

UNF-UFF 2019 Reopener

Salary Discussion

UNF-UFF Team

September 27, 2019

FACULTY MATTER!

Faculty are an important resource, vital to student success, and have been pivotal in raising UNF's profile to a National University

“A substantial body of research, conducted over more than 50 years, makes clear that faculty-student interaction is a key factor in promoting student success, particularly among those students who most need support, such as first-generation college students and students of color. This research is consistent, pervasive, and has informed the development of major surveys and projects in higher education.” (Kezar and Maxey 2014)

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UNF Ranked as 'National University' Among U.S. News & World Report's Best Colleges

For the first time, the University of North Florida has been included in the "National Universities" category in U.S. News & World Report's 2020 edition of "Best Colleges," which includes data from more than 1,900 colleges and universities across the country.

"This new ranking sends a very important message about the future of UNF. We're a top-tier, national university and no longer perceived as just a regional institution. This accolade reinforces our new, strategic direction of achieving national prominence across all our programs," said UNF President David Szymanski. "This national recognition is also a strong testament to our outstanding faculty, staff and our phenomenally talented students."

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Archived Data Byte #1: Student-Faculty Interactions

Message from the President: Student-Faculty Interactions

We often brag that one-on-one interactions with faculty are hallmarks of a UNF education. Recent data compiled by the Office of Assessment show that students are taking advantage of these experiences with their professors and that they're happy to have these type of mentor/mentee relationships.

- 87 percent of graduating seniors are satisfied or very satisfied with their interactions with faculty members¹
- 51 percent of graduating seniors reported that their most positive experience at UNF involved interacting with a faculty member¹
- 47 percent of seniors report talking about their career plans with a faculty member²
- 30 percent of seniors report working with faculty on activities other than course work, like research and student groups²

Every time a faculty member meets with a student before or after class or during office hours, it's a sign that the University cares about individual student success. I'm proud of all we do to put students first.

FACULTY MATTER!

The BOT recognizes the important role that faculty serve (i.e., “faculty matter”) and in 2017 set a goal for the UNF administration to: (1) raise faculty pay “above the median” among peer and Florida SUS institutions and (2) to ensure regular COLA increases

Florida State University System (SUS)

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■ Goal III - Strategy 1 - Action Items

- a. Formulate and implement a comprehensive salary and benefits plan to attract, recruit, and retain a diverse, highly qualified faculty and staff.
 - b. Develop and deploy a set of policies, procedures, resources, and tools to assist staff, chairs, and deans in hiring and retaining diverse faculty and staff, including targeted hiring initiatives.
 - c. Develop and implement a plan to raise faculty and staff salaries to be above the median among peer and SUS institutions by discipline and rank, within budget constraints.
 - d. Ensure regular standard of living salary adjustment for faculty and staff.
 - e. Monitor and assess faculty retention rate.
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FACULTY MATTER!

The President also recently announced “draft” Performance Goals for 2020 that go further than the BOT’s goals – to achieve “national prominence”

C. **ORGANIZATIONAL PERFORMANCE GOALS**

1. **UNF Strategic Plan**

- Goal: approval by BOG at January 2020 meeting

2. Achieve SUS University of Distinction Designation

- Pursue funding for **UNF Medical Nexus (MedNEX©)**

3. Continue to Build Cultural Pillars

- Excellence (especially, service excellence)
- SUS leadership and team players
- National, university prominence (not regional entity)**
- Accountability, no excuses
- Zero tolerance regarding violations of ethics and integrity (e.g., Title IX; financials; student, faculty, and staff conduct)
- Respect and kindness
- Student centeredness (student wellbeing, student success initiatives)
- Innovation and entrepreneurship
- Thinkers, problem solvers, and doers

CULTURE OF
LEARNING

Leadership

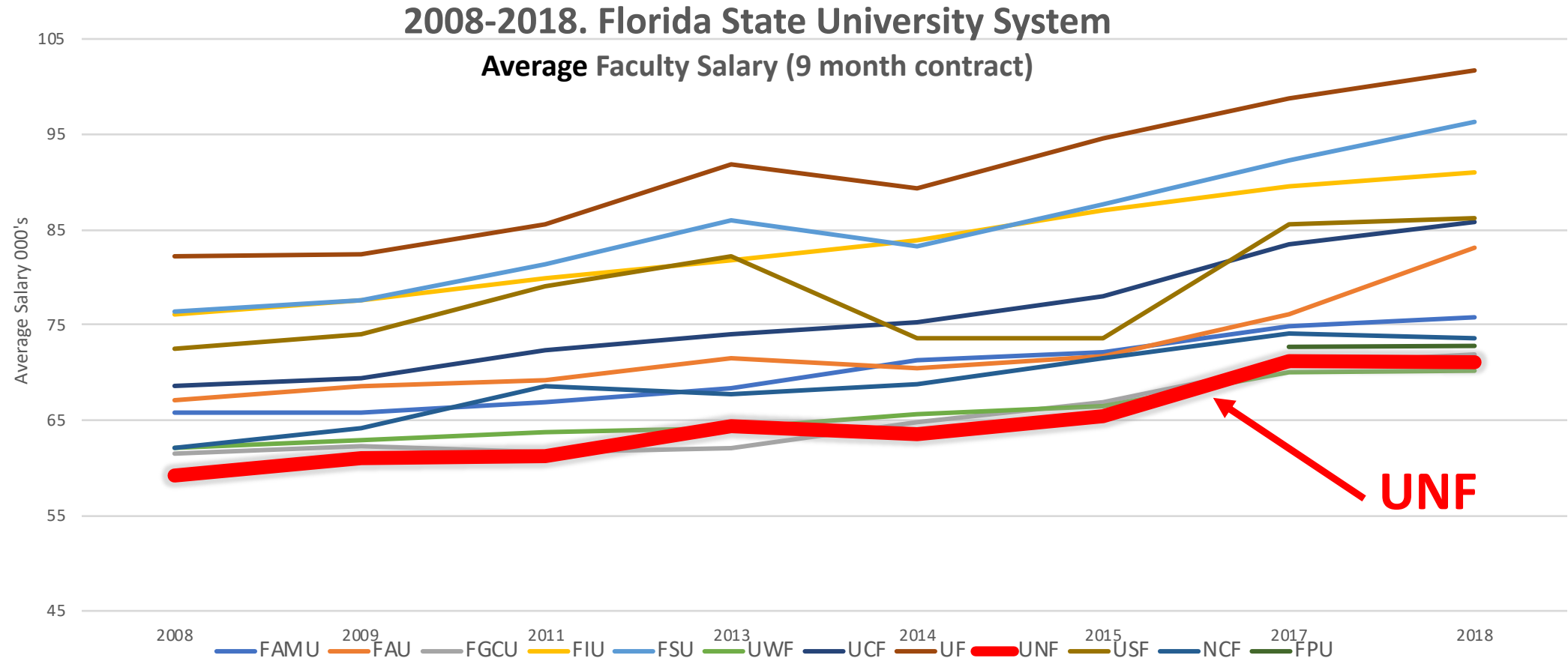
Excellence

Accountability

Respect

National Prominence

Yet...based on the annual studies by the National Education Association,
UNF faculty salaries are at the bottom of the Florida SUS
and have been for more than a decade



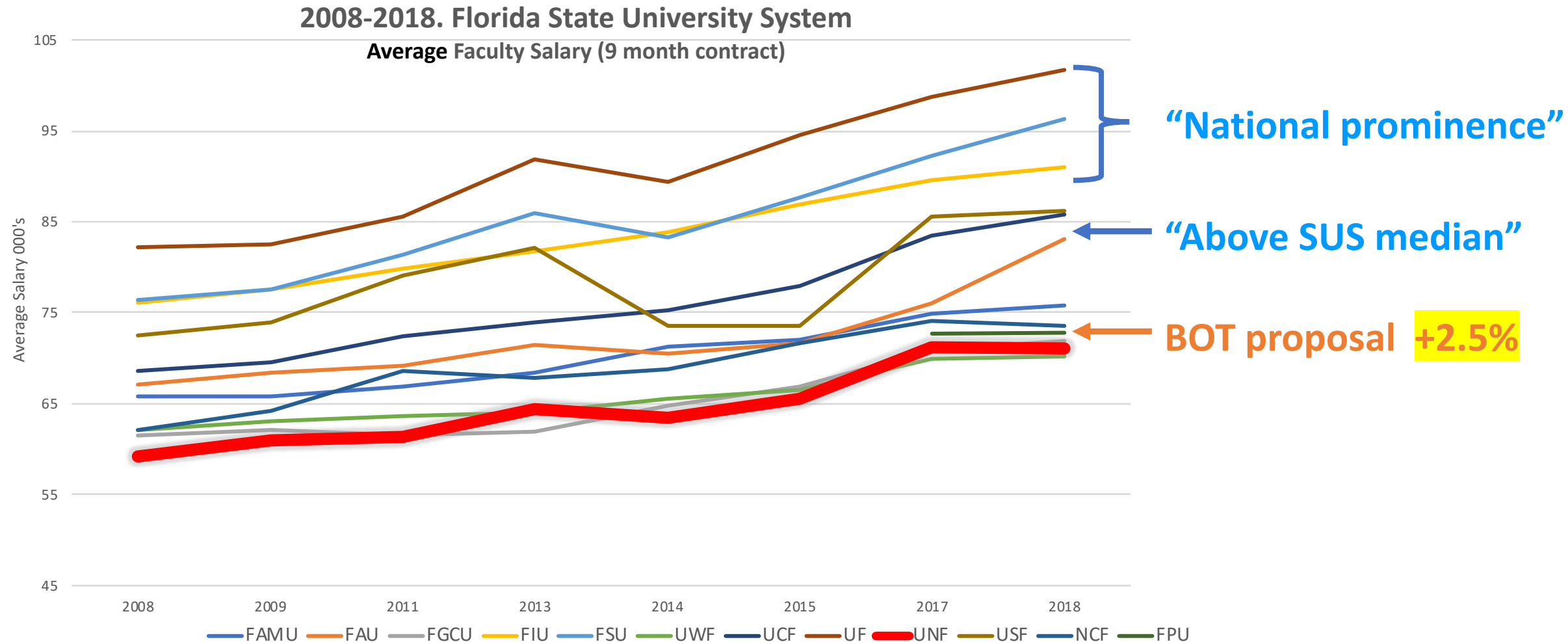
Moreover, based on study by the UNF Faculty Association
UNF faculty salaries have been “well below” national averages
by discipline, rank, and years in rank

Information Item# 3 – Submitted By the Budget Advisory Committee (2014/2015- Dec)

UNF Faculty Salaries Comparisons

Employing salary data for all in-unit faculty (including tenured, tenure-track, and non-tenure-track visiting faculty) for spring 2008 through spring 2014 we assessed the salaries of UNF faculty relative to the College and University Professions Association (CUPA) salaries for 2012-13 (the latest available to us), employing the 2 digit codes closest to each UNF discipline, rank, and permanency status. In general, the analysis confirms that UNF faculty salaries are well below their national averages by discipline, rank, and years in rank.

Thus, there exists a large “gap” between the **BOT’s proposal (+2.5%)** and the amount required to reach the **BOT’s “above median” goal** and the **President’s goal of “national prominence”**



The need to address the “gap” in faculty salaries has been an ongoing concern and the subject of frustration for faculty

Excerpts of letter from FA president to UNF President (November 28, 2017)

~~and who face discrimination and hardships daily.~~ We have staff who are paid (some would say underpaid) wages that are not livable, and we have staff and faculty who have not seen meaningful wage increases in years. Meanwhile high-ranking administrators have received salary increases despite already being handsomely compensated. ~~We regularly receive “timely~~

~~would decline.~~ Since the economic downturn, and with the imposition of the PBFM by the BOG, faculty have been asked to give and give (no COLA salary increases, higher classroom caps, teach more online, obtain more external funding, provide more support and attention to at-risk students). By and large, the vast majority of the faculty are pitching in and doing what is asked and more. We see this as a “we’re all in this together” situation and we care about the work we do. We understand our sacrifices and appreciate how the administration has shielded us and the work we do from greater pain. But as my grandmother used to say, “It gets to be so much that even the pigs won’t eat it.”

TOGETHER: How do we fix this? How much should salaries be raised to reach the BOT's goals? The President's goals? What amount is fair to faculty? Now? Going forward?

