Why are we still negotiation Article 23?

- UFF Proposal 1, April 30, 2025: 8% raise, 1-time $3500 – $5000, etc.
- BOT Proposal 1, September 17, 2025: 0% raise, 1-time $1000 – $1500
- UFF Proposal 2, October 8, 2025: 4% raise, 1-time $3500 – $5000, etc.
- Any correlation of above with rest of Florida State University System?
- Any correlation with falling faculty moral?

Florida State University System Salary Raises 2025 - 26

- FGCU Offer: **2%** across-the-board PLUS one-time payment totaling $2,300 for all in-unit.
- Florida Poly Offer: **2.5% - 1%.** They also negotiated a one-time bonus that averages $3,000.
- FSU Offer: Promotion (12%/15%); SPI (3% every 5 years); PTR (3% Meets / 5% Exceeds); $4,000 Bonus Meets / $6,000 Bonus Exceeds; Raises **2.25%** total (performance 1.55%; merit 0.45%; performance bonus 0.25%); ADI 0.7%
- UF Offer: **3%** merit as decided by the unit
- UNF Offer: UNF received no recurring funds this year; one-time payment to all faculty of $2,200. They also offered a pool of $400k for C&I adjustments
- FIU negotiated a 3-year pay raise last year but FIU claimed insufficient funds. Final offer: **1.5%** retention raise and a scaled, one-time merit bonus of $1,000, $1,500, or $2,000 depending on last year's annual evaluation scores
- UWF negotiated **4 - 3%** Merit increase to base salary; Plus **4% - 3%** Merit Bonus
- USF Offer: **2%** across the board which UFFUSF rejected.

UCF In Unit % Salary Raises 2020 -2025

- 2020 – 2021 0 %; One-time $1,200
- 2021 – 2022 2.5 % (> $48,500) & 3.5% (< $48,500); One-time $2500
- 2022 – 2023 1% (ATB); 2 % (merit); one-time $3,000
- 2023 – 2024 0%
- 2024 – 2025 3% (merit) one-time $ 6500 (< $50,000); $6000 (< $100,000); $5500 (<$150,000); $5000 (>$150,000)

UFF Survey Results

UFF-UCF Collective Bargaining Session

Wednesday, 11/19/25

1:30 pm - 3:30 pm

An individual needs

an annual salary of

$100,922 to live

with sustainable comfort in Orlando

970 faculty members (**56%**) **make less**

https://www.fox35orlando.com/news/how-much-do-you-need-make-live-comfortably-florida-heres-what-we-know

From 2021 to 2025:

- The average **administrative salary** increase was **24.26%***
- **UCF faculty** received a **9.8% - 8.7%** raise
- **Consumer Price Index** (CPI Inflation) increased **23.85%** nationally

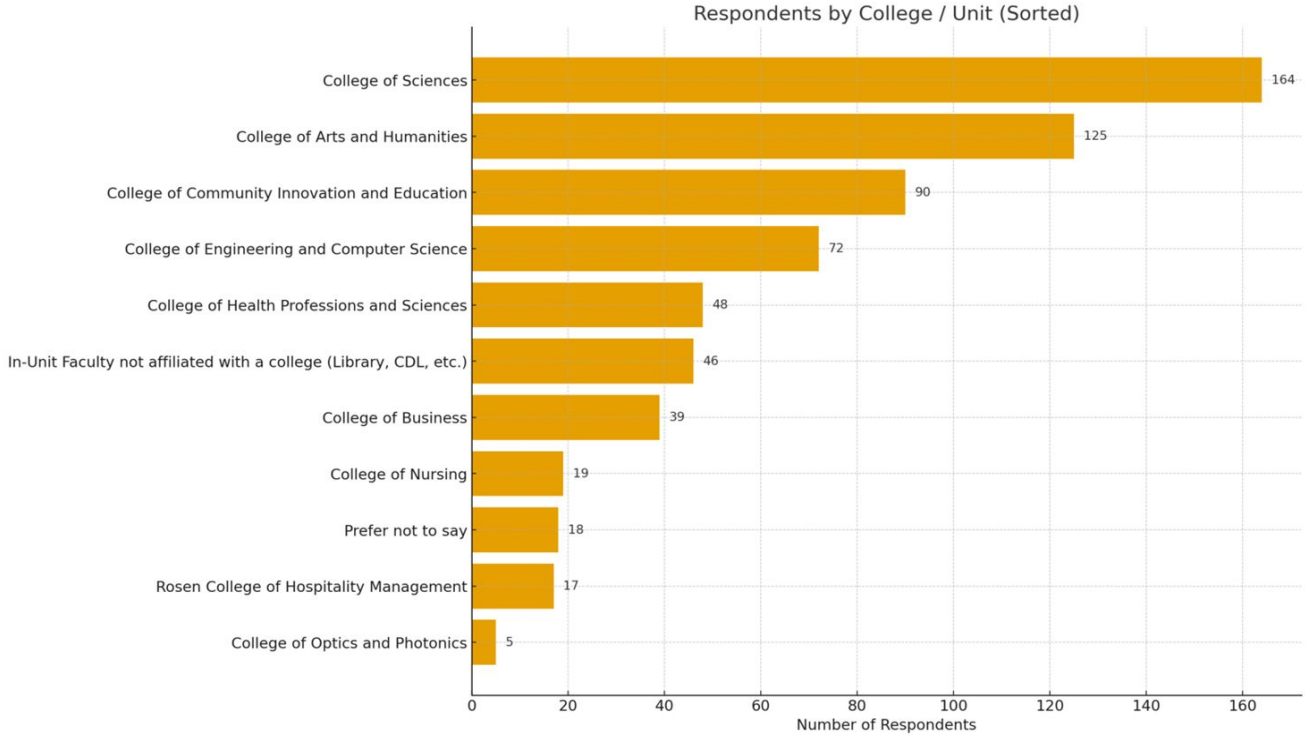
*Excluding Alexander Cartwright's 128% raise,
based on data from https://govsalaries.com and https://www.floridahasarighttoknow.myflorida.com/search_state_payroll

Admin salaries far outpace faculty salaries

Name	Position	2022 Salary	2025 Salary	% increase
Alexander Cartwright	President	$525,000	$1,200,000	**128.57%**
Gerald Hector	VP Admin and Finance	$410,000.00	$458,350.00	**11.79%**
Janet Owen	VP Govt. relations	$266,500	$309,600.00	**16.17%**
Jonathan Varnell	VP Facilities	$275,000.00	$400,000.00	**45.45%**
Timothy Letzring	Associate Provost	$246,000	$302,602.00	**23.00%**
Rhonda Bishop	Vice President	$200,000	$303,897.00	**51.95%**
Cynthia Mejia	Dean Rosen	$142,480.00	$267,800.00	**87.96%**
Paul Jarley	Dean Business	$398,961.00	$444,562.00	**11.43%**
Matthew Theriot	Dean Health	$184,333.00	$220,697.00	**19.73%**

2022 data from https://govsalaries.com
2025 data from https://www.floridahasarighttoknow.myflorida.com/search_state_payroll

Faculty Survey - November 2025

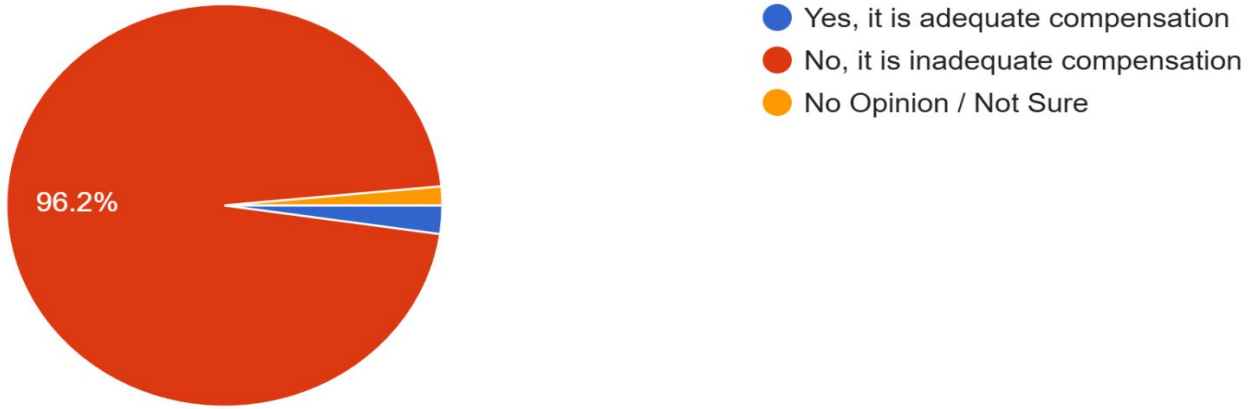


Survey of the Bargaining Unit - **664 responses** or 38.6% response rate

Faculty emphasize that the payment **fails to address years of salary stagnation**, **ignores compression and inversion**, and **bears no relationship to workload realities.**

Do you feel that the one-time payment offered by President Cartwright is adequate compensation for the work of in-unit faculty in achieving preeminent status?

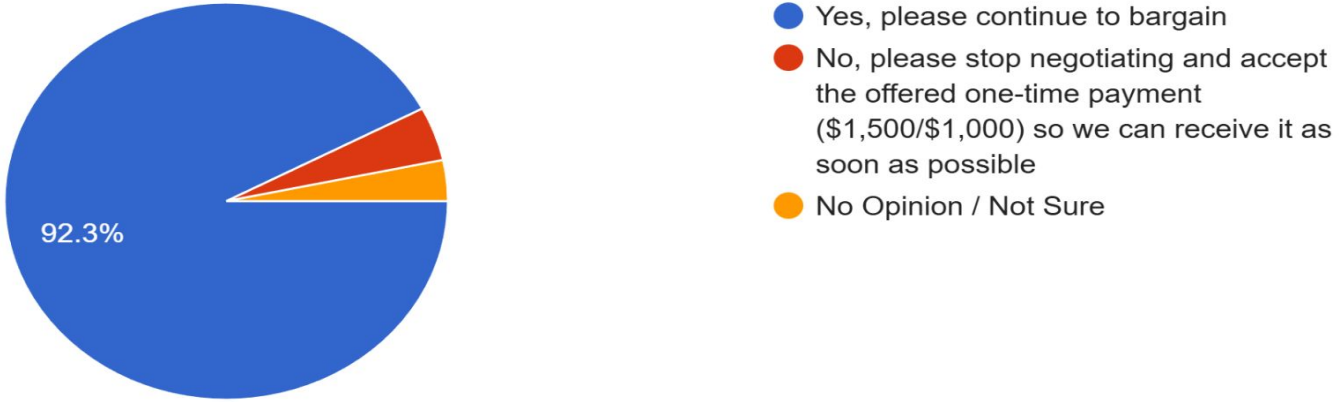
659 responses



The faculty response to bargaining priorities is unambiguous: **a strong majority—around 92% of respondents—support continued bargaining** and urge UFF-UCF to reject the administration's current offer.

Do you feel that the UFF-UCF Bargaining Team should continue to negotiate with the BOT representatives to bargain for greater compensatio... higher one-time payment and/or percentage raise.

660 responses



Faculty Responses Repeatedly Identify Deep Structural Problems

- Compensation inequity is undermining the institution
  - *Compensation and respect are inseparable*
- Faculty morale has reached a breaking point
  - *Burnout is systemic, not personal*
- Misaligned institutional priorities undercut academic work
  - *Transparency and trust are eroding*
- Workload growth has become unsustainable
- Recruitment and retention challenges are accelerating

The message is unequivocal:

- **Faculty made UCF preeminent.**
- Faculty sustain UCF's success.
- It is time for compensation and working conditions that reflect that reality.

Faculty demand:

1. Recurring, meaningful raises
2. Transparent governance
3. Reasonable workloads that allow excellence to flourish

Words from our in-unit faculty:

- “I have been here since 2022 and only received the 3% raise and one-time payment last year, and looking at no raise this year. **I am effectively making less than when I started**.”
- “Excellence should be rewarded.”
- “**A fruit basket would be less insulting**.”
- “The offer from the University bargaining was **insulting** and **offensive**.”
- “There is **serious mismanagement of funds** at the administrative level.”
- “The $1,500 doesn't even cover the increase to my taxes.”
- “With the recent increases in cost of living, and even small increases in the cost of our benefits, a non-raise of any kind is crippling… **it’s essentially a pay cut.**”
- “This economy is **crushing us** early career professors- ready to look elsewhere”
- “**Alexander Cartwright received a handsome bonus for … our achieving preeminent status. He claims to appreciate the hard work of all of us who contributed to that accomplishment. Well, talk is cheap. Show me the money.**”

Summary

- Funds can be found for anything that UCF determines to be its priority
- Other Florida SUS have found a way to do it
- UCF has spent money hiring multiple faculty in areas that it prioritizes
- UCF has been rewarding its administrators
- Unfortunately, the hard working faculty on whose backs UCF gained preeminence are not its priority