

*Note:* Salary figures include all full-time staff whose primary role is instruction, regardless of whether they have formal 'faculty status.' That includes tenured, tenure-track and non-tenure-track faculty. Left out are any part-time instructional staff, which can include adjunct faculty. For information about adjunct pay at this institution, visit the Chronicle's Adjunct Project Source: AAUP faculty salary survey. Institutions without academic ranks are grouped separately for median calculations. Percentages of faculty included/excluded are Chronicle estimates based on 2011-12 data from the U.S. Department of Education (IPEDS).

Compare University of Florida with several similar institutions, or, using the "Find a college" tool below, an institution of your choice. We'll automatically highlight the highest salaries (in green) and the lowest (in red) for each faculty type across the displayed institutions.

College	Full Professors	Associate Professors	Assistant Professors	Instructors Unranked		
U Florida	\$122,500	\$81,100	\$71,000	NA	NA	
U Texas-Austin	\$144,000	\$92,800	\$86,000	NA	NA	X
Ohio St U-Main	\$136,900	\$92,000	\$85,100	\$94,000	NA	X
U Illinois-Urbana-Champaign	\$141,700	\$91,100	\$87,400	\$60,300	NA	X
U Wisconsin-Madison	\$118,800	\$91,100	\$77,500	\$58,500	NA	X
U Georgia	\$109,400	\$80,900	\$76,200	\$53,300	NA	X
U Central Florida	\$118,100	\$81,600	\$67,400	\$47,900	NA	X

**Add a college to the comparison**

•

Compare to 5 more similar institutions

|  
Clear the comparison group

Full Professors \$122,500 Above median

53rd percentile of doctoral institutions in the survey

Men (540): \$125,700

Women (149): \$110,900 (paid 88% of male colleagues)

Associate Professors \$81,100 Below median

35th percentile of doctoral institutions in the survey

Men (376): \$83,600

Women (210): \$76,500 (paid 92% of male colleagues)

Assistant Professors \$71,000 Below median

37th percentile of doctoral institutions in the survey

Men (237): \$74,700

Women (207): \$66,700 (paid 89% of male colleagues)

Instructors NA

This institution has fewer than 3 full-time instructors.

Men (0): NA

Women (0): NA (NA)

How much of the faculty is included? 85%



Left out 15%

## 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

## Elite Public and Land Grant versus University of Florida

<b>Elite Publics (Not LG)</b>									
UNC-CH		\$138.5							
Michigan		\$137.0		\$90.9				\$76.9	
Georgia Tech		\$134.7		\$89.1				\$79.3	
Virginia		\$132.7		\$93.0				\$80.8	\$49.2
Texas		\$126.0		\$91.0				\$74.5	\$52.9
William & Mary		\$116.7		\$81.3				\$77.6	\$75.7
Indiana		\$114.0		\$83.2				\$67.5	\$47.1
<b>U of Florida (Florida)</b>	<b>I</b>	<b>\$109.3</b>	<b>\$111.7</b>	<b>\$98.2</b>	<b>\$73.0</b>	<b>\$74.7</b>	<b>\$69.8</b>	<b>\$62.5</b>	<b>\$61.0</b>
UC Berkeley		NR							
UCLA		NR							
UC San Diego		NR							
<b>Land Grant (LG)</b>									
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
<b>U of Florida (Florida)</b>	<b>I</b>	<b>\$109.3</b>	<b>\$111.7</b>	<b>\$98.2</b>	<b>\$73.0</b>	<b>\$74.7</b>	<b>\$69.8</b>	<b>\$62.5</b>	<b>\$61.0</b>
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	

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

**DRAFT**

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					
OSU Av non-Medical VHR (No UC)	I	\$115.9			\$80.4			\$69.2					
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	\$43.4	
AAUP Public Average (No UC)	I	\$109.6			\$77.0			\$65.4			\$49.1		
<b>U of Florida (Florida)</b>	<b>I</b>	<b>\$109.3</b>	<b>\$111.7</b>	<b>\$98.2</b>	<b>\$73.0</b>	<b>\$74.7</b>	<b>\$69.8</b>	<b>\$62.5</b>	<b>\$63.5</b>	<b>\$61.0</b>			
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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$47.8	

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

- Merit Raise =  $[\text{fT}((\Sigma\text{IFCE} \cdot \text{CE} / \text{XCE}) + (\Sigma\text{IFPR} \cdot \text{PR} / \text{XPR}) + (\Sigma\text{IFCS} \cdot \text{CS} / \text{XCS}) + \text{other} \dots) +$
- $\text{fR}((\Sigma\text{IFP} \cdot \text{NP} / \text{XP}) + (\Sigma\text{IFG} \cdot \text{NG} / \text{XG}) + (\Sigma\text{IFA} \cdot \text{NA}) + (\Sigma\text{IF\$} \cdot \text{N\$}) + (\Sigma\text{IFD} \cdot \text{ND}) + \text{other} \dots) +$
- $\text{fS}((\Sigma\text{IFC} \cdot \text{NC}) + (\Sigma\text{IFE} \cdot \text{NE}) + (\Sigma\text{IFO} \cdot \text{NO}) + \text{other} \dots)] \cdot [(\text{100-DR}) / (\text{100-CR})]$
- $\text{fi}$  = Weighting factor from Faculty Assignment Report
- $\Sigma$  = Sum of all contributions in this category
- $\text{IFi}$  = Impact factors (0 – 1)
- $\text{Ni}$  = Number
- $\text{Xi}$  = Departmental mean
- $\text{CE}$  = Course evaluations
- $\text{PR}$  = Peer reviews
- $\text{CS}$  = Class size
- $\text{P}$  = Publications, patents, or other scholarly works
- $\text{G}$  = Graduate students supervised
- $\text{A}$  = Awards
- $\text{\$}$  = External contract/grant research support generated
- $\text{D}$  = PhD students graduated
- $\text{C}$  = Committees (departmental, college, university)
- $\text{E}$  = Editorial board
- $\text{O}$  = Society officer
- $\text{DR}$  = Department ranking (1 high, 100 low)

• <http://www.senate.ufl.edu/reports/compensation/2004/20040415FacultyCompensationReport.pdf>

## 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, as opposed to being based on achievements during a single academic year. Merit raises are independent from, and complimentary to, promotion raises. Earning merit increases is therefore dependent on a faculty member's ability to demonstrate the quality of his or her performance, and not on the need for other faculty and administrators to establish what the candidate has not done. Merit relies on the evaluation of a demonstrated success in establishing strong visibility and respect, and is not based on popularity among colleagues or students. Merit pay plans are expected to outline the rules not only for the incremental application of merit pay, but also for the degree from which merit should start to be rewarded. Such documents should stipulate more than one degree or category of merit, and acknowledge that individual faculty members may be found below such degrees. For example, merit salary increases should be awarded incrementally on the basis of such degrees as "satisfactory," "meritorious," "highly meritorious," and "exceptional," each one of which is defined in relation to the others. The assessment of individual faculty members must be based on performance with merit in at least two of the three categories of teaching, research, and service. Some units (e.g., Florida Museum of Natural History or IFAS) may employ additional categories, which are specific only to them, such as curation or outreach.

### GENERAL PROCEDURE

Merit pay plans must be approved by faculty members in each unit. Every merit pay plan should include a formal description of the expectations of performance for faculty members. Such a description may take the form of a list of criteria to be used for evaluation in each one of the categories of teaching, research, and service, or may be a more quantitative formula which weights and sums the various contributions and arrives at a composite numerical "score" for each faculty member. Different units may weigh criteria differently and the respective weights should be clearly stipulated in the merit pay plan. Such weights are not a reflection of the distribution of faculty annual assignments. For example, some units may assign forty percent to teaching, forty percent to research, and twenty percent to service. Others may emphasize research and service over teaching and may modify their weights accordingly. Whatever the form chosen, when assessing individual cases, consistency must be maintained in scoring methods. Separate criteria should be applied to tenured and tenure-accruing faculty, on one hand, and non-tenure faculty, on the other hand. The guidelines and the weighting of various categories should be reviewed and updated periodically by department faculty to ensure continued relevance and congruence with the unit's goals and objectives.

### PROCESS

It is the collective responsibility of the faculty in each unit to consider what makes a professor in a given discipline renowned, both externally and internally. Department chairs (or School directors) have the final responsibility for selecting those faculty members who are to be awarded merit pay, and the size of the merit pay salary increases awarded. However, the merit salary evaluation guidelines developed by the department (or School) in accordance with the university rules and recommendations should be considered by chairs in making merit salary decisions. In addition, such decisions should be made after consultation with a faculty merit salary advisory committee. The merit salary evaluation of performance employed by chairs (or School directors) should be based on the information provided by each faculty member in annual reports of activity and accomplishments. The chair (or School director) should inform the faculty members regarding the distribution of merit pay. Once the recommendation of the advisory committee is made to the chair, individual faculty members should be able to appeal to the chair and/or request an audience with the advisory committee to request reconsideration.

It is recommended that, when merit pay is not available in any given year, the subsequent merit pay evaluation take into consideration the entire period since the last merit pay distribution.

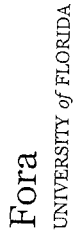


# Timeline of documents and mandates for Merit Raise criteria

- 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 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.



## Compensation Committee

Faculty Senate Committees

### Committee Pages

- Committee Info
- Agendas / Minutes
- Meeting Calendar

**Appointment:** Committee shall have six faculty members who shall represent a broad range of academic disciplines and units. The members shall be elected by the Faculty Senate from the Faculty at large to staggered three year terms. The committee shall have one administrative representative appointed by the President to serve as a liaison able to provide the required information to carry out the committee's responsibilities. (6 members)

**Chair:** Elected by committee

**Responsibilities:** The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University.

**Term:** 3 years, staggered

**Short URL:** <http://fora.ua.ufl.edu/gc/10>

### Committee Members

	First Name	Last Name	Rank	College	Department	Term	Committee Title	PO Box/Address	Phone	Email
1	James	Maniak	Associate Professor	AG	Entomology & Nematology	2015	Chair	110620	392-1501 x148	manun@ufl.edu
2	Deborah	Cupples	Senior Lecturer	Law	Law	2016	Member	PO Box 110405	273-0977	cupples@law.ufl.edu
3	Edward	Evans	Associate Professor	AG	Tropical REC	2015	Member	18905 SW 280th St, Home	305-246-7001	eevans@ufl.edu
4	Blake	Landor	Associate University Librarian	University Libraries	Humanities/Social Sciences	2014	Member	PO Box 117022	273-2644	landor@ufl.edu
5	Ralf	Renshacht	Associate Professor	FA	Theatre & Dance	2014	Member	PO Box 115900	352-273-0513	dralf@ufl.edu
6	Maya	Stanfield-Mazzi	Assistant Professor	Fine Arts	School of Art and Art History	2016	Member	PO Box 115901	273-3070	mstanfield@arts.ufl.edu

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