



November 28, 2005

MEMORANDUM

TO: Katherine Robinson, Secretary  
UNF Faculty Association

FROM: Mark E. Workman <sup>MEW</sup>  
Acting Provost

SUBJECT: Anonymous Question Posed at November Meeting

The following question was posed at the November meeting of the Faculty Association. My response follows.

Question: Do you think that UNF faculty should be evaluated based on their assigned duties and rewarded accordingly, or should they be evaluated and rewarded arbitrarily?

Response: Obviously, faculty should be evaluated based upon their assigned duties. That is the position that the University Administration has taken throughout the bargaining process with the United Faculty of Florida and the tentative agreement on the evaluation article reflects that commitment by both parties. As to the rewards associated with one's performance, it is the case that merit increases should have congruence with the performance of our faculty. In other words, meritorious faculty should receive increases commensurate with their performance and I believe the proposals that the University Administration has submitted at the bargaining table reflect that commitment. I will note that once the bargaining agreement is signed, the formula for merit raises will be developed by departments and included in departmental bylaws thus allowing faculty the opportunity to shape the criteria.