FLORIDA STATE UNIVERSITY

FINANCE & ADMINISTRATION

Office of the Senior Vice President

M E M O R A N D U M

TO: President Richard McCullough
President's Cabinet
Deans, Directors, Department Heads

FROM: Renisha Gibbs, Human Resources
Katie Perkins, Budget

THRU: Kyle C. Clark, Finance & Administration

SUBJECT: FY 2026-2027 In-Unit & Out-of-Unit Faculty Salary Increases

DATE: October 21, 2026

This memorandum reflects provisions and instructions pertaining to the administration of FY 2026-2027 salary increases for in-unit and out-of-unit faculty as a result of the tentative two-year agreement reached on September 23, 2026, between Florida State University Board of Trustees (FSU/BOT) and the United Faculty of Florida (UFF). Florida State University Schools (FSUS) faculty and The Collegiate School faculty (TCS) are not eligible for these salary increases.

For Fiscal year 2026-2027, the University will be implementing a 1.50% salary increase and a non-recurring bonus, for eligible faculty members consisting of a:

2026-2027 Faculty Salary Increase Agreement			
	Amount/Increase	**Effective Date**	**Paycheck Date**
Performance Increase	1.00%	Oct. 23, 2026	Nov. 13, 2026
Departmental Merit Pool	0.50%	Nov. 20, 2026	Dec. 11, 2026
Non-Recurring Bonus	$1,200	Nov. 6, 2026	Nov. 25, 2026

These increases are in addition to our competitive promotional raises, sustained performance increases, post-tenure review increases, and bonuses. Increases are implemented in accordance with the FSU/BOT- UFF Collective Bargaining Agreement.

Promotional Increase

For FY 2026-2027, promotional increases granted: (1) in the amount of 12% added to the base salary in recognition of promotion to the ranks of Associate Professor, Associate Curator, Teaching Faculty II,

Instructional Specialist II, Research Faculty II, Associate in Research, and Associate University Librarian; and, (2) in the amount of 15% added to the base salary in recognition of promotion to the ranks of Professor, Curator, Teaching Faculty III, Instructional Specialist III, Research Faculty III, Senior Research Associate, and University Librarian. Promotional increases were effective **August 10, 2026**, and were reflected in the paycheck dated **August 21, 2026**.

Sustained Performance Increase

For FY 2026-2027, eligible faculty members in the top ranks of Research Faculty III, Teaching Faculty III, Senior Research Associate, Instructional Specialist III, University Librarian, and Curator who have at least five (5) years of continuous University Service after their promotion to top rank or after their previous Sustained Performance Increase and who have been rated above "Official Concern" in each of the previous five (5) years' annual performance evaluation in accordance with Article 10.3 shall receive a 3% increase to base salary. Sustained performance increases shall be effective **October 23, 2026**. Faculty members who previously received a Sustained Performance Increase in August 2021 and met the evaluation rating criteria above are also eligible for a 2026 Sustained Performance Increase. Sustained performance increases shall be implemented with an effective date of **October 23, 2026,** and will be reflected in the paycheck dated **November 13, 2026**.

Please note: The Office of Human Resources provided each College with a list of potentially eligible faculty members. If a faculty member on the list is deemed ineligible based on the criteria above, please notify Rebecca Peterson, Sr Associate Director, immediately if you have not already done so, at rpeterson@fsu.edu. There is no action needed by the department as the increases will be implemented centrally.

Post-Tenure Review Increase

Tenured faculty members who are subject to post-tenure review in the spring semester 2026 process are eligible for an increase to their base salary, effective **October 23, 2026**. Each Professor/Eminent Scholar who received a final Post-Tenure Review rating of "Exceeds Expectations" will receive a 5% recurring increase effective **October 23, 2026**. Each Professor/Eminent Scholar who received a Post-Tenure Review rating of "Meets Expectations" will receive a 3% recurring increase effective **October 23, 2026**. Post-Tenure Review Increases will be reflected in the paycheck dated **November 13, 2026.**

Post-Tenure Review Bonus

Tenured faculty members who are subject to post-tenure review in the spring semester 2026 process are eligible for a non-recurring bonus, effective **October 23, 2026**. Each Associate Professor who received a final Post-Tenure Review rating of "Exceeds Expectations" will receive a $6,000 bonus effective **October 23, 2026**. Each Associate Professor who received a Post-Tenure Review rating of "Meets Expectations" will receive a $4,000 bonus effective **October 23, 2026**. Post-Tenure Review bonuses will be reflected in the paycheck dated **November 13, 2026**.

Performance Increase

For FY 2026-2027, eligible faculty members will receive a recurring 1.00% performance-based pay increase, calculated based on the faculty member's May 6, 2026, base salary. The increase will be effective **October 23, 2026**, and will be reflected in the paycheck dated **November 13, 2026**.

214 Westcott Building, P.O. Box 3061320, Tallahassee, FL 32306-1320
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Eligibility for performance increases: 9-month and 12-month faculty (in-unit & out-of-unit) must be employed by FSU (in a salaried position) with continuous service on or before **September 10, 2025**, and be employed in active payroll status on the effective date of the increase to be eligible.

Faculty members must have received an overall annual evaluation rating of at least "Meets FSU's High Expectations" for calendar year 2025 to be eligible. Faculty members who have been given a notice of non-renewal or contract cancellation for non-budgetary reasons (other than contingent non-renewals) are not eligible for the performance increase.

It is the responsibility of each department to notify Rebecca Peterson (rpeterson@fsu.edu) in the Office of Human Resources, in writing, by **October 27, 2026,** of any faculty employees who should not receive a performance increase due to ineligibility. HR will be responsible for communicating the names of ineligible employees to the Budget Office and to ERP.

Non-Recurring Bonus

For FY 2026-2027, eligible faculty members will receive a one-time, non-recurring bonus in the amount of $1,200, prorated by FTE, less applicable taxes and deductions. The increase will be effective **November 6, 2026**, and will be reflected in the paycheck dated **November 25, 2026**.

Eligibility for bonus: 9-month and 12-month faculty (in-unit & out-of-unit) must be employed by FSU (in a salaried position) with continuous service on or before **September 10, 2025**, and be employed in active payroll status on the effective date of the bonus to be eligible.

Faculty members must have received an overall annual evaluation rating of at least "Meets FSU's High Expectations" for calendar year 2025 to be eligible. Faculty members who have been given notice of non-renewal or contract cancellation for non-budgetary reasons (other than contingent non-renewals) are not eligible for the bonus.

It is the responsibility of each department to notify Rebecca Peterson (rpeterson@fsu.edu) in the Office of Human Resources, in writing, by **November 6, 2026,** of any faculty employees who should not receive the bonus due to ineligibility. HR will be responsible for communicating the names of ineligible employees to the Budget Office and to ERP.

Department Merit Pool

For **FY 2026-2027**, the total funding pool is 0.50% of filled positions, based on the last full payroll of the 2025-2026 academic year (May 6, 2026), excluding summer salaries for 9-month faculty members. The full amount is allocated for departmental merit increases. The entire 0.50% must be fully awarded. Department merit pools must be used within individual departments only and allocated according to departmental merit criteria. This increase will be effective **November 20, 2026**, and will be reflected in the paycheck dated **December 11, 2026.** For FY 2026-2027, Deans' merit will not be implemented.

Eligibility for merit increases: 9-month and 12-month faculty (in-unit & out-of-unit) must be employed by FSU in a salaried position with continuous service on or before **September 10, 2025**, and be in active payroll status on the effective date of the increase to be eligible.

Faculty members must have received an overall annual evaluation rating of at least "Meets FSU's High Expectations" for calendar year 2025 performance to be eligible. Faculty members who have been given notice

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of non-renewal or contract cancellation for non-budgetary reasons (other than contingent non-renewals) are not eligible for merit increases.

It is the responsibility of each department to notify Rebecca Peterson (rpeterson@fsu.edu) in the Office of Human Resources, in writing, by **October 27, 2026**, of any faculty employees who should not receive a merit increase due to ineligibility. HR will be responsible for submitting the names of ineligible employees to the Budget Office and to ERP.

FY 2026-2027 Merit Distribution Timeline	
Departmental Merit Pool	0.50%
Effective Date	November 20, 2026
Paycheck Date	December 11, 2026
Deadline to notify Faculty Relations of ineligible faculty members	October 27, 2026
Budget Office Instructions and System Access to Salary Preparers	October 21, 2026
Merit Distributions due in Adaptive Planning system	November 2, 2026
Budget Office distributes reports via Docusign for review and approval	November 6, 2026
Deadline for final approval of merit distributions	November 16, 2026

Other Requirements

Employees Not in Pay Status. For FY 2026-2027, employees in a salaried position who are not in pay status on the effective dates of the increases, but return to pay status before **June 30, 2027**, will receive the salary adjustments for merit increases and performance increases at that time if they meet all the eligibility requirements outlined above. Such delayed payments shall be effective on the date the employee becomes eligible.

Funding for the Salary Increases

E&G Funded Employees. Increases for employees funded by E&G resources (OMNI fund codes 110, 121, 210, and 211) will be funded by the University in compliance with state law.

E&G Carryforward Funded Employees. The increases for these employees (OMNI fund code 126, 140, 240, and 241) will be funded by the department's Carryforward resources.

Non-E&G Funded Employees. Eligible faculty members whose salaries are funded from contracts and grants, auxiliary, student activities, technology fee, and other non-E&G funds should receive the increases provided sufficient funds are available and the increase is allowable on the respective funding source. If the applicable funding source cannot support the increase, departments should consider alternative funding

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sources. Departments unable to secure an alternative funding source should notify Katie Perkins (kperkins@fsu.edu) no later than October 30, 2026.

Should you have further questions about the above, please contact Renisha Gibbs (rgibbs@fsu.edu) or Rebecca Peterson (rpeterson@fsu.edu).

Thank you.

Cc: Jerris Edwards
Paul Harlacher
Shelley McLaughlin
Rebecca Peterson
Phuong Van
Michael Williams

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