

United Faculty of Florida at the University of Florida

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PROCESSING FACULTY MARKET EQUITY REQUESTS

February 5, 2007

As a result of recent negotiations between the United Faculty of Florida and the University Administration, faculty covered by the Collective Bargaining Agreement may formally request a market equity salary adjustment. The terms of this agreement are available at

<http://www.uffacultycontract.org/new/TAgreements/UFArt27Salaries.TA.102706.pdf>

(See Section 27.4 (d), which is on p. 3 of this PDF file)

This agreement guarantees that

- A faculty member is entitled to have his/her individual national market salary established, whether or not the administration chooses to make the necessary salary adjustment at this time.
- An individual faculty member may request a market equity salary review AT ANY TIME by writing to his/her department chair. Faculty cannot be limited by any artificial deadline.
- Faculty are only required to identify their current salary and provide their CV, but they may provide as much documentation as they desire.
- UFF is encouraging departments to establish a systematic method for determining appropriate market salaries for all faculty in the department. The method should include baseline market salary levels for each rank/SPPP award and year in rank, consideration of relative merit, and any other relevant factors.
- Departments must use "average salaries at Carnegie Class Research I universities" provided by the OSU/ARL Annual Salary Surveys as the starting point for constructing baseline salary levels. UFF has assembled these average salaries at <http://www.uffacultycontract.org/new/archive/UFAppHOSUAverages.pdf>.
- Chairs are contractually obligated to report the results of the review to the faculty member and to inform the faculty member of the recommendation that will be made to the dean.
- Faculty members who are not satisfied with the chair's recommendation are entitled to request a review by the dean.
- Faculty members who are not satisfied with the dean's recommendation are entitled to request a review by the Provost.