees. ~~(additional awards may shall be given as a result of rounding, e.g., a college allocated 5.5 awards willould round up to 6 awards),~~ in addition to recycled awards. ~~One quarter of the UCF RIA awards will be designated for the scholarship of teaching and learning.~~ Additional awards beyond 40 will be funded out of the recycled awards. The UCF-RIA award recognizes faculty contributions to UCF’s key goal of achieving international prominence in research.

(c) **UCF-Service and Partnership Award program.** ~~The UCF Service and Partnership Award (“UCF SPA”) program recognizes outstanding contributions to service at all levels of the university as well as to the larger community and partner organizations. Scholarship of Teaching and Learning Program. The Scholarship of Teaching and Learning (SoTL) program recognizes success in research related to the scholarship of teaching and learning. Each academic year the University shall award up to ten (10) new SoTL UCF SPA awards to employees, in addition to recycled awards. The UCF SPA award recognizes faculty contributions to UCF’s key goal of being America’s leading partnership university, as well as in shared governance and public service.~~ 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 Awards (SoTLs).** SoTLs use discovery, reflection, and evidence-based methods to research effective teaching and student learning. While the implementation of SoTL outcomes can result in teaching excellence and increasing teaching effectiveness, this award recognizes not teaching excellence but scholarly efforts.

(2) **Graduate Student Research Supervision Awards (GSRS's).** 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.

(3) **External Funding Relative to Discipline Awards (EFRD's).** 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 our external funding by 2020.

(4) **Impactful Collaboration/Interdisciplinarity/Partnership Awards (ICIP's).** This new award recognizes outstanding collaboration in pedagogy, interdisciplinary scholars on teams solving tomorrow's scientific and societal challenges, and partnerships in the community and abroad that transform lives. The ICIP Award recognizes faculty contributions to the University's goal of being America's leading partnership university.

(d) **Emerging Preeminence Fund.** In any year in which the number of re-cycles available exceeds 30, the awards in excess of 100 will be allocated to an Emerging Preeminence Funds held in the Office of Faculty Excellence. The monies in this fund will be spent to support and strengthen faculty. Examples of how these monies will be spent (inclusive of all faculty ranks/titles) are listed below in order of priority.

(1) In years when there are less than 30 total recycled awards, bringing the balance to 30 in order to fund 40/40 and 5 in each of the additional types

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

(3) Faculty in house grants program supporting international initiatives

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

(5) Faculty Fellows focused on projects that support faculty

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

(d) **Eligibility.** All full-time, regular employees in a college or unit shall be eligible for Incentive Award Programs in their fifth year of continuous service, and beginning in the fifth academic year after receiving a particular Incentive Award (i.e., every five years). Employees applying for TIPs must meet current productivity criteria. Employees on visiting and other temporary appointments are not eligible for incentive awards. Employees may only apply for one category of award in a given year.

(e) **Applications.** Until the Office of Faculty Excellence is able to make applications electronic, applications shall be compiled in a binder with a 1” diameter ring and include the sections listed below:

(1) Cover page, including name, job title, department, college, and duration covered by the application. ~~Applications for a SoTL award shall clearly indicate that fact, to distinguish it from a RIA application.~~

(2) Table of contents, with section numbers.

(3) Abstract of 500 words or less, stating the most convincing case for the employee’s candidacy. The word count shall be provided at the bottom of the abstract.

(4) Letter(s) of nomination, which may include self-nominations and shall be limited to no more than three total.

(5) Only the relevant portion (i.e., teaching for TIP, research for RIA/SoTL, and service for SPA) of the Annual Chair’s Evaluation for the time period represented in the application. The Department Chair shall provide the number of faculty evaluated in each year during that time period, the number of faculty in each category (Outstanding, Above Satisfactory, etc.), and the department ~~methodology and criteria for evaluating that portion of the employee’s annual evaluation.~~ AESP.

(6) Evidence of outstanding contributions within the award program. This section should bolster and extend the case for the employee’s candidacy, and may contain relevant materials associated with an Annual Evaluation, as summarized in Article 10.1(d). Information may be summarized in tables, figures, and other supplementary materials, and shall be compiled on 8.5” x 11” paper, 12 point font, and with 1” margins on all sides. Binder and divider pockets shall remain empty.

(7) The employee’s c.v.

(f) **Selection.**

(1) **TIPs/RIAs.** College or unit committees for ~~each incentive~~ the TIP and RIA award programs shall be elected by and from the unit employees. ~~The committees shall equitably represent the departments or units within them.~~ Employees who plan to apply for a particular award in the current or immediately following cycle shall not be eligible to serve on the committee. A committee chairperson for each incentive award program shall be elected by and from the college/unit committee. ~~The chairperson shall charge the committee that members shall only consider the merits of the application. No additional outside information or discussion of position, e.g., instructor vs. tenure track faculty, past awards, current salary, etc., may be considered.~~ The committee shall review ~~incentive~~ the award applications and shall submit a ranked list of recommended employees to the dean or dean’s representative. In ranking the applicants, committee members shall only consider the merits of the application.

Commented [SA1]: Current procedures call for a student member of the Selection Committee. Why eliminate that?

The committee shall not impose any numerical criteria or weightings during the ranking process, and departures from the specifications in 23.5(e) shall not disqualify an application.

Commented [SA2]: No departures? What if the application contains no nomination letters, or doesn't include annual evaluations?

(12) Each committee member shall review all applications and transmit a preliminary ranking to the committee chair. Committee members may rank as many applicants as they deem merit the award, with 1 being the highest, 2 the next highest, and so on. Applications that are not deemed acceptable for an award shall be left unranked. ~~The RIA selection committee shall rank applications for SoTL separately from those for RIA.~~

(23) Committee members shall not vote on or discuss applicants within their own department, unit or program; or in any case where a conflict of interest exists, as defined in Article 19 of this agreement. The exception is that a committee member may provide clarifying information about department AESPs, etc., if requested by another committee member.

Commented [SA3]: What is rationale for this?

(34) The committee chair shall determine the number of ranked votes for each applicant, the arithmetic mean ranking, and the variance in ranking. The committee chair shall convene the committee and review their initial rankings. Discussion shall be limited to information contained in the application and may focus on applicants with a large variance in rankings, to try to identify the cause of and reduce disparate rankings.

(45) Following this discussion, the committee shall use a secret ballot to rank candidates using the procedure in 23.5(f)(1).

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

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

~~(87) The committee chair will transmit this ranked list to the dean or dean's representative, or unit head who shall forward it to the president for approval. have final approval of the awards. If the dean or unit head does not approve an award, it shall be retained in the same unit for one cycle before it is returned to the overall pool for apportionment.~~

(9) For purposes of 23.5(f)(1) "college" shall also include the group of employees whose primary assignment is in the College of Undergraduate Studies, the College of Graduate Studies, an institute or center. These employees shall be grouped together for purposes of calculating the number of awards available for each award category. The college committee shall consist of a member from each of the units represented. In the case of TIP awards, the final decision shall be made by the Vice Provost for Teaching and Learning. In the case of RIAs, the Vice President for Research will be the final decision-maker.

~~(8) If more awards are available within a college or unit than the number of recommended applicants, the committee chairs shall review the highest ranked, non-selected applicant from each college of unit, and use the procedures above to fill the available awards. If surplus awards still exist, their value will be evenly divided and added to the award given to candidates selected for in that award program. Fractional awards shall not be recycled.~~

(10) SoTL awards shall be made according to existing criteria and procedures, with the Vice Provost for Teaching and Learning having final decision making authority. He

or she shall have the ability to retain an award for one cycle before it is returned to the overall pool for apportionment.

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

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

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