

Articles 23 and 24: Salary and Benefits
2017 Re-opener Negotiation
UFF Proposal

ISSUE:

Considering the increased cost of living expenses in Southwest Florida and faculty salary structure in comparison to other SUS schools, how can FGCU adequately compensate its faculty during this time of budgetary duress?

UFF Interests:

Attract and retain excellent faculty
Minimize the number of searches necessary for replacement lines
Serve its membership through demonstrated success at bargaining according to stated needs
Compensate faculty at a rate that financially empowers them to live near the campus community
Reaffirm our commitment to competitive compensation for our advisors
Demonstrate to our new president a commitment to cooperation with management
Incentivize faculty to take an authentic interest in metric performance and strategic plan

Perceived Management Interests:

Attract and retain excellent faculty
Effectively control the budget
Demonstrate to our new president a commitment to cooperation with faculty
Incentivize faculty to take an authentic interest in metric performance and strategic plan

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Options:

▶ 5% increase to base salary of in-unit faculty, minimum of \$2,000 (approx \$1,457,492.40)

and

▶ Increase base salary of instructors and advisors to state average of \$47,000 (approx \$601,000)