

**ARTICLE 23 [~~2016-2017-2018~~]**

*[supersedes earlier versions, including 2015-2018]*

**SALARIES**

**23.21 Promotion Increases.**

(a) Promotion salary increases shall be granted on August 8 following that promotion in an amount equal to 9.0% of the employee's salary as of August 7 in recognition of promotion to one of the ranks listed below:

- (1) To Assistant in \_\_\_\_\_, ~~and Assistant University Librarian;~~
- (2) To Associate Professor, Associate Instructor, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in \_\_\_\_\_, Associate Instructional Designer, and Associate University Librarian;

(b) Following ratification of this document, future promotion salary increases shall be granted on August 8 following that promotion in an amount equal to 10.0% of the employee's salary as of August 7 in recognition of promotion to one of the ranks listed below:

- (3) To Professor, Senior Instructor, Senior Lecturer, Scholar/Scientist/Engineer, University Librarian, and Senior Instructional Designer.

**23.32 Legislatively Mandated Increases.**

(a) No legislatively mandated increases were provided in ~~2016-17~~, however, if an increase were to be made available, it would be implemented as soon as practicable.

**23.43 Other Increases.**

(a) Across-the Board Salary Increases. Effective ~~December 16, 2016~~, November 17, 2017, for the ~~2016-17-18~~ year, each eligible employee shall receive a ~~one-two and one quarter percent (+2.250%)~~ increase to the employee's base salary. This increase will be calculated using the employee's salary as of ~~December 16, 2016~~, November 17, 2017. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship (not OPS) with the University prior to May 7, 2016; and the employee remains in a continual employment relationship at the date of implementation. Employees employed in 20156-167 that meet the above qualifications and were not evaluated shall be provided with an evaluation for the period and shall be eligible for the increase.

(b) One-time payment. In addition to the across-the board increases taking effect on ~~December 16, 2016~~, November 17, 2017, all employees eligible for that increase shall receive a one-time payment of ~~\$970~~ \_\_\_\_\_ ~~\$610~~ on December ~~16, 2016~~, 2017, or as soon as practicable thereafter.

(c) Merit Salary Increases. ~~No merit salary increases will be distributed this cycle. Effective December 16, 2016, for the 2016-2017 year, the University shall provide merit salary increases to each department/unit equal to one and one half percent (1.5%) of the total base salary of employees in the department/unit as of August 12, 2016. All employees who are not members of a department/unit shall be grouped together and treated as a department/unit for the purpose of calculating and providing merit salary increases. Merit salary increases shall be provided to eligible employees in each department/unit who are in an employment relationship with the University prior to May 7, 2016; who remain in an in-unit employment relationship at the date of implementation; and who meet the following criteria and procedures:~~

~~\_\_\_\_\_ (1) Eligibility. For the 2016-2017 year, an employee is eligible under this Section if he or she received an Above Satisfactory or Outstanding on his or her most recent annual evaluation, has had no break in service between May 7, 2016 and the implementation date, and is still employed in unit at the University on the date of BOT ratification.~~

49 ~~(2) Distribution. The merit salary increases for eligible employees shall be calculated~~  
 50 ~~as a percentage of their base salary. Such increases shall be distributed proportionately to those employees~~  
 51 ~~whose most recent annual evaluations are Above Satisfactory or Outstanding in a ratio of 1.0 for Above~~  
 52 ~~Satisfactory and 1.7 for Outstanding.~~

53 (d) Equity Increases. Effective ~~December 16, 2016~~ November 17, 2017 for the 20167-20178  
 54 year, the University shall provide a one-time equity increases to all regular, clinical, research, and non-  
 55 visiting E&G funded employees as follows. an amount equal to one fifth of one percent (0.20%) of the  
 56 total base salary of all E&G employees as of August 12, 2016 pool of up totwo hundred and fifty  
 57 thousand dollars (\$250,000 to all regular, clinical, research, non-visiting employees whose August 12,  
 58 20167, 1.0 FTE base salary was less than \$45,000 for those with a Ph.D. or equivalent terminal degree, or  
 59 less than \$42,000 for all others or whose 12-month salary was less than \$60,000 for those with a Ph.D. or  
 60 equivalent degree or less than \$56,000 for all others. Equity increases shall be distributedproportionately  
 61 equal to the difference between the employee's August 11, 20167 salary and the thresholds ~~below~~ above.  
 62 The increase shall be available to employees who were in an employment relationship (not OPS) with the  
 63 University prior to May 7, 2017; who remain in an in-unit employment relationship at the date of  
 64 implementation, and that also meet the following eligibility requirements: regular, clinical, research, non-  
 65 visiting E&G employees whose August 11, 2017 1.0 FTE base salary also meets one of the following  
 66 qualifications:

67 (1) 9-month salary:

- 68 a. is less than \$45,000 and who holds a Ph.D. or equivalent terminal degree in a  
 69 field related to the employee's assignment.  
 70 b. is less than \$42,000 for all other employees

71 (2) 12-month salary:

- 72 a. is less than \$60,000 and who holds a Ph.D. or equivalent terminal degree in a  
 73 field related to the employee's assignment.  
 74 b. is less than \$56,000 for all other employees

76 **23.5 Annual Incentive Award Programs.** Incentive Award Programs recognize and promote  
 77 employee excellence and productivity that respond to and support the mission of the University of Central  
 78 Florida, including its strategic initiatives and five key goals. The provost or his or her designee shall give  
 79 final approval for awards to successful faculty.

80 Each year, the University shall make available to eligible employees ~~115~~ 120 Incentive Awards.  
 81 The awards shall be distributed to awardees in the next award cycle after ratification of this document as  
 82 set forth in Paragraphs (a) through (f) below. Regardless of ~~the~~ contract length (9 months through 12  
 83 months), award recipients shall receive a one-time award of \$5,000 as soon as practicable and a \$5,000  
 84 increase to their salary effective at the beginning of the succeeding academic year. Employees on visiting  
 85 and other temporary appointments are not eligible for incentive awards. Employees on non-E&G funding  
 86 will be eligible for the increase depending on availability of funds.

87 (a) **UCF-Teaching Incentive Program.** The UCF-Teaching Incentive Program ("UCF-  
 88 TIP") rewards teaching productivity and excellence. Each academic year the University shall make  
 89 available up to fifty ~~five~~ UCF-TIP awards to eligible employees. The UCF-TIP award recognizes  
 90 faculty/employee contributions to UCF's key goals of offering the best undergraduate education available  
 91 in Florida and achieving international prominence in key programs of graduate study. Employees  
 92 applying for TIPs must meet current productivity criteria.

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

99 (c) **Scholarship of Teaching and Learning Awards (SoTLs).** SoTLs ~~recognize~~ use  
 100 discovery, reflection, and using evidence-based methods to research effective teaching and student  
 101 learning. While the implementation of SoTL outcomes ~~can~~ may result in teaching excellence and  
 102 increasing teaching effectiveness, this award recognizes scholarly efforts beyond ~~not~~ teaching  
 103 excellence ~~but scholarly efforts~~. For academic year 2016-2017, the University shall make available up to  
 104 ten ~~five (405)~~ SoTL awards. No SoTLs will be available for the 2017-18 award cycle.

105 ~~(d) Eligibility. All full-time, regular employees who meet the applicable criteria shall be~~  
 106 ~~eligible for Incentive Award programs in their fifth year of continuous service beginning in the fifth~~  
 107 ~~academic year (i.e. every five years).~~

108 (d) **Applications for Incentive Awards.** Beginning with the 2016-2017 awards, the Office  
 109 of Faculty Excellence will initiate an electronic application process. Applications shall be completed on-  
 110 line. These awards shall be made according to the criteria or procedures listed on the Faculty Excellence  
 111 website. Any proposed changes to the current criteria shall be provided to the UFF at least 30 days in  
 112 advance so as to permit UFF to seek consultation with respect to them.

113  
 114 (e) **Incentive Award Selection.**

115 (1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs  
 116 shall be elected by and from the unit employees. The committees shall equitably represent the  
 117 departments or units within them. Employees who plan to apply for a particular award in the current or  
 118 immediately following cycle shall not be eligible to serve on the committee. A committee chairperson for  
 119 each incentive award program shall be elected by and from the college/unit committee. The chairperson  
 120 shall charge the committee that members shall only consider the merits of the application. No additional  
 121 outside information or discussion of position, e.g., instructor vs. tenure track ~~employee~~ faculty, past  
 122 awards, current salary, etc., may be considered. The committee shall review the award applications and  
 123 shall submit a ranked list of recommended employees to the dean or dean's representative. In ranking the  
 124 applicants, committee members shall only consider the merits of the application. The committee shall not  
 125 impose any numerical criteria or weightings during the ranking process, and for completed applications,  
 126 departures from the application specifications may impact but shall not disqualify an application.

127 (a) Each committee member shall review all applications and transmit a  
 128 preliminary ranking to the committee chair. Committee members may rank as many applicants as they  
 129 deem merit the award, with the highest rank given to the top candidate (i.e., the highest rank equals the  
 130 number of applicants, N), the next highest rank being N-1, and so on. Applications that are not deemed  
 131 acceptable for an award shall be left unranked.

132 (b) In larger colleges or units, subcommittees may be formed from the  
 133 committee at-large in the interest of efficient evaluation of the incentive award applications. Each  
 134 subcommittee must include at least three members, and every member of the committee at-large must  
 135 serve on a subcommittee. The applications to be reviewed ~~will~~ shall be equitably partitioned among the  
 136 subcommittees. The subcommittees ~~will~~ shall follow the ranking procedure outlined above to determine  
 137 which applications they ~~will~~ recommend to the committee at-large. Then the committee at-large ~~will~~ shall  
 138 be convened to review the applications recommended by the subcommittees. The members of the  
 139 committee at-large ~~will~~ shall discuss the subcommittee recommendations and, finally, use the ranking  
 140 procedure described above to rank the applications recommended by the subcommittees. In the event of  
 141 ties, the ties ~~will~~ shall be broken as described below.

142 (c) The committee chair shall convene the committee and review their initial  
 143 rankings. Discussion shall be limited to information contained in the application and may focus on  
 144 applicants with a large variance in rankings, to try to identify the cause of and reduce disparate rankings.

145 (d) Following this discussion, the committee shall use a secret ballot to rank  
 146 candidates using the procedure stated above in this section.

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

149 (f) The applicant with the highest mean score ~~will~~shall have the highest  
 150 priority for an incentive award, the applicant with the next highest mean score the next highest priority,  
 151 and so on, until all applicants who received a majority of votes are ranked in order.

152 (g) In the case of a tie vote that must be resolved to allocate available  
 153 awards, the committee shall vote on just the tied candidates. The candidate with the most votes shall be  
 154 ranked ahead of those with fewer votes. Voting shall continue using this procedure until all such ties are  
 155 resolved.

156 (h) The committee chair ~~will~~shall transmit this ranked list to the dean or  
 157 dean's representative, or unit head who approves the awards. If the selection committee awards fewer  
 158 than the number of awards available or if the dean or unit head does not approve an award from the list  
 159 submitted by the selection committee, then the award(s) shall be retained in the same college or unit for  
 160 one additional cycle before it is returned to the overall pool for apportionment.

161 ~~(i) If the number of previously awarded (i.e., awarded prior to 2018) but  
 162 relinquished (e.g., due to retirement or resignation) TIP and RIA awards exceeds fifty after the 2017  
 163 award cycle, then the relinquished pre-2018 awards beyond fifty shall be pooled at the university level,  
 164 along with the new awards for that year, and distributed in proportion to the number of eligible faculty in  
 165 each college. No Incentive awards issued after ratification of this document that are relinquished shall be  
 166 eligible for re-issuance (future awards are not pooled for redistribution)~~

167 (j) For purposes of TIP/RIA selection as stated above, "college" shall also  
 168 include the group of employees whose primary assignment is in the College of Undergraduate Studies, the  
 169 College of Graduate Studies, an institute or center. These employees shall be grouped together for  
 170 purposes of calculating the number of awards available for each award category. The college committee  
 171 shall consist of a member from each of the units represented.  
 172

173 **23.6 Excellence Awards.** The University shall implement the merit-based bonuses set forth below to  
 174 recognize and promote employee excellence and productivity that respond to and support the mission of  
 175 the University of Central Florida. These awards shall be made according to the criteria or procedures  
 176 listed on the Faculty Excellence website. Any proposed changes to the current criteria shall be provided to  
 177 the UFF at least 30 days in advance so as to permit UFF to seek consultation with respect to them.

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

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

186 (2) Each academic year, the University shall award up to eight Trustee Chair  
 187 Professorships.

188 (3) These awards shall be made according to existing criteria and procedures.

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

191 (1) Award recipients shall receive a one-time payment of \$5,000 from Foundation  
 192 funds as well as a Pegasus statue.

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

194 (3) These awards shall be made according to existing criteria and procedures.

195 (c) Excellence Awards

196 (1) Award recipients shall receive a one-time payment of \$2,000.

197 (2) Each academic year, the University shall award Excellence in Undergraduate  
 198 Teaching awards, one University Award for Excellence in Undergraduate Teaching, Excellence in

199 Graduate Teaching awards, one University Award for Excellence in Graduate Teaching, two University  
200 Awards for Excellence in Faculty Academic Advising, one University Award for Excellence in  
201 Professional Academic Advising, Excellence in Research awards, one University Distinguished Research  
202 award, two University Awards for Excellence in Professional Service, one Excellence in Librarianship  
203 award, one Excellence in English Language Institute Instruction and one Excellence in Instructional  
204 Design award.

205 (3) These awards shall be made according to existing criteria and procedures published by  
206 the Office of Faculty Excellence.

207

### 208 **23.7 Salary Increases for Employees Funded by Contracts and Grants.**

209 (a) Employees on contracts or grants shall receive salary increases equivalent to similar  
210 employees on Education and General (E&G) funding, provided that such salary increases are permitted  
211 by the terms of the contract or grant and adequate funds are available for this purpose in the contract or  
212 grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the  
213 event adequate funds are not provided, the president or president's representative shall seek to have the  
214 contract or grant modified to permit or fund such increases.

215

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

219

220 **23.8 Administrative Discretion Increases.** ~~On~~From September 1, 2017~~6~~ through August 31,  
221 2018~~7~~, the University may provide Administrative Discretion Increases up to one and one-half percent  
222 (1.5%) of the total salary rate of ~~Education and General (E&G)~~ employees who were in an employment  
223 relationship with the University on May 7, 2017~~6~~. Any Administrative Discretion Increase provided to  
224 contract and grant (C&G) employees, any court-ordered or court-approved salary increase, any prevailing  
225 wage adjustment for the purpose of qualifying for immigration status, or any salary increase to settle a  
226 legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this  
227 Section.

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

231 (b) Administrative Discretionary Increases for verified written offers of outside employment  
232 shall not contribute to the calculation of the salary rate.

233 (c) UFF Notification. At least 14 days prior to the effective date of any such increase, the  
234 University shall provide to the UFF a written notification of the increase which states the name of the  
235 employee, the rank and discipline of the employee, the amount of the increase, and the reason for the  
236 increase.

237 (d) The University's ability to provide Administrative Discretion Increases shall expire  
238 August 31, 2018~~7~~, and shall not become part of the status quo.

239

240 **23.9 Report to Employees.** All employees shall receive notice of their salary increases prior to  
241 implementation.

242

### 243 **23.10 Type of Payment for Assigned Duties.**

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

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

249

250 **23.11 Twelve-Month Payment Option.** The parties agree that a twelve-month payment option for  
251 9-month employees shall be offered each year during an annual open enrollment period from April 1 to  
252 June 30. If chosen by the employee, this payment option shall become effective for one year starting with  
253 the first full pay period beginning after August 8. The plan shall allow for employees to select a fixed  
254 savings amount to be deducted from each of the nineteen full bi-weekly paychecks received during the  
255 Fall and Spring semesters with a change in that amount to account for those paychecks from which  
256 double premiums are deducted. The total savings shall be returned to the employee in equal amounts for  
257 the five full bi-weekly paychecks received during the Summer-~~semester~~. The University shall provide an  
258 online calculator and assistance as reasonable, taking into account time and resources, to assist the  
259 employee in determining a savings amount and fixed reduction amount that will allow the employee's net  
260 paychecks to remain approximately ~~constant level across the 24 pay periods~~. Pay received for  
261 supplemental summer assignments shall be unaffected by this plan. This pay plan is subject to tax  
262 limitations.

263

264 **23.12 Administrative Salary Stipends.** A temporary salary increase that is provided to an  
265 employee as compensation for performing a specific, titled administrative function shall be permitted  
266 under this agreement as an Administrative Salary Stipend. At least 14 days prior to the effective date of  
267 any Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend  
268 ~~that which~~ states the name, ~~of the employee, the rank,~~ and discipline of the employee, the amount of the  
269 stipend, and the reason for the stipend. If all or part of the stipend is later added to the employee's salary,  
270 the amount so converted shall be treated as an Administrative Discretion Increase during the year in  
271 which the conversion takes place and shall be subject to limitations of that section.

272

273 **23.13 Salary Rate Calculation and Payment.** The biweekly salary rate of employees serving on  
274 twelve month (calendar year) appointments shall be calculated by dividing the calendar year salary rate  
275 by 26.1 pay periods.