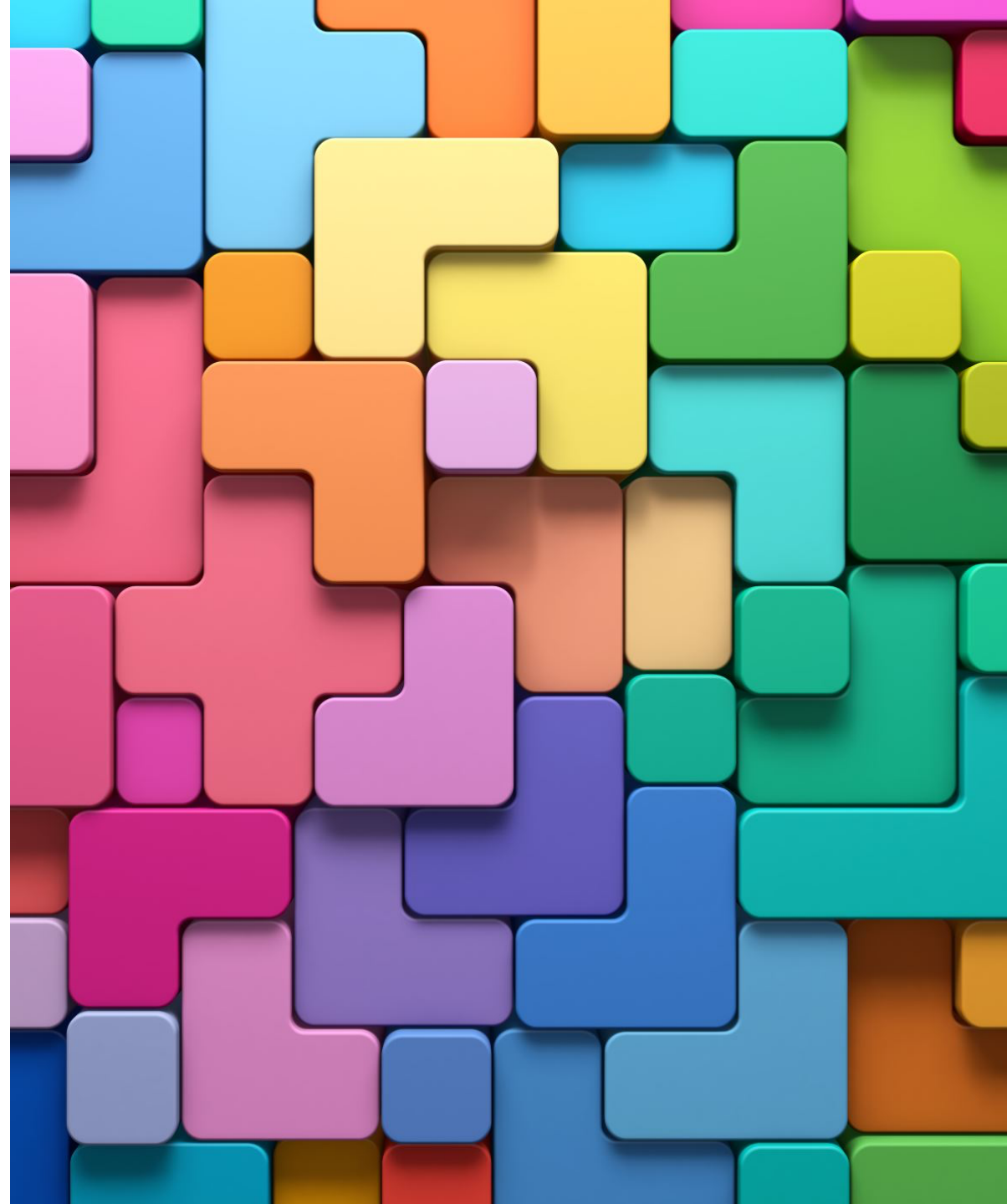

IN-UNIT FACULTY 2023-2024 MERIT PAY PLAN

Merit Pay Committee

Presentation to Faculty Senate

February 23, 2024



ARTICLE 23

UFF-FGCU CBA Article 23.3.C. A pool of funds, non-recurring, in the amount equal to 1% of the bargaining unit base salary, as of August 7, 2023, will be established to be distributed as merit pay to eligible members of the bargaining unit. The eligibility and distribution of this merit pay will be determined by a committee comprised of three members appointed by UFF-FGCU, three members appointed by the President and Chaired by a seventh member to be Dr. Tony Barringer. *(Faculty Ratification September 11, 2023, FGCU BOT Approval September 12, 2023)*

COMMITTEE MEMBERSHIP

Tony Barringer, Chair

Fenwick English

Peng Feng (served October 26 to January 18)

Carolynne Gischel

Rosemary Higgins

Michelle Leaver

Rachel Tait

MERIT PAY DEFINITION

Recognizing and rewarding high performance is a key presidential priority for driving excellence at Florida Gulf Coast University. Through pre-determined, objective, and well-communicated criteria, merit pay provides a fair and equitable framework for departments to recognize and encourage excellence based on individual performance, contributing to the overall success of the University.

COMMITTEE PROCESS

- Discussed and articulated merit pay definition
- Reviewed and considered several plans and approaches
- Agreed to develop a “simple” plan that could be created quickly for application during the 23/24 Academic Year
- Plan to work towards development of a more permanent plan for future years that is less dependent on annual evaluation ratings and provides for a more quantitative/less subjective approach
- Drafted a plan

COMMITTEE PROCESS

Solicited input:

- Draft plan and survey link sent to all faculty and administrators on February 1
 - Shared draft plan with Faculty Senate Faculty Affairs Team on February 2 for their review and feedback
 - Met with Council of Chairs on January 19 and February 16 to present draft plan and address questions/concerns
 - Committee reviewed feedback/survey results, prepared a list of Frequently Asked Questions, and added to page 4 of plan
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ELIGIBILITY

In-unit faculty must meet the following criteria to be eligible for merit pay awarded in the 2023-2024 Academic Year:

- Hold an in-unit faculty* position for the entire 2023-2024 Academic Year
- Receive an annual evaluation for the 2023-2024 Academic Year with an Overall Satisfactory rating

**As per the UFF-FGCU Collective Bargaining Agreement, “in-unit faculty” includes Academic Advisors, Instructors, Librarians, Professors, and Student Success Counselors.*

MERIT PAY AWARDS

- Merit pay will be awarded to eligible in-unit faculty based on their three (3) category ratings (i.e., Does Not Meet, Meets, Exceeds) as indicated in their 2023-2024 annual evaluations.
- Each rating of Exceeds received on 2023-2024 annual evaluation earns one unit of merit pay:
 - 1 Exceeds = 1 unit of merit pay
 - 2 Exceeds = 2 unit of merit pay
 - 3 Exceeds = 3 unit of merit pay

MERIT PAY CALCULATION

Merit pay unit value will be calculated as follows:

Total money (1% of all in-unit base salary):	(APPROXIMATE)	\$440,000
Divided by total number of exceeds earned for all in-unit:		XXXX
Equals value per exceeds rating:		\$XXX

Merit pay is a **one-time payment**, and therefore **will not** be added to base salary as a continuing salary increase.

MERIT PAY PROCESS

- Annual evaluations will be completed in accordance with requirements, criteria, and timeline articulated in the FPED and relevant PECAPs (April 30, 2024 for 9-month faculty; June 30, 2024 for 12-month faculty).
- Supervisors will follow their customary process for submitting evaluations.
- Ratings will be tracked by the Provost or designee in Academic Affairs and University Advising Services, who will then forward the data to Human Resources so that Payroll can issue payment.
- The Merit Pay Committee will meet to review the evaluation data and establish value of merit pay unit for compensation based on the number of exceeds.
- ~~It is anticipated merit pay payments will be made in July 2024.~~

RECOMMENDATIONS & EXPECTATIONS

- Faculty should review PDPs ASAP, meet with supervisors with any questions/concerns, and discuss amendments to PDPs as appropriate.
- It is strongly recommended that any amendments to PDPs be made by February 29 for 9-month faculty and March 29 for 12-month faculty. Amendments made after these dates are strongly discouraged.
- Supervisors are expected to determine evaluation ratings as they normally would, in accordance with requirements and criteria articulated in the FPED and relevant PECAPs (Performance Evaluation Criteria and Process).

FAQS

- *Q1. Are faculty who are on sabbatical/professional development leave during the 2023-2024 Academic Year eligible for merit pay? How will their merit pay be determined?*
 - A1. Yes. Faculty who are on sabbatical/professional development leave, and who otherwise meet the eligibility requirements as stated in this plan under Eligibility for Consideration, are eligible for merit pay.
 - Faculty who received a one-semester (half year) sabbatical/professional development leave are evaluated in all three areas of their annual evaluations. Therefore, faculty on half year sabbatical/professional development leave have the opportunity to earn three “exceeds” ratings.
 - Faculty who received a two-semester (full year) sabbatical/professional development leave are evaluated in the area in which they wrote their sabbatical/professional development leave application (e.g., scholarship, professional development, etc.). Therefore, faculty on full year sabbatical/professional development leave will have the opportunity to earn an “exceeds” rating in the category/categories for which they are evaluated.
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FAQS

- *Q2. Are faculty who have taken sick leave and/or leave under the Family Medical Leave Act (FMLA) during the 2023-2024 Academic Year eligible for merit pay?*
 - A2. Yes. Faculty who have taken sick leave and/or leave under FMLA, and who otherwise meet the eligibility requirements as stated in this plan under Eligibility for Consideration, are eligible for merit pay in the areas in which they receive an “exceeds” rating.
 - *Q3. For those who oppose and appeal their annual evaluation rating(s), if their appeal is successful and results in a change of rating(s) to “exceeds,” will they then receive merit pay based on the adjusted rating(s)?*
 - A3. Yes. There is an annual evaluation appeal process in place as articulated in Article 10 of the UFF-FGCU Collective Bargaining Agreement. If the appeal is successful and results in a change of rating(s) to “exceeds,” arrangements will be made to compensate in accordance with this merit pay plan.
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FAQS

- *Q4. Can I use my 2022-2023 annual evaluation to qualify for 2023-2024 merit pay?*
- A4. No. Since the allocation of funds was negotiated for the 2023-2024 Academic Year, merit pay is based on 2023-2024 annual evaluations.
- *Q5. Are faculty eligible for merit pay if they are employed during the 2023-2024 Academic Year but resign / terminate employment before the merit pay is paid?*
- A5. No. Payroll cannot process payments for employees after their employment ceases. Faculty eligible for merit pay must be employed by FGCU when merit pay is paid out, which is expected to be during July 2024.

QUESTIONS

Thank you for your time!