

Why are we still negotiation Article 23?

- UFF Proposal 1, April 30, 2025: 8% raise, 1-time \$3500 – \$5000, etc.
- BOT Proposal 1, September 17, 2025: 0% raise, 1-time \$1000 – \$1500
- UFF Proposal 2, October 8, 2025: 4% raise, 1-time \$3500 – \$5000, etc.
- Any correlation of above with rest of Florida State University System?
- Any correlation with falling faculty moral?

Florida State University System Salary Raises 2025 - 26

- FGCU Offer: **2%** across-the-board PLUS one-time payment totaling \$2,300 for all in-unit.
- Florida Poly Offer: **2.5% - 1%**. They also negotiated a one-time bonus that averages \$3,000.
- FSU Offer: Promotion (12%/15%); SPI (3% every 5 years); PTR (3% Meets / 5% Exceeds); \$4,000 Bonus Meets / \$6,000 Bonus Exceeds; Raises **2.25%** total (performance 1.55%; merit 0.45%; performance bonus 0.25%); ADI 0.7%
- UF Offer: **3%** merit as decided by the unit
- UNF Offer: UNF received no recurring funds this year; one-time payment to all faculty of \$2,200. They also offered a pool of \$400k for C&I adjustments
- FIU negotiated a 3-year pay raise last year but FIU claimed insufficient funds. Final offer: **1.5%** retention raise and a scaled, one-time merit bonus of \$1,000, \$1,500, or \$2,000 depending on last year's annual evaluation scores
- UWF negotiated **4 - 3%** Merit increase to base salary; Plus **4% - 3%** Merit Bonus
- USF Offer: **2%** across the board which UFFUSF rejected.

UCF In Unit % Salary Raises 2020 -2025

- 2020 – 2021 0 %; One-time \$1,200
- 2021 – 2022 2.5 % (> \$48,500) & 3.5% (< \$48,500); One-time \$2500
- 2022 – 2023 1% (ATB); 2 % (merit); one-time \$3,000
- 2023 – 2024 0%
- 2024 – 2025 3% (merit) one-time \$ 6500 (< \$50,000); \$6000 (< \$100,000); \$5500 (<\$150,000); \$5000 (>\$150,000)

UFF Survey Results

UFF-UCF Collective Bargaining Session

Wednesday, 11/19/25

1:30 pm - 3:30 pm

An individual needs

an annual salary of

\$100,922 to live

with sustainable comfort in Orlando

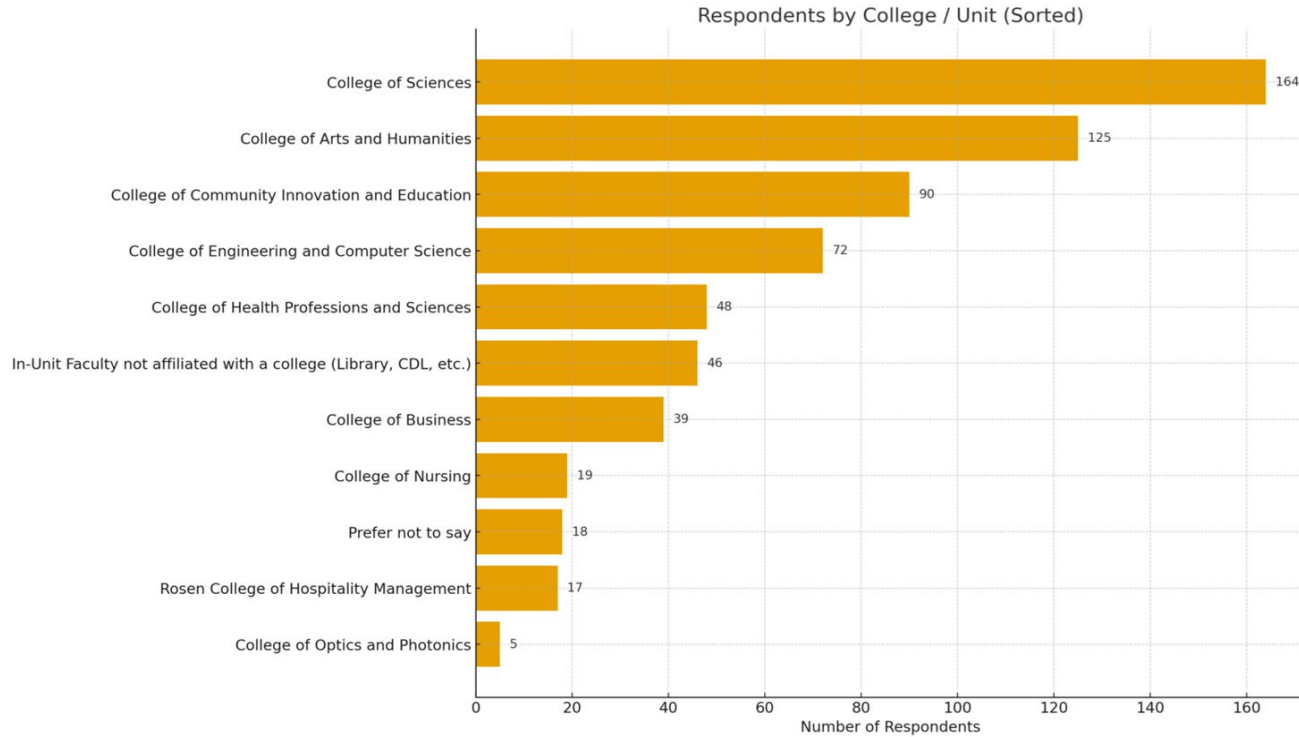
970 faculty members (56%) make less

From 2021 to 2025:

- The average **administrative salary** increase was **24.26%***
- **UCF faculty** received a **9.8% - 8.7%** raise
- **Consumer Price Index (CPI Inflation)** increased **23.85%** nationally

*Excluding Alexander Cartwright's 128% raise,
based on data from <https://govsalaries.com> and https://www.floridahasarighttoknow.myflorida.com/search_state_payroll

Faculty Survey - November 2025

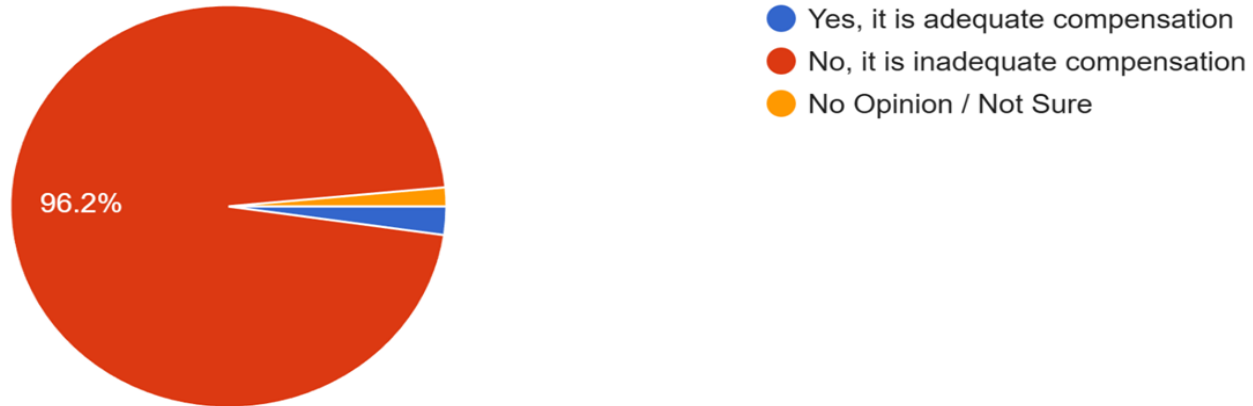


Survey of the Bargaining Unit - **664 responses** or 38.6% response rate

Faculty emphasize that the payment **fails to address years of salary stagnation, ignores compression and inversion, and bears no relationship to workload realities.**

Do you feel that the one-time payment offered by President Cartwright is adequate compensation for the work of in-unit faculty in achieving preeminent status?

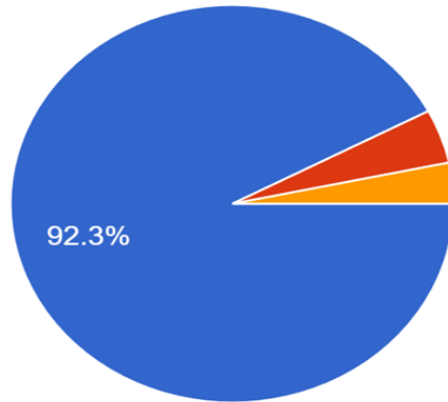
659 responses



The faculty response to bargaining priorities is unambiguous: **a strong majority—around 92% of respondents—support continued bargaining** and urge UFF-UCF to reject the administration's current offer.

Do you feel that the UFF-UCF Bargaining Team should continue to negotiate with the BOT representatives to bargain for greater compensation... higher one-time payment and/or percentage raise.

660 responses



- Yes, please continue to bargain
- No, please stop negotiating and accept the offered one-time payment (\$1,500/\$1,000) so we can receive it as soon as possible
- No Opinion / Not Sure

Faculty Responses Repeatedly Identify Deep Structural Problems

- Compensation inequity is undermining the institution
 - *Compensation and respect are inseparable*
- Faculty morale has reached a breaking point
 - *Burnout is systemic, not personal*
- Misaligned institutional priorities undercut academic work
 - *Transparency and trust are eroding*
- Workload growth has become unsustainable
- Recruitment and retention challenges are accelerating

The message is unequivocal:

- **Faculty made UCF preeminent.**
- Faculty sustain UCF's success.
- It is time for compensation and working conditions that reflect that reality.

Faculty demand:

1. Recurring, meaningful raises
2. Transparent governance
3. Reasonable workloads that allow excellence to flourish

Words from our in-unit faculty:

- “I have been here since 2022 and only received the 3% raise and one-time payment last year, and looking at no raise this year. **I am effectively making less than when I started.**”
- “Excellence should be rewarded.”
- **“A fruit basket would be less insulting.”**
- “The offer from the University bargaining was **insulting** and **offensive.**”
- “There is **serious mismanagement of funds** at the administrative level.”
- “The \$1,500 doesn't even cover the increase to my taxes.”
- “With the recent increases in cost of living, and even small increases in the cost of our benefits, a non-raise of any kind is crippling... **it's essentially a pay cut.**”
- “This economy is **crushing us** early career professors- ready to look elsewhere”
- **“Alexander Cartwright received a handsome bonus for ... our achieving preeminent status. He claims to appreciate the hard work of all of us who contributed to that accomplishment. Well, talk is cheap. Show me the money.”**

Summary

- Funds can be found for anything that UCF determines to be its priority
- Other Florida SUS have found a way to do it
- UCF has spent money hiring multiple faculty in areas that it prioritizes
- UCF has been rewarding its administrators
- Unfortunately, the hard working faculty on whose backs UCF gained preeminence are not its priority