

# Faculty Salary/Compensation Factors Over the Course of Career

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## Initial Salary

- Type of position and rank
- Typical salaries of individuals at that same level/discipline in the college
- Market value (national/state/UF) for position
- Candidate's years in position/rank (e.g., newly awarded doctorate, post-doc position, several productive years in rank at a comparable university)
- Source of funding (e.g., UF/Provost Initiative vs college funding)
- Relative strength of scholarly discipline factors including research field, candidate's credentials, special certifications/licenses, research accomplishments (e.g., publication quality, citations)
- Relative strengths of instructional factors such as success in mentoring doctoral students, teaching evaluations
- Degree of availability of strong scholars/applicants in field
- Perceived college need for this particular hire
- Faculty negotiations regarding their relative priorities (salary, partner accommodation, startup package, course releases)
- History of and/or anticipated likelihood of receiving external research funding

## Merit Increases

- Determined by faculty performance assessments and merit policies articulated in bylaws in each school

## Promotions in Rank

- Promotion in rank (e.g., assistant to associate, associate to full) include a 9% increase in salary

## Distinguished Professors

- This prestigious UF recognition is considered separately from promotions. Faculty achieving this status receive a 9% increase in salary.

## Raises and Cost-of-Living (COI) Increases

- Typically determined by Collective Bargaining Agreement (CBA) negotiations or the Florida legislature
- May be one-time payments or permanent change to base salary

## Indirect Cost (IDC) Funds

- Principal Investigators (PIs) receive 10% of the IDC funds associated with their funded projects to support their research. PI's IDC funds can be used for summer salary, funding research activities, and travel associated with their projects and dissemination.

**Special Pay Increases (SPI)**

- In extraordinary situations, faculty may be eligible for special pay increases (e.g., major external funding research star)

**Market Equity Review (MER)**

- MERs for all employees are initiated by the college with the aim of addressing well performing employee salaries that might have dropped significantly below range when university/college budgets permit (rarely possible annually)
- Individual MER requests with explanation are considered when the university/college budget permits (rarely possible annually)
- MER are evaluated based on criteria like those of initial salary considerations (above), with a focus on extraordinary performance, accomplishments, and recognition

**Retention Counteroffers** (Note: Be prepared to depart institution)

- Present documentation of an offer from a comparable institution (e.g., letter of offer)
- Based on criteria like those noted in the initial salary considerations

**Term and Endowed Professorships**

- Faculty typically receive additional salary and research funds while holding these appointments

**Administrative Stipends**

- Faculty who are on administrative appointments receive a temporary (while serving in the administrative role) administrative stipend. This may also apply to initial hires who are hired directly into administrative roles.
  - Cost-of-living and merit increases received during this time are calculated based on employees' total salary at the time of the increases (percent increases). Hence, employees receiving administrative stipends typically receive a larger increase than they would have received if not calculated including their administrative stipend.
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