



MEMORANDUM

TO: President John Thrasher
Provost Sally McRorie
Vice President Amy Hecht
Vice President Janet Kistner
Vice President Gary Ostrander
Interim Vice President Andy Jhanji
Deans, Directors, Department Heads & HR Representatives

FROM: Renisha Gibbs, FSU/BOT Chief Negotiator and Associate Vice President for HR
Michael Lake, Chief Budget Officer

THRU: Kyle C. Clark, Vice President for Finance & Administration

SUBJECT: 2020-2021 In-Unit & Out-of-Unit Faculty Salary Increases

DATE: October 13, 2020

This memorandum reflects provisions and instructions pertaining to the administration of 2020-2021 salary increases for in-unit and out-of-unit faculty, excluding faculty members employed at Florida State University Schools (FSUS), as a result of the agreement reached on September 16, 2020, between Florida State University Board of Trustees (FSU/BOT) and the United Faculty of Florida (UFF). This memorandum will also provide a summary of the tentative agreement in its entirety. Although many of the increases outlined have been implemented, the Performance Bonus is expected to be effective October 16, 2020, pending ratification of the tentative agreement.

Promotional Increases (Effective August 7, 2020)

Promotional increases will be 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 or University Librarian. Promotional increases were effective August 7, 2020, and were reflected in the paycheck dated August 28, 2020.

Sustained Performance Increases (Effective August 7, 2020)

Full Professors and Eminent Scholars who have seven years of continuous University service after their promotion to top rank and who have been rated above "Official Concern" in each of the previous seven years' annual performance evaluation received a 3% increase to base salary. Sustained Performance Evaluations are no longer required. Faculty members who previously received a Sustained Performance Increase in August 2013, and met the evaluation rating criteria above, were also eligible for a Sustained Performance Increase.

Research Faculty III, Teaching Faculty III, Senior Research Associate, Instructional Specialist III, University Librarians, and Curators who have been working continuously at FSU for seven years or more after their promotion to top rank or equivalent (previous years in equivalent non-tenure track classifications) and who have received a rating above "Official Concern" in each of the previous seven years' annual evaluations received a 3% increase to their base salary.

Sustained performance increases were implemented with an effective date of August 7, 2020, and were reflected in the paycheck dated August 28, 2020.

Performance Increase - \$1,500 (Effective August 7, 2020)

Faculty members who received a one-time, non-recurring performance-based bonus in the amount of \$1,500 (prorated by FTE) effective September 6, 2019, were eligible to receive a recurring performance increase in the same amount. These increases were implemented with an effective date of August 7, 2020, and were reflected in the paycheck dated August 28, 2020.

Eligibility for performance increase: 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, 2018, 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 of at least “meets FSU's high expectations” for calendar year 2018 performance to be eligible. Faculty members who were given notice of non-renewal or contract cancellation for non-budgetary reasons (other than contingent non-renewals) before September 6, 2019, were not eligible for the performance increase.

Performance Bonus - \$1,200 (Effective October 16, 2020)

All faculty members will receive a one-time, non-recurring performance-based bonus in the amount of \$1,200, prorated by FTE. The one-time bonus will be effective October 16, 2020, and will be reflected on the November 6, 2020, paycheck, pending ratification of the agreement.

Eligibility for performance 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, 2019, 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 of at least “meets FSU's high expectations” for calendar year 2019 performance 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) before October 16, 2020, are not eligible for the performance bonus.

The bonus will be entered centrally, and no action is required by the department. However, it is the responsibility of the respective department to notify Rebecca Peterson (rpeterson@fsu.edu) in the Office of Human Resources in writing by **October 23, 2020**, of any faculty employees who should not receive a performance bonus due to ineligibility. HR will be responsible for communicating names of ineligible employees to the Budget Office and to ERP.

Funding for the Salary Increases

E&G Funded Employees. The increases for these employees (OMNI fund codes 110, 121, 210, and 211) will be funded by the University.

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

Non-E&G Funded Employees. Eligible faculty members whose salaries are funded from contract and grants, auxiliary, student activities, technology fee, and other non-E&G funds should receive the increases provided resources are available within said funds. Departments should notify the Budget Office in writing of any non-E&G budgets that will not have funds for the increases/bonuses as soon as possible.

Should you have any further questions about the above, please contact Renisha Gibbs or Michael Lake.

Thank you.

RG/rp

Cc: Carolyn Egan
Gail Friedrich
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