

### Comparison of Article 23 Proposals

	<b>UFF-UCF Proposing</b>	<b>Last BOT proposal</b>
Promotion increases for University Instructional Designer	✓	✓
<b>Salaries</b>	<b>1.5% ATB + 1.5% Merit</b>	1% ATB + 1% Merit
Equity increases	✓	✓
Implementation dates	✓	✓
<b>Parity</b>	✓	
<b>Incentive awards</b>	<b>40 TIP + 40 RIA + 10 SoTL + recycles or 55 TIP + 55 RIA + 10 SoTL + 10 SPA and no recycles</b>	45 TIP + 45 RIA + 10 SoTL and no recycles
All employees eligible every 5 <sup>th</sup> year	✓	✓
New “college” for centers, etc.	✓	✓
Streamlined application process – eventually on-line & similar to that of corresponding Excellence Award	✓	✓
Awards based on last five years or more (i.e., since hire or last award of that type)	✓	✓
Expanded eligibility criteria for TIP	✓	
Selection committees chosen from faculty not currently eligible for award	✓	✓
Selection committees only consider application; recommend awards based on merit and not other factors	✓	✓
Specific method for ranking applications and avoiding conflicts of interest (based on procedures used by the Fulbright Scholar Program and the National Science Foundation)	✓	✓
<b>Final award approval</b>	<b>Provost</b>	Vice Provost
ADI 1.5%	✓	✓
12 month payment option	✓	✓