

ARTICLE 25  
SALARY PLAN FOR PROFESSORS

The following will be inserted as a new article of the UFF-FSU Collective Bargaining Agreement, and the existing articles numbered 25 and higher will be renumbered accordingly.

25.1 Salary Plan for Professors (hereafter "SPP"). The SPP is designed to recognize the high quality performance of eligible senior faculty who have contributed to the full life of the University over the previous seven (7) years in their assigned areas of teaching, scholarship/creative activity, and service. This award shall carry an increase to the base salary as specified in Article 23.

25.2 SPP Eligibility.

(a) Full professors, including faculty members holding the rank of Professor and Eminent Scholar shall be eligible to apply for this award if

- (1) they are in their seventh (7th) year or more at the University in one of the above eligible ranks or
- (2) six (6) years have elapsed since they last received an SPP award, and
- (3) they have not been rated below satisfactory in a sustained performance evaluation or annual evaluation within the past six (6) years.

(b) Provided that a faculty member satisfies the above eligibility requirements, the amount of approved leave taken shall not be held against her or him.

25.3 SPP Criteria and Basis for Decision.

(a) Candidates must submit an SPP dossier, as described in Section 25.4(c) below, and the only information that shall be considered in making SPP decisions shall be that contained in the SPP dossier.

(b) An eligible applicant (hereafter "candidate") shall provide clear evidence of high quality performance, consistent with his/her assignments in teaching, scholarship/creative activity, and service to the University and the discipline, during the preceding seven (7) years. The criteria shall be the same as those currently in force for promotion to Professor, weighted according to the percentages for teaching, scholarship/creative activity, and service on the annual Assignments of Responsibilities for the preceding seven (7) years.

25.4 SPP Application Process.

(a) Each fall, the Office of the Dean of the Faculties shall send a list of eligible faculty members to the respective colleges/units, which shall be responsible for reporting any errors to the Dean of the Faculties. The Dean of the Faculties shall notify each

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1 eligible faculty member of eligibility. SPP criteria. and application and review  
2 procedures.

3  
4 (b) Submission. The candidate shall submit the SPP dossier to the department  
5 chair or equivalent administrator (hereafter "chair") of the faculty member's department  
6 /unit(hereafter "department"). Faculty members are advised to prepare the SPP dossier in  
7 consultation with their chair.

8  
9 (c) SPP Dossier Contents. Candidates must submit an SPP dossier prepared  
10 according to the format for SPP binders described in the Dean of the Faculties' annual  
11 memorandum on the promotion and tenure process, with the following qualifications:

12 (1) no internal or external letters of evaluation (with the exception of peer  
13 evaluations of teaching) shall be included in the dossier;

14 (2) except for the cumulative CV, information shall be included only for the  
15 preceding seven (7) years;

16 (3) candidates shall not be required to provide any other information or  
17 materials.

18  
19 (d) Changes to the SPP Dossier.

20 (1) At any point in the review process, the candidate shall have the right to  
21 review the contents of the SPP dossier and may attach a brief and concise written  
22 response to any material in it.

23 (2) After the candidate's submission of the SPP dossier, no materials shall  
24 be added to, deleted from, or changed in the SPP dossier without the candidate's consent,  
25 except for

26 a. information as specified in Section 25.4(c) above, which may have  
27 been inadvertently omitted or incorrectly entered;

28 b. the written assessments and recommendations of those charged  
29 with evaluation of the dossier, and the candidate's response to these, if any; and

30 c. written responses made by the candidate to any additional  
31 questions provided in writing in order to clarify something in the dossier.

32 (3) A copy of any material added to, deleted from, or changed in the SPP  
33 dossier by anyone other than the candidate after the commencement of the consideration  
34 process, shall be sent to the candidate within five (5) days by email, personal delivery, or  
35 by mail, return receipt requested. Within five (5) days of receipt of the material, the  
36 candidate may supply a brief and concise response, which shall be added to the SPP  
37 dossier. The dossier shall not be forwarded until either the candidate submits a response,  
38 indicates in writing that he/she will not be making a response, or until five (5) days have  
39 elapsed from the date of the candidate's receipt of additional or changed material,  
40 whichever occurs first.

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1 (4) There shall be no anonymous material in the SPP dossier except for  
2 numerical summaries of student perceptions that are part of the regular evaluation  
3 procedure of classroom instruction.

4  
5 25.5 SPP Review in Departments. In each department/unit the chair or director and the  
6 full professors or an appropriate elected evaluation committee comprised of full  
7 professors, shall determine whether the candidate has qualified for an SPP award, using  
8 departmental promotion criteria.

9 (a) The chair shall consult with the appropriate departmental committee, assess in  
10 writing the candidate's qualifications regarding whether the candidate has met the SPP  
11 criteria, and make a positive or a negative recommendation.

12  
13 (b) Once the chair has included the written assessment and recommendation and  
14 the candidate's response, if any, in the SPP dossier, the dossier shall be forwarded to the  
15 college.

16  
17 (c) The candidate's SPP dossier must be forwarded to the college tenure and  
18 promotion committee for consideration unless the candidate chooses to withdraw the  
19 application.

20  
21 (d) If all full professors in a department/unit are applying for this award, then  
22 only the chair shall make a written assessment as to whether the candidate has met the  
23 criteria for receiving an award.

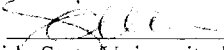
24  
25 (e) If the chair is applying for an SPP award, the dean, after consulting the college  
26 tenure and promotion committee, shall determine whether the chair qualifies for the  
27 award.

28  
29 25.6 SPP Review in the College.

30 (a) If any members of the college's promotion and tenure committee are eligible  
31 for the salary adjustment, the dean shall appoint substitute non-eligible full professors to  
32 review the SPP dossiers. Where possible, these appointments should be from prior  
33 members of the college's tenure and promotion committee. Additional appointments  
34 should strive for disciplinary representation.

35  
36 (b) The college's promotion and tenure committee shall review the SPP dossiers,  
37 vote on whether the candidate meets the SPP criteria, and report the result of the vote to  
38 the dean.

39  
40 (c) The dean shall provide a written assessment of the candidate's qualifications  
41 regarding whether the candidate has met the SPP criteria, and make a positive or a  
42 negative recommendation.

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1  
2 (d) The dossiers of all candidates, whether recommended or not by the dean, must  
3 be sent to the office of the Dean of the Faculties by the annual deadline for the  
4 University-level review process.

5  
6 25.7 University Process. The University-level process shall consist of a review by the  
7 SPP Review Committee (hereafter SPPRC) which is advisory to the President, and a final  
8 decision by the President as to whether each candidate has met the SPP criteria.

9 (a) The SPPRC shall consist of seven (7) full professors, elected annually by the  
10 Faculty Senate. None of the members of the SPPRC may be considered for an SPP  
11 during their service on the SPPRC.

12  
13 (b) The SPPRC shall use the dossiers, the assessments provided by the chairs and  
14 deans, and department, college, and university criteria to determine their  
15 recommendations regarding whether each candidate has met the SPP criteria, and forward  
16 their recommendations to the President.

17  
18 (c) All recommendations are advisory to the President. The final decision on SPP  
19 awards shall be made by the President.

20  
21 (d) Notification. The President shall notify the dean, who shall notify the  
22 candidate of the decision as soon as possible.

23  
24 (e) Report to the UFF. At the same time as the tenure and promotion reports are  
25 made each year, the University shall furnish to the UFF a written report by college of the  
26 following information:

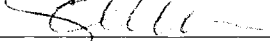
- 27 (1) number of faculty members eligible for an SPP award;  
28 (2) names and departments of the faculty members who applied and were  
29 granted the award;  
30 (3) number of faculty members who applied and who were not granted the  
31 award;  
32 (4) names and departments of the faculty members whose awards were  
33 deferred for budgetary reasons.

34  
35 25.8 Implementation.

36 (a) The University shall assign equivalent funding priority to SPP awards and  
37 promotional salary increases.

38 (b) For budgetary reasons the University may impose a limit on the number of  
39 faculty members who may apply for a SPP Award. Any such limit shall be University-  
40 wide. If such a limit is imposed, it shall be implemented as follows:

41 (1) All eligible faculty members shall be given an opportunity to indicate to  
42 the Office of the Dean of the Faculties their intent to apply for an SPP Award.

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1 (2) The list of eligible faculty members who have indicated their intent to  
2 apply for a SSP Award shall be ordered by the number of years of University  
3 employment since the most recent of the following events:

- 4 a. appointment or promotion to a qualifying rank;
- 5 b. last application for an SPP award.

6 (3) The limit shall be implemented as a number of years of such  
7 employment below which SSP Award applications will not be accepted in the current  
8 year.

9 (4) The faculty members on the list shall be notified as to whether their  
10 applications will be accepted.

11  
12 (c) The application of the criteria for the award shall be independent of the  
13 availability of funds for the associated salary increases. That is, an award shall not be  
14 withheld due to a lack of funds to implement it. If sufficient funds are not available to  
15 provide SPP salary increases to all of the applicants who meet the criteria for the award in  
16 any given year, awards shall be granted to all who qualify, but the effective date of the  
17 salary increases for some may be deferred until funds become available. Priority for  
18 funding shall be consistent with the rules specified in 25.8(b) above.

19  
20 25.9 Progress Reports. Upon request, each faculty member in a classification that is  
21 eligible for a SPP Award shall be apprised annually in writing of progress toward SPP, in  
22 order to provide assistance and counseling to the faculty member. The appraisal shall be  
23 included in the annual evaluation.  
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ARTICLE 9  
ASSIGNMENT OF RESPONSIBILITIES

*Modifications shown are to the existing UFF FSU contract.*

9.1(a) ...

(4) the opportunity to fulfill applicable criteria for tenure, promotion, and merit salary increases, and for Salary Plan for Professors (SPP) salary increases if eligible.

9.3 ...

(d) Equitable Opportunity. Each faculty member shall be given assignments that provide equitable opportunities, in relation to other faculty members in the same department/unit, to meet the required criteria for promotion, tenure, and merit salary increases, and for Salary Plan for Professors (SPP) salary increases if eligible.

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ARTICLE 23  
SALARIES

*Modifications shown are to the existing UFF FSU contract.*

23.3 Promotion and SPP Increases.

(a) ...

(b) For fiscal year 2010-2011 increases shall be granted pursuant to Article 25 in the amount of nine percent (9%) added to the base salary for SPP awards.

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