

Four ways to compare compensation:

- UF versus public universities
- UF versus AAU and AAUP members
- UF versus state of Florida Universities
- Departments (CIP degrees) versus like departments at other universities

9 Month Salaries of Full, Associate and Assistant Professor 9 month AAUP, AAU versus State of Florida Universities

Salary/1000 (AAUP, AAU, OSU)			DRAFT										
2007-2008 @ 9 months (medical excluded)													
Institution	Class	Professor			Associate Professor			Assistant Professor			Instructor		
		All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
AAU Av salaries (No UC)		\$122.0			\$83.3			\$70.5					
AAUP South Atlantic Av.	I	\$118.1			\$80.7			\$68.3			\$48.0		
OSU Av non-Medical VHR (No UC)	I	\$115.9			\$80.4			\$69.2			\$47.7		
U of Central Florida (Florida)	I	\$112.3	\$112.6	\$111.2	\$77.6	\$80.2	\$73.2	\$61.9	\$64.3	\$57.0	\$43.6	\$43.9	\$43.4
AAUP Public Average (No UC)	I	\$109.6			\$77.0			\$65.4			\$49.1		
U of Florida (Florida)	I	\$109.3	\$111.7	\$98.2	\$73.0	\$74.7	\$69.8	\$62.5	\$63.5	\$61.0			
Florida International U (Florida)	I	\$103.8	\$104.5	\$101.4	\$76.5	\$78.7	\$72.6	\$71.4	\$74.8	\$66.8	\$53.0	\$53.1	\$52.9
U of South Florida (Florida)	I	\$101.8	\$105.3	\$90.5	\$73.4	\$76.5	\$69.1	\$61.8	\$63.3	\$60.4	\$50.8	\$53.3	\$49.1
Florida State U (Florida)	I	\$99.9	\$101.7	\$92.7	\$70.4	\$72.7	\$66.8	\$66.3	\$68.2	\$63.6	\$33.7	\$37.9	\$30.1
Florida Atlantic U (Florida)	I	\$94.1	\$98.0	\$81.3	\$69.3	\$70.6	\$67.6	\$62.6	\$62.9	\$61.9	\$44.1	\$45.4	\$43.2
U of North Florida (Florida)	IIA	\$96.7	\$100.5	\$85.2	\$69.6	\$71.4	\$66.5	\$52.9	\$54.1	\$51.4	\$41.8	\$42.8	\$41.1
Florida Gulf Coast U (Florida)	IIA	\$90.2	\$95.1	\$83.3	\$71.2	\$72.8	\$69.1	\$57.0	\$59.5	\$54.1	\$42.9	\$39.6	\$45.2
U of West Florida (Florida)	IIA	\$86.9	\$87.9	\$80.9	\$66.3	\$68.2	\$62.9	\$56.4	\$56.3	\$56.5	\$43.2	\$43.7	\$42.9
Florida A&M U (Florida)	IIA	\$84.5	\$85.6	\$81.1	\$71.9	\$71.3	\$72.7	\$60.2	\$61.8	\$58.5	\$47.7	\$47.5	\$47.8

9 Month Salaries of Full, Associate and Assistant Professor

Elite Public and Land Grant versus University of Florida

Elite Publics (Not LG)										
UNC-CH		\$138.5			\$90.9			\$76.9		
Michigan		\$137.0			\$89.1			\$79.3		
Georgia Tech		\$134.7			\$93.0			\$80.8		\$49.2
Virginia		\$132.7			\$91.0			\$74.5		\$52.9
Texas		\$126.0			\$81.3			\$77.6		\$75.7
William & Mary		\$116.7			\$83.2			\$67.5		\$47.1
Indiana		\$114.0			\$77.8			\$68.4		
U of Florida (Florida)	I	\$109.3	\$111.7	\$98.2	\$73.0	\$74.7	\$69.8	\$62.5	\$63.5	\$61.0
UC Berkeley		NR								
UCLA		NR								
UC San Diego		NR								
Land Grant (LG)										
Illinois		\$125.7			\$82.2			\$73.7		\$51.8
Penn State		\$125.4			\$85.0			\$69.5		\$45.0
Ohio State		\$121.6			\$80.5			\$70.9		
Minnesota		\$121.3			\$84.3			\$72.3		\$45.4
VPI		\$116.2			\$83.0			\$68.1		\$43.7
Arizona		\$113.1			\$79.0			\$69.7		
Purdue		\$111.3			\$77.2			\$69.2		\$46.5
U of Florida (Florida)	I	\$109.3	\$111.7	\$98.2	\$73.0	\$74.7	\$69.8	\$62.5	\$63.5	\$61.0
Clemson		\$107.2			\$74.9			\$67.1		
Wisconsin		\$104.7			\$80.3			\$69.1		\$50.8
Tennessee		\$104.4			\$78.5			\$65.8		
Georgia		\$103.1			\$74.2			\$67.5		\$50.8
Missouri		\$102.8			\$70.8			\$58.2		

Merit Pay Plan Recommendations

- The Faculty Senate Report on faculty compensation issued on April 15, 2004 specifically linked the stated goal of the University of Florida to rise to the top tier of American universities to rewarding faculty excelling in their mission.
- Merit, when defined as the quality of deserving, is not an absolute, but an “incremental” concept.
- Merit-based raises are a reflection of a continuous trend of productivity and excellence over a period of several years.
- Merit raises are independent from, and complimentary to, promotion raises.

Timeline of documents and mandates for Merit Raise criteria

- **December 12, 2003**
- Faculty Senate ad hoc Committee on Faculty Compensation convened by Prof. Anthony B. Brennan, Faculty Senate Chair
- **April 15, 2004**
- Report of the Faculty Senate Ad Hoc Committee on Faculty Compensation (30 pages)
- <http://www.senate.ufl.edu/reports/compensation/2004/20040415FacultyCompensationReport.pdf>
- After cost-of-living adjustments, raise funds must be awarded for merit. Faculty in each department should develop explicit, written merit raise criteria that accord with the university's goal of attaining top ten status.It is incumbent upon the President and the University to make merit-based compensation a priority budget item.
- <http://www.senate.ufl.edu/archives/councils/budget/acadplan20051110minutes.pdf>
- **December 8, 2005 Senate Steering Committee minutes**
- “Frank Bova discussed the merit pay plan draft letter. The Budget Council drafted a letter requesting that the three vice presidents, Dr. Barrett, Dr. Cheek and Dr. Fouke, obtain merit pay plans from each college by March 1, 2006 and validate that the faculty was engaged in the creation of the plans. The request stemmed from Compensation Committee research noting that most faculty members do not know what their college merit pay plans are. Dr. Fouke will notify deans that merit pay plans are due in March.”

Merit Raise, Contributions from teaching (T), research (R) and service (S):

- Merit Raise = $[f_T((\sum IF_{CE} \cdot CE / X_{CE}) + (\sum IF_{PR} \cdot PR / X_{PR}) + (\sum IF_{CS} \cdot CS / X_{CS}) + \text{other...}) +$
- $f_R((\sum IF_P \cdot NP / X_P) + (\sum IF_G \cdot NG / X_G) + (\sum IF_A \cdot NA) + (\sum IF_{\$} \cdot N_{\$}) + (\sum IF_D \cdot ND) + \text{other...}) +$
- $f_S((\sum IF_C \cdot NC) + (\sum IF_E \cdot NE) + (\sum IF_O \cdot NO) + \text{other...})] \cdot [(100-DR)/(100-CR)]$
- f_i = Weighting factor from Faculty Assignment Report
- Σ = Sum of all contributions in this category
- IF_i = Impact factors (0 – 1)
- N_i = Number
- X_i = Departmental mean
- CE = Course evaluations
- PR = Peer reviews
- CS = Class size
- P = Publications, patents, or other scholarly works
- G = Graduate students supervised
- A = Awards
- \$ = External contract/grant research support generated
- D = PhD students graduated
- C = Committees (departmental, college, university)
- E = Editorial board
- O = Society officer
- DR = Department ranking (1 high, 100 low)
- <http://www.senate.ufl.edu/reports/compensation/2004/20040415FacultyCompensationReport.pdf>