

ARTICLE 21
SALARY PAY PLAN FOR PROFESSORS
AND OTHER FACULTY AWARD PROGRAMS
2008-2009

21.1 Salary Pay Plan for Professors (hereafter, "SPP"). The SPP is designed to recognize highly productive performance in the eligible senior faculty member's assigned areas of teaching, scholarship/creative activity, and service. This award is meant for those who have contributed to the full life of the University, consistent with the faculty member's assignment.

21.2 Eligibility for Consideration.

(a) Professors, including Eminent Scholars, Graduate Research Professors, Distinguished Service Professors, Curators, and Librarians shall be eligible to apply for this award in AY 2008-2009 if they first held their current academic rank in 2001-2002 or if they last received an SPP award in 2001-2002. Distinguished Professors are eligible to apply for this award in AY 2008-09 if they first held this title in AY 2001-2002 and they have not been the recipient of an SPP award.

(b) Faculty who receive this award shall not be eligible for consideration until after seven years have elapsed.

(c) The Provost's Office shall send a list of eligible faculty to the colleges, which shall be responsible for correcting any errors in the list and ensuring that each eligible faculty member is notified of eligibility. The list of in-unit faculty shall also be sent to the UFF/UF President.

21.3 Criteria and Basis for Decision.

(a) To qualify, a senior faculty's record should provide clear evidence that s/he has been highly productive in teaching, scholarship, and service during the previous seven years, as contained or referenced in an SPP Dossier.

(b) SPP Dossier Contents. Candidates must submit an SPP dossier prepared according to the "Guidelines and Information Regarding the Tenure, Permanent Status and Promotion Process for 2008-2009," with the following exceptions and qualifications:

(1) no internal or external letters of evaluation shall be included in the dossier;
(2) information shall be included in the dossier for the preceding seven years only, except in the case of teaching evaluations, which should be included for the preceding five years; and

(3) a cover sheet shall be attached to the dossier with the faculty member's name, UFID, department/school/program, campus address and phone number, academic rank, date of most recent promotion or award (in the case of Distinguished Professor), and the candidate's

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Date: April 3, 2009

1 signature.

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3 (c) The only documents or other information that shall be considered in making
4 recommendations are those contained or referenced in the SPP dossier.

5
6 (d) Recommendations regarding SPP awards shall proceed through the following
7 levels of review: department elected committee and department chair; college Tenure and
8 Promotion Committee; college dean (or director in the case of the University Libraries or the
9 Florida Museum of Natural History); University Academic Personnel Board; and President.

10
11 21.4 SPP Process in Departments/Programs.

12 (a) All eligible candidates shall be evaluated initially in their departments and
13 programs by chairs or directors, with the assistance of the tenure and promotion committee(s)
14 using departmental promotion criteria.

15
16 (b) If all full professors are eligible for this award in a department or program, then
17 only the chair or director shall review the eligible candidates.

18
19 (c) The chair or director shall also submit a letter to the dean ranking all the candidates
20 submitting packets and a statement explaining the ranking of each candidate. Each statement
21 should be no longer than one-half page, single-spaced.

22
23 (d) If the chair or director is eligible for the salary increase, the dean shall rank that
24 person separately. Chairs shall be evaluated on the basis of their teaching, research, and
25 administrative service.

26
27 (e) All rankings are advisory to the dean of the college.

28
29 21.5 SPP Process in Colleges/Academic Units.

30 (a) The recommendations of the departments and programs shall be reviewed by the
31 deans of the colleges, with the assistance of their college tenure and promotion committees and
32 using college promotion criteria.

33
34 (b) If full professors on the college tenure and promotion committee are eligible for the
35 salary adjustment, the dean shall appoint substitute non-eligible full professors to advise him/her.
36 Where possible, these appointments should be from prior members of the college tenure and
37 promotion committee. Additional appointments should strive for disciplinary representation.

38
39 (c) The deans must submit a ranked list of all candidates to the President and Provost,
40 indicating which candidates are most qualified, with a brief statement explaining why.

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2 (d) All dean rankings are advisory to the President and Provost.
3

4 (e) The dossiers of all eligible professors submitting dossiers, whether recommended
5 or not by the dean, must be sent to the Academic Personnel Office, HRS Building, 903 West
6 University Avenue by February 20, 2009 for the University-level review process, except for
7 professors eligible under the provisions of Sections 21.6(d), (g) and (h) *CO 2/24*
8

9 21.6 University Process. The University-level process shall consist of a review and grouping
10 into three tiers by the Academic Personnel Board (hereafter, "APB"), which is advisory to the
11 President and Provost, and a final decision by the President on the recipients of the SPP awards.
12

13 (a) The APB shall use the dossiers, the letters provided by the chairs and deans, and
14 department, college, and university criteria to determine their grouping of the candidates, and
15 forward their recommendations to the President and Provost. The grouping shall consist of
16 dividing the dossiers into three tiers of roughly equal size.
17

18 (b) If any member of the APB is recommended by her or his college for an SPP award,
19 the President shall replace that APB member with a former member of the APB willing to serve.
20 In making any substitutions, the President shall strive for disciplinary representation in the
21 composition of the APB.
22

23 (c) The final decision on SPP awards shall be made by the President. The President
24 shall fund each candidate in the top tier unless he communicates to the dean and to the candidate a
25 specific reason he disagrees with the APB's placement of the candidate in the top tier and places
26 the candidate specifically in a lower tier.
27

28 (d) Contingent upon availability of funds, the President shall fund each candidate in the
29 second tier, unless he communicates to the dean and to the candidate a specific reason he disagrees
30 with the APB's placement of the candidate in the second tier and places the candidate specifically
31 in the third tier.
32

33 (e) If the President does not fund a candidate in the second tier, then that candidate
34 may re-submit the dossier for consideration without prejudice in the next year.
35

36 (f) Those candidates in the third tier may resubmit their dossiers for consideration after
37 three years have elapsed, except that candidates whom the President moves from the second tier to
38 the third tier may reapply the next year.
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1 (g) Any candidate who applied in Spring 2008 and was in the second tier of approved
2 candidates but did not receive an award may reapply without prejudice in Spring 2009 based on
3 the dossier submitted in Spring 2008. The deadline for these candidates will be extended to April
4 17, 2009.

5
6 (h) Any candidate who applied in Spring 2008 and was in the third tier of approved
7 candidates but did not receive an award may reapply in the 2009-2010 application cycle.

8
9 (i) Notification. The President shall notify the candidate, the department chair, and the
10 dean of the decision on SPP not later than June 30, 2009.

11
12 (j) The right of resubmission described in 21.6(g) and (h) above only applies to the
13 2008-2009 application cycle.

14
15 21.7 SPP Salary Increases. The Trustees shall increase by nine percent (9.0%) the annual base
16 salary rate of each faculty member who receives an SPP award.

17 (a) The salary increase shall take effect the first day of the faculty member's annual
18 appointment.

19
20 (b) The salary increase shall be for the state portion of the appointment.

21
22 (c) Report to the UFF. At the same time as the tenure and promotion reports to the
23 UFF are made each year, the Trustees or designees shall furnish to the UFF a written report by
24 college of the following information:

- 25 (1) faculty members eligible for an SPP award;
26 (2) faculty members who applied and were selected for the award; and
27 (3) faculty members who applied and who were not selected;

28
29 21.8 Other Faculty Award Programs. The Trustees shall continue to provide one-time awards,
30 which do not increase the faculty member's base salary, under the same programs and on the same
31 basis as in the past.

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Date: April 3, 2009