



United Faculty of Florida

UNIVERSITY OF NORTH FLORIDA

Did You Know? Salary (2020)

3% vs. Cost of Living

Did you know that the 2019-2020 salary increase of 3% proposed by the Board of Trustees falls short of meeting the cost of living adjustment (COLA) for 2019 and 2020?

Each October, the Social Security Administration announces the cost of living adjustment (COLA) for the next year. For 2019, the cost of living went up by 2.8%. The cost of living increased another 1.6% for 2020, for a total of 4.4%.

UNF's 2017-2024 Strategic Plan established a goal to "ensure [a] regular standard of living salary adjustment for faculty and staff." The 3% proposed salary increase doesn't meet that goal.

Operating Revenue vs. Faculty Salary

Did you know that UNF operating revenues have increased by 120% since 2007, but faculty salaries have stayed at or near the bottom of the Florida State University System (SUS)?

For more than a decade, faculty have been an integral part of the university's economic growth. However, that growth has yet to translate into fair and competitive wages.

Salary Data by Rank

Faculty salaries at UNF are not competitive at any rank compared to peer and SUS institutions. The 3% increase proposed by the BOT will not fix the problem.

The UNF-BOT set a goal to "Develop and implement a plan to raise faculty and staff salaries to be above the median among peer and SUS [i.e., Florida state university system] institutions by discipline and rank, within budget constraints" in their 2017 Strategic Plan. However, average faculty salaries at UNF continue to be well below the median of other SUS institutions by rank.

2% vs. Inflation

Faculty salaries at UNF have not kept up with inflation. The 2% salary increase proposed by the BOT will not fix it.

Goal III of UNF's Strategic Plan (approved by the Board of Trustees on 9-23-17) seeks to address faculty compensation as a way to attract, support and reward talented faculty and staff who promote student success. Among strategies to achieve this goal is an action item that would ensure regular standard of living salary adjustment for faculty and staff. Here's a look at how we are doing.

Special Salary Study

Each year, the NEA Higher Education Advocate produces "The Special Salary Study" which compares salaries at universities and colleges nationwide to identify salary trends across institutions. The 2016-2017 Faculty Salary Report examines full-time faculty salaries for 9–10-month contracts in 1570 public institutions, with state data grouped by level of degree offered.

Compared to the other doctoral granting institutions in Florida's State University system,

- UNF ranks 8th of 10 in average salary for Professors,
- UNF ranks 9th of 10 in average salary for Associate Professors,
- UNF ranks 9th of 10 in average salary for Assistant Professors,
- UNF ranks 10th of 10 in average salary for Instructors, and
- UNF ranks 9th of 10 in overall average salary for full-time faculty.

UNF was the only doctoral granting institution in Florida's State University system to experience a negative change (-0.1%) in salary from the 2015-16 academic year to the 2016-17 academic year.