

ARTICLE 28  
SALARY INCREASES AND SALARY PAYMENTS

28.1 Annual Salary Increases Already Provided. The annual salary increases for the 2003-04, 2004-05, and 2005-2006 academic years, as described in Sections 28.2, 28.3, and 28.4 below, are provided for eligible in-unit faculty members, in addition to the following increases and bonuses which have already been provided:

- (a) The Legislatively mandated salary increase which was effective December 1, 2003 (approximately 2.0%),
- (b) The rank promotion increases which were effective August 6, 2003, August 9, 2004, and August 8, 2005, and
- (c) The \$1,000 lump-sum bonus which was effective December 1, 2004.

28.2 2003-04 Annual Salary Increases. Eligible employees shall be provided merit pay increases, market equity/compression pay increases, and inversion pay increases retroactive to December 1, 2003 under the terms set forth in this section.

- (a) Departmental Merit Salary Increases.
  - (1) A total of \$237,908.89 shall be provided to fund 2003-04 Departmental Merit salary increases. These increases are effective retroactive to December 1, 2003.
  - (2) Eligibility. An eligible faculty member is one who was in pay status on March 31, 2003, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.
    - a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase, shall be eligible for the increase.
    - b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.
    - c. Visiting faculty are not eligible for the increase.
  - (3) Process for Determining 2003-04 Departmental Merit Salary Increases.
    - a. Annual performance evaluations completed for 2002-03 shall be used as provided below for the purpose of determining departmental merit salary increases for 2003-04.
    - b. In departments where existing performance evaluation procedures do not include five (5) evaluation rating categories analogous to those provided in this Agreement, the current department chair shall translate the 2002-03 annual performance evaluation into the five (5) evaluation rating categories. The chair's translation shall be final and not subject to further review.

c. In departments where performance evaluations were not made separately for each required category of activity (e.g., teaching, research/scholarship/creative activity, service), the current department chair shall translate the 2002-03 annual performance evaluation into those activity categories. In the case of advisors, curators, and librarians, their primary functional counterpart activity for teaching shall be used in lieu of the teaching component. The chair's translation shall be final and not subject to further review.

d. Merit Score. Each faculty member shall receive a merit score, as determined by Steps 1 and 2 below.

Step 1. The following points will be assigned to the evaluation rating categories for each applicable activity category (e.g., teaching, research/scholarship/creative activity, service).

Exemplary	2
Above Satisfactory	1
Satisfactory	0
Below Satisfactory	-1
Unsatisfactory	-2

Where research/scholarship/creative activity is not a requirement for a particular classification, the faculty member in that classification will receive a "0" for that activity.

Step 2. The merit score for tenured and tenure-earning faculty members is computed by weighting the points for the teaching component by 60%, the research/scholarship/creative activity component by 30%, and the service component by 10%. The merit score for instructors, lecturers, curators, and librarians is computed by weighting the points for the faculty member's primary activity category (e.g., teaching for Instructors) by 90% and service by 10%. The sum of these weighted scores is the merit score for an individual faculty member. For example, if faculty member Doe received a rating of "exemplary" in teaching, "above satisfactory" in research/scholarship/creative activity, and "below satisfactory" in service, Doe's merit score would be  $.60(2) + .30(1) + .10(-1) = 1.4$ .

e. Merit Value. Each faculty member in the department who has a positive merit score will be given a merit value. The merit value is equal to the merit score multiplied by the faculty member's annual salary (e.g., nine month salary for nine month appointments; twelve month salary for twelve month appointments), including 2003-04 promotion pay increases and the December 1, 2003 across the board pay increase. For example, if Faculty member Doe had a salary of \$50,000, and a merit score of 1.4, Doe's merit value would be 70,000.

f. Merit Raise. The dollar amount of the departmental merit salary increase shall be determined by dividing the faculty member's merit value by the sum of all the merit values within a department, and then multiplying that fraction by the total amount of departmental merit money allocated to the department, as listed in subsection g. For example, if Doe's department was allocated \$5,000 for departmental merit salary increases, and Doe's merit

value is 70,000, while the sum of all the merit values in the department is 500,000, then Doe would receive a departmental merit salary increase of  $(70,000/500,000) \times \$5,000 = \$700$ .

g. The total amount of departmental merit money allocated to each department is as follows:

ACCOUNTING & FINANCE	\$16,524.37
ARTS & SCIENCES	\$1,650.71
ATHLETIC TRAINING & PHYSICAL THERAPY	\$2,559.32
BIOLOGY	\$5,882.72
BUILDING CONSTRUCTION MGMT	\$2,464.09
CHEMISTRY & PHYSICS	\$10,211.47
CIVIL ENGINEERING	\$2,743.36
COMMUNICATIONS & VISUAL ARTS	\$12,058.16
COMPUTER & INFORMATION SCIENCES	\$17,261.87
COUNSELING & EDUCATIONAL LEADERSHIP	\$7,585.11
CURRICULUM & INSTRUCTION	\$19,154.89
ECONOMICS	\$5,976.77
ELECTRICAL ENGINEERING	\$5,334.05
ENGLISH & FOREIGN LANGUAGES	\$13,972.03
HISTORY	\$7,063.15
HONORS PROGRAM	\$451.34
LIBRARY	\$11,403.22
MANAGEMENT MARKETING AND LOGISTICS	\$20,794.53
MATHEMATICS & STATISTICS	\$13,112.72
MECHANICAL ENGINEERING	\$2,791.61
MUSIC	\$7,559.31
NURSING	\$8,419.68
PHILOSOPHY & RELIGIOUS STUDIES	\$2,691.89
PSYCHOLOGY	\$8,731.50
PUBLIC ADMIN & POLIT SCIENCE	\$7,655.28
PUBLIC HEALTH	\$11,143.63
SOCIOLOGY, ANTHROPOLOGY & CRIMINAL JUSTICE	\$8,088.54
SPECIAL EDUCATION	\$4,623.57
Grand Total	\$237,908.89

(b) Market Equity/Compression.

(1) A total of ~~\$217,409~~ **\$217,408.89** shall be provided to address market equity and compression, as follows:

(2) Eligibility. An eligible faculty member is one who holds the rank of professor, associate professor, assistant professor, instructor, or lecturer (or the equivalent ranks for librarian and curator) who was in pay status on March 31, 2003, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.

a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase, shall be eligible for the increase.

b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.

c. Visiting faculty are not eligible for the increase.

(3) Method - Determining Distance from Market Based on Rank and Discipline

a. Database. The average salaries at All Public Colleges and Universities as reflected in the 2004-05 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities, College and University Personnel Association for Human Resources (CUPA-HR), increased by ten percent (10%), shall be used for the purpose of determining the target market salaries for ranked faculty. The CIP code which has been heretofore agreed upon between the University Administration and the UFF shall be used in calculating market equity/compression pay increases. The average salaries as reflected in the 2004-05 Association of Research Librarian (ARL) annual salary survey, reduced by twenty-five percent (25%), shall be used for the purpose of determining the target market salary for librarians. The CUPA-HR and ARL national salaries will be further adjusted by rank and years of service in rank as set forth below in order to identify the target market salary for individual faculty members. For purpose of this calculation, years in rank shall be calculated by determining the number of full years of service in rank that the faculty member has accrued as of the effective date of the academic contract for 2003-04.

Professor, University Librarian		Associate Professor, Associate University Librarian		Assistant Professor, Assistant University Librarian		Instructor, Lecturer	
Yrs in Rank	% of Average	Yrs in Rank	% of Average	Yrs in Rank	% of Average	Yrs in Rank	% of Average
0	90	0	90	0	96	0	90
1	92	1	92	1	98	1	92
2	94	2	94	2	100	2	94
3	96	3	96	3	102	3	96
4	98	4	98	4	104	4	98
5	100	5	100	5 & up	106	5	100
6	102	6	102			6	102
7	104	7	104			7	104
8	106	8	106			8	106
9	108	9	108			9	108
10	110	10 & up	110			10 & up	110
11	112						
12	114						
13	116						
14	118						
15 & up	120						

b. Recognizing Market Deficit

1. Divide the faculty member's March 31, 2003 salary (plus the 2003-04 across the board, promotion, other University Administration adjustments of record, and departmental merit increases) by the target market salary.

2. Award points corresponding to market deficit as follows:

- 95% of market salary or above = 0 points
- 94% of market = 2 points
- 93% of market = 4 points
- 92% of market = 6 points
- 91% of market = 8 points
- 90% of market = 10 points
- 89% of market = 12 points
- 88% of market = 14 points
- 87% of market = 16 points
- 86% of market = 18 points
- 85 % of market = 20 points
- 84% of market = 22 points

83% of market = 24 points  
82% of market = 26 points  
81% of market = 28 points  
80% of market = 30 points  
79% of market = 32 points  
78% of market = 34 points  
77% of market = 36 points  
76% of market = 38 points  
75% of market or less = 40 points

3. Each faculty member will receive his/her proportional share of the amount available, based upon his/her market deficit points as a percent of total market deficit points. (Example: If faculty member Doe has 24 points and the collective points of all eligible faculty in the university was 2000, then faculty member Doe would receive 24/2000 of the total dollars set aside for market equity/compression pay raises.)

(c) Inversion Pay Increases. A total of \$20,500 shall be provided to address salary inversion between ranks, as follows:

(1) Eligibility. Professors, associate professors, assistant professors, university librarians, and associate university librarians who are on regular appointment status (excluding visiting faculty) and whose base salary rate (after all other 2003-04 pay increases) is below that of the highest-paid faculty member in a lower rank in the same discipline in the same department were considered eligible for consideration for an inversion pay increase. The UFF has identified those forty-one (41) faculty members who will receive the inversion pay increase. In making this identification, a total of three (3) top-paid faculty of junior rank within the University's in-unit faculty were eliminated from consideration when determining those forty-one (41) faculty members who will receive the inversion pay increase.

(2) Increase Amount. Each of the forty-one (41) faculty members shall receive a \$500 inversion pay increase to his/her base salary.

28.3 2004-05 Annual Salary Increases. Eligible faculty members shall be provided merit pay increases, experience supplements for senior instructors and lecturers, market equity/compression pay increases, and inversion pay increases retroactive to August 9, 2004 under the terms set forth in this section.

(a) Departmental Merit Increases.

(1) A total of ~~\$382,210.95~~ \$382,340.12 shall be provided to fund 2004-5 departmental merit increases.

(2) Eligibility. An eligible faculty member is one who was in pay status on March 31, 2004, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.

a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase, shall be eligible for the increase.

b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.

c. Visiting faculty are not eligible for the increase.

(3) Process for Determining 2004-05 Departmental Merit Salary Increases.

a. Annual performance evaluations completed for 2003-04 shall be used as provided below for the purpose of determining departmental merit salary increases for 2004-05.

b. In departments where existing performance evaluation procedures do not include five (5) evaluation rating categories analogous to those provided in this Agreement, the current department chair shall translate the 2003-04 annual performance evaluation into the five (5) evaluation rating categories. The chair's translation shall be final and not subject to further review.

c. In departments where performance evaluations were not made separately for each required category of activity (e.g., teaching, research/scholarship/creative activity, service), the current department chair shall translate the 2003-04 annual performance evaluation into those activity categories. In the case of advisors, curators, and librarians, their primary functional counterpart activity for teaching shall be used in lieu of the teaching component. The chair's translation shall be final and not subject to further review.

d. Merit Score. Each faculty member shall receive a merit score, as determined by steps 1 and 2 below.

Step 1. The following points will be assigned to the evaluation rating categories for each applicable activity category (e.g., teaching, research/scholarship/creative activity, service).

Exemplary	2
Above Satisfactory	1
Satisfactory	0
Below Satisfactory	-1
Unsatisfactory	-2

Where research/scholarship/creative activity is not a requirement for a particular classification, the faculty member in that classification will receive a "0" for that activity.

Step 2. The merit score for tenured and tenure-earning faculty members is computed by weighting the points for the teaching component by 60%, the research/scholarship/ creative activity component by 30%, and the service component by 10%. The merit score for instructors, lecturers, curators, and librarians is computed by weighting the points for the faculty member’s primary activity category (e.g., teaching for instructors) by 90% and service by 10%. The sum of these weighted scores is the merit score for an individual faculty member. For example, if faculty member Doe received a rating of “exemplary” in teaching, “above satisfactory” in research/scholarship/creative activity, and “below satisfactory” in service, Doe’s merit score would be  $.60(2) + .30(1) + .10(-1) = 1.4$ .

e. Merit Value. Each faculty member in the department who has a positive merit score will be given a merit value. The merit value is equal to the merit score multiplied by the faculty member’s annual salary (e.g., nine month salary for nine month appointments; twelve month salary for twelve month appointments), including any 2004-05 promotion pay increases. For example, if faculty member Doe had a salary of \$50,000, and a merit score of 1.4, Doe’s merit value would be 70,000.

f. Merit Raise. The dollar amount of the departmental merit salary increase shall be determined by dividing the faculty member’s merit value by the sum of all the merit values within a department, and then multiplying that fraction by the total amount of departmental merit money allocated to the department, as listed in subsection g. For example, if Doe’s department was allocated \$5,000 for departmental merit salary increases, and Doe’s merit value is 70,000, while the sum of all the merit values in the department is 500,000, then Doe would receive a departmental merit salary increase of  $(70,000/500,000) \times \$5,000 = \$700$ .

g. The total amount of departmental merit money allocated to each department is as follows:

Department	Amount
ACCOUNTING & FINANCE	\$27,338.58
ART AND DESIGN	\$11,855.01
ARTS & SCIENCES	\$2,438.46
ATHLETIC TRAINING & PHYSICAL THERAPY	\$4,472.22
BIOLOGY	\$10,206.04
BUILDING CONSTRUCTION MGMT	\$4,764.99
CHEMISTRY & PHYSICS	\$15,572.71
CIVIL ENGINEERING	\$3,807.57
COMMUNICATIONS	\$8,972.53
COMPUTER & INFORMATION SCIENCES	\$25,510.25
COUNSELING & EDUCATIONAL LEADERSHIP	\$11,893.76
CURRICULUM & INSTRUCTION	\$26,915.92
ECONOMICS	13,385.16
ELECTRICAL ENGINEERING	\$7,454.73
ENGLISH	\$20,786.49
HISTORY	\$11,652.37
HONORS PROGRAM	\$644.20
LIBRARY	\$17,143.35
MANAGEMENT MARKETING AND LOGISTICS	\$29,007.76
MATHEMATICS & STATISTICS	\$18,431.01
MECHANICAL ENGINEERING	\$5,176.65

MUSIC	\$12,819.87
NURSING	11759.59
PHILOSOPHY & RELIGIOUS STUDIES	\$5,405.32
PSYCHOLOGY	\$16,469.82
PUBLIC ADMIN & POLIT SCIENCE	\$11,927.50
PUBLIC HEALTH	\$19,915.89
SOCIOLOGY, ANTHROPOLOGY & CRIMINAL JUSTICE	\$14,231.11
SPECIAL EDUCATION	\$7,066.78
WORLD LANGUAGES	\$5,314.48
Grand Total	\$382,340.12

(b) Experience Supplements for Instructors and Lecturers. A total of \$15,333 dollars shall be provided for experience supplements for instructors and lecturers.

(1) Eligibility. Instructors and lecturers on nine-month and twelve-month appointments who have completed eight or more years of experience in rank at UNF as of the effective date of the academic contract for 2004-05 shall be eligible for the experience supplement.

(2) Increase Amount. Eligible instructors and lecturers on nine-month appointments shall be provided a \$2,000 increase to base salary. Eligible instructors and lecturers on twelve-month appointments shall be provided a \$2,666.66 annual increase to base salary. Additionally, these instructors and lecturers will be reclassified to senior instructor or senior lecturer, as applicable.

(c) Market Equity/Compression. A total of ~~\$346,378~~ \$346,506.74 shall be provided to address market equity/compression as follows:

(1) Eligibility. An eligible faculty member is one who holds the rank of professor, associate professor, assistant professor, instructor, or lecturer (or the equivalent ranks for librarian and curator), who was in pay status on March 31, 2004, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.

a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase shall be eligible for the increase.

b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.

c. Visiting faculty are not eligible for the increase.

(2) Method - Determining Distance from Market Based on Rank and Discipline

a. Database. The average salaries at All Public Colleges and Universities as reflected in the 2004-05 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities, College and University Personnel Association for Human Resources (CUPA-HR), increased by ten percent (10%), shall be used for the purpose of determining the target market salaries for ranked faculty. The CIP code which has been heretofore agreed upon between the University Administration and the UFF shall be used in calculating market equity/compression pay increases. The average salaries as reflected in the

2004-05 Association of Research Librarian (ARL) annual salary survey, reduced by twenty-five percent (25%), shall be used for the purpose of determining the target market salary for librarians. The CUPA-HR and ARL national salaries will be further adjusted by rank and years of service as set forth below in order to identify the target market salary for individual faculty members. For purpose of this calculation, years in rank shall be calculated by determining the number of full years of service in rank that the faculty member has accrued as of the effective date of the academic contract for 2004-05.

Professor, University Librarian		Associate Professor, Associate University Librarian		Assistant Professor, Assistant University Librarian		Instructor, Lecturer	
Yrs in Rank	% of Average	Yrs in Rank	% of Average	Yrs in Rank	% of Average	Yrs in Rank	% of Average
0	90	0	90	0	96	0	90
1	92	1	92	1	98	1	92
2	94	2	94	2	100	2	94
3	96	3	96	3	102	3	96
4	98	4	98	4	104	4	98
5	100	5	100	5 & up	106	5	100
6	102	6	102			6	102
7	104	7	104			7	104
8	106	8	106			8	106
9	108	9	108			9	108
10	110	10 & up	110			10 & up	110
11	112						
12	114						
13	116						
14	118						
15 & up	120						

b. Recognizing Market Deficit

1. Divide the faculty member's March 31, 2004 salary (plus the 2003-04 market equity/compression, departmental merit increases, other University Administration adjustments of record, and the 2004-05 experience supplement for senior instructors and lecturers) by the target market salary.

2. Award points corresponding to market deficit as follows:

95% of market salary or above = 0 points

94% of market = 2 points

93% of market = 4 points

92% of market = 6 points

91% of market = 8 points

90% of market = 10 points

89% of market = 12 points

88% of market = 14 points  
87% of market = 16 points  
86% of market = 18 points  
85 % of market = 20 points  
84% of market = 22 points  
83% of market = 24 points  
82% of market = 26 points  
81% of market = 28 points  
80% of market = 30 points  
79% of market = 32 points  
78% of market = 34 points  
77% of market = 36 points  
76% of market = 38 points  
75% of market or less = 40 points

3. Each faculty member will receive his/her proportional share of the amount available, based upon his/her market deficit points as a percent of total market deficit points. (Example: If Faculty Member Doe has 24 points and the collective points of all eligible faculty in the university was 2000, then faculty member Doe would receive 24/2000 of the total dollars set aside for market equity/compression pay raises.)

(d) Inversion Pay Increases. A total of \$20,500 shall be provided to address salary inversion between ranks, as follows:

(1) Eligibility. Professors, associate professors, assistant professors, university librarians, and associate university librarians who are on regular appointment status (excluding visiting faculty) and whose base salary rate (after all other 2004-05 pay increases) is below that of the highest-paid faculty member in a lower rank in the same discipline in the same department were considered eligible for consideration for an inversion pay increase. The UFF has identified those forty-one (41) faculty members who will receive the inversion pay increase. In making this identification, a total of three (3) top-paid faculty of junior rank within the University's in-unit faculty were eliminated from consideration when determining those forty-one (41) faculty members who will receive the inversion pay increase.

(2) Increase Amount. Each of the forty-one (41) faculty members shall receive a \$500 inversion pay increase to his/her base salary.

28.4 2005-06 Annual Salary Increases. Eligible faculty members shall be provided across the board pay increases and departmental merit pay increases under the terms set forth in this section.

(a) Across-the-Board Increase.

(1) Each eligible full-time faculty member shall be provided a three and six-tenths percent (3.6%) increase on his/her March 31, 2005, base salary rate which includes the retroactive salary increases referenced in this Article. This increase is retroactive to August 8, 2005, and constitutes a fund of ~~\$779,891.10~~ \$777,389.75.

(2) Eligibility. An eligible faculty member is one who was in pay status on March 31, 2005, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.

a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase, shall be eligible for the increase.

b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.

c. Visiting faculty are not eligible for the increase.

(b) Departmental Merit Salary Increases.

(1) A total of ~~\$172,834.99~~ \$174,034.15 shall be provided to fund 2005-06 departmental merit salary increases. The departmental merit salary increases shall become effective on December 1, 2005. An eligible faculty member is one who was in pay status on March 31, 2005, and who continues to be employed with the University as of the date of ratification of this Agreement, except as noted in subsections a., b., and c. below.

a. An otherwise eligible faculty member who has retired from the University, but who was employed during the time period applicable to this increase, shall be eligible for the increase.

b. A faculty member who was issued a notice of non-reappointment, or who has resigned for any reason, is not eligible for the increase.

c. Visiting faculty are not eligible for the increase.

(2) Process for Determining 2005-06 Departmental Merit Salary Increases.

a. Annual performance evaluations completed for 2004-05 shall be used as provided below for the purpose of determining departmental merit salary increases for 2005-06.

b. In departments where existing performance evaluation procedures do not include five (5) evaluation rating categories analogous to those provided in this Agreement, the current department chair shall translate the 2004-05 annual performance evaluation into the five (5) evaluation rating categories. The chair's translation shall be final and not subject to further review.

c. In departments where performance evaluations were not made separately for each required category of activity (e.g., teaching, research/scholarship/creative activity, service), the current department chair shall translate the 2004-05 annual performance evaluation into those activity categories. In the case of advisors, curators, and librarians, their primary functional counterpart activity for teaching shall be used in lieu of the teaching component. The chair's translation shall be final and not subject to further review.

d. Merit Score. Each faculty member shall receive a merit score, as determined by steps 1 and 2 below.

Step 1. The following points will be assigned to the evaluation rating categories for each applicable activity category (e.g., teaching, research/scholarship/creative activity, service).

Exemplary	2
Above Satisfactory	1
Satisfactory	0

Below Satisfactory -1  
 Unsatisfactory -2

Where research/scholarship/creative activity is not a requirement for a particular classification, the faculty member in that classification will receive a “0” for that activity.

Step 2. The merit score for tenured and tenure-earning faculty members is computed by weighting the points for the teaching component by 60%, the research/scholarship/creative activity component by 30%, and the service component by 10%. The merit score for instructors, lecturers, curators, and librarians is computed by weighting the points for the faculty member’s primary activity category (e.g., teaching for instructors) by 90% and service by 10%. The sum of these weighted scores is the merit score for an individual faculty member. For example, if faculty member Doe received a rating of “exemplary” in teaching, “above satisfactory” in research/scholarship/creative activity, and “below satisfactory” in service, Doe’s merit score would be  $.60(2) + .30(1) + .10(-1) = 1.4$ .

e. Merit Value. Each faculty member in the department who has a positive merit score will be given a merit value. The merit value is equal to the merit score multiplied by the faculty member’s annual salary (e.g., nine month salary for nine month appointments; twelve month salary for twelve month appointments), including 2004-05 promotion pay increases. For example, if Faculty member Doe had a salary of \$50,000, and a merit score of 1.4, Doe’s merit value would be 70,000.

f. Merit Raise. The dollar amount of the departmental merit salary increase shall be determined by dividing the faculty member’s merit value by the sum of all the merit values within a department, and then multiplying that fraction by the total amount of departmental merit money allocated to the department, as listed in subsection g. For example, if Doe’s department was allocated \$5,000 for departmental merit salary increases, and Doe’s merit value is 70,000, while the sum of all the merit values in the department is 500,000, then Doe would receive a departmental merit salary increase of  $(70,000/500,000) \times \$5,000 = \$700$ .

g. The total amount of departmental merit money allocated to each department is as follows:

Department	Amount
ACCOUNTING & FINANCE	\$12,251.30
ART AND DESIGN	\$5,427.82
ARTS & SCIENCES/ADVISING	\$761.50
ATHLETIC TRAINING & PHYSICAL THERAPY	\$1,733.79
BIOLOGY	\$5,322.38
BUILDING CONSTRUCTION MGMT	\$2,109.60
CHEMISTRY & PHYSICS	\$7,474.41
CIVIL ENGINEERING	\$1,704.28
COMMUNICATIONS	\$4,140.99
COMPUTER & INFORMATION SCIENCES	\$11,185.93
COUNSELING & EDUCATIONAL LEADERSHIP	\$6,149.73
CURRICULUM & INSTRUCTION	\$11,301.72

ECONOMICS	\$5,574.76
ELECTRICAL ENGINEERING	\$3,773.10
ENGLISH	\$10,319.48
HISTORY	\$5,135.36
HONORS PROGRAM	\$285.49
LIBRARY	\$7,448.19
MANAGEMENT MARKETING AND LOGISTICS	\$15,362.88
MATHEMATICS & STATISTICS	\$6,922.73
MECHANICAL ENGINEERING	\$2,999.53
MUSIC	\$5,029.88
NURSING	\$5,718.16
PHILOSOPHY & RELIGIOUS STUDIES	\$3,136.11
PSYCHOLOGY	\$7,531.82
PUBLIC ADMIN & POLIT SCIENCE	\$5,192.06
PUBLIC HEALTH	\$9,040.83
SOCIOLOGY, ANTHROPOLOGY & CRIMINAL JUSTICE	\$5,896.93
SPECIAL EDUCATION	\$2,782.21
WORLD LANGUAGES	\$2,321.18
Grand Total	\$174,034.15

(c) Experience Supplements for Instructors and Lecturers. Instructors and lecturers on nine-month appointments who have completed eight years of experience in rank at UNF as of the effective date of the academic contract for 2005-06 shall be provided a \$2,000 increase to base salary. Instructors and lecturers on twelve-month appointments who have completed eight or more years of experience in rank at UNF as of the effective date of the academic contract for 2005-06 shall be provided a \$2,666.66 annual increase to base salary. Additionally, these instructors and lecturers will be reclassified to senior instructor or senior lecturer, as applicable. Instructors and lecturers who were previously provided an increase as referenced in section 28.3 B. shall not be eligible for a second such increase.

#### 28.5 Contract and Grant Funded Increases.

(a) Faculty members on contracts or grants shall receive annual salary increases equivalent to similar faculty members on Educational and General (E&G) funding, provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the contract or grant.

(b) Nothing contained herein shall prevent faculty members whose salaries are funded by grant agencies from being allotted salary increases higher than those provided in this Agreement.

28.6 Salary Adjustments for Faculty on Uncompensated Leave. The base salary of a faculty member returning from uncompensated leave shall be adjusted to reflect all across-the-board pay increases and all market equity increases that the faculty member would have received if he/she had not been on uncompensated leave that were distributed during the period of the faculty member's uncompensated leave.

28.7 Grievability. An arbitrator shall not determine any faculty member's salary increase or salary level. The only issue to be addressed in a grievance alleging violation of this article is whether the University Administration has properly applied the procedures set forth in this article. If the arbitrator finds that the procedures have not been properly applied, he shall identify the failure and remand to the Administration for proper application of the procedures and recalculation of the salary increase or salary level.

28.8 Calculation of Increases. The University Administration has provided the UFF a report of the March 31 annual salaries of in-unit faculty members for each of the years referenced in this Article. The UFF has calculated each of the pay increases that are due to each faculty member.

(a) The UFF has calculated the amount of the increases using the formulae set out in this article.

(b) The UFF has provided the University Administration a list showing the amount of the pay increases that are due to each in-unit faculty member. These amounts are separately stated for each category, and separately stated for each year of this Agreement.

(c) The University Administration has assumed that the UFF has correctly calculated the pay increases, and will adjust each faculty member's salary in accord with the amount listed by the UFF.

28.9 Study of Payment Options for 9-Month Faculty. The University Administration will explore the option of paying 9-month faculty members over 12-months, and shall report the results of that review to the UFF/UNF Chapter President not later than September 1, 2006. If the study indicates that offering the option is feasible, the UFF/UNF Chapter President may request that the University Administration engage in negotiations to implement that payment option.

28.10 Summer Compensation. The summer salaries of faculty members in summer contracts prior to the ratification of this Agreement shall not be adjusted pursuant to this Article.