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Article 23
SALARIES

23.1 Policy.

(a) The Board and the UFF agree that salary is an important positive factor in the recruitment and retention of strong researchers and teachers, and that a salary increase can be a powerful positive incentive for meritorious performance.

(b) Merit-based salary increases and bonuses are based on the duties assigned pursuant to Article 9 and the faculty evaluation criteria and procedures established by departments/units pursuant to Article 10.

(c) The President shall, in his or her annual budget request, request the Board of Governors to seek from the Florida Legislature recurring funds to be allocated toward meritorious performance, correcting market inequities within the faculty, and raising average FSU faculty salaries to the national average for top 25 public research universities with very high research activity as reflected in the most recent Oklahoma State University survey and similar sources as appropriate. The distribution of any salary increase funds obtained by the University shall be collectively bargained by the BOT and UFF.

23.2 Categories of Salary Increases.

- (a) Increases to faculty salaries may be awarded in the following categories:
 - (1) Promotion increases, pursuant to Section 23.3;
 - (2) Sustained Performance Increases, pursuant to 23.4;
 - (3) Merit Salary increases/bonuses, pursuant to Section 23.5;
 - (4) Market equity increases, pursuant to Section 23.6;
 - (5) Awards, pursuant to Section 23.7;
 - (6) Legislative increases/bonuses, pursuant to Section 23.8;
 - (7) Administrative discretionary increases, pursuant to Section 23.9;
 - (8) Other payments, pursuant to Section 23.10.
 - (9) Post-Tenure Review increases/bonuses, pursuant to Section 23.17

(b) Faculty base salaries shall only be modified as provided in this Article and for changes between 9- and 12-month appointments as provided in Article 8.5(a).

23.3 Promotion.

(a) For fiscal year 202~~43~~-202~~54~~, promotion increases will be granted pursuant to Article 14 in the amount of twelve percent (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 in the amount of fifteen percent (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

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37 Research Associate, or University Librarian. Promotional increases shall have an effective date of
38 the first day of the academic year.

39 23.4 Sustained Performance Increases.

40 (a) Sustained performance increases are designed to recognize the high-quality performance
41 of eligible senior faculty who have continued to contribute substantially to the University in their
42 assigned areas of teaching, scholarship/creative activity, and service.

43 (b) Eligibility. Faculty members must have been employed by the University in the top rank
44 or promoted to the top rank on or before August 31, 2019~~6~~ and be in active payroll status on the
45 effective date of the increase in order to be eligible.

46 (1) For fiscal year 2024~~3~~-2025~~4~~, eligible faculty members in the top ranks of ~~Professor,~~
47 ~~Eminent Scholar,~~ Research Faculty III, Teaching Faculty III, Senior Research Associate,
48 Instructional Specialist III, University Librarian, and Curator who have ~~seven-at least five~~ (5~~7~~)
49 years of continuous University Service after their promotion to top rank or after their previous
50 Sustained Performance Increase and who have been rated above “Official Concern” in each of the
51 previous ~~seven-five~~ (5~~7~~) years’ annual performance evaluation in accordance with Article 10.3
52 shall receive a 3% increase to base salary. Sustained performance increases shall ~~have-anbe~~
53 effective ~~date-of-the-first-day-of-the-academic-year~~ August 30, 2024.

54 23.5 Merit Salary Increases.

55 (a) Eligibility.

56 (1) Faculty members must have been employed by the University in a salaried position
57 on or before September 10, 2023~~2~~ and be in active payroll status on the effective date of the
58 increase, in order to be eligible.

59 (2) Faculty members must have received an overall annual evaluation of at least “Meets
60 FSU’s High Expectations” for calendar year 2023~~2~~ performance in order to be eligible.
61 Additionally, any faculty member who has received a notice of contract non-renewal will be
62 ineligible for a Merit Salary increase.

63 (b) Performance Increases.

64 (1) For fiscal year 2024~~3~~-2025~~4~~, eligible faculty members will receive a recurring
65 ~~fourtwo~~ and ~~sixty-five-hundredthstwo-tenths~~ percent (4.2.65%) performance-based pay increase
66 of their base salary as of May 3~~5~~, 2024~~3~~, effective ~~September 27-August 18~~, 2024~~3~~.

67 (c) Departmental Merit.

68 (1) The determination of eligibility and distribution of departmental merit will be made
69 in accordance with the Department/Unit Faculty Evaluation Criteria and Procedures developed
70 pursuant to Article 10.4 (Merit Evaluations). All department plans and lists are subject to approval
71 by the appropriate dean and the Provost, who has the authority to reject the plans that do not
72 comply with Article 10.4.

73 (2) For fiscal year 2024~~3~~-2025~~4~~, the amount allocated for recurring departmental merit
74 increases shall be a total of three-quarters percent (0.75%) of all in-unit base salaries, as of May
75 ~~35~~, 2024~~3~~, to be distributed based on the Spring 2024~~3~~ department/unit Annual Merit Evaluation

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76 and in compliance with the provisions below. Departmental merit increases shall be implemented
77 with an effective date of ~~September 29~~October 25, 2024~~3~~.

78 (d) Deans' Merit.

79 (1) The deans shall distribute these increases to in-unit faculty members to recognize
80 meritorious performance. Deans' merit shall be awarded based on the following job-related
81 criteria.

- 82 1. Contributions delineated in the departmental criteria but not recognized
- 83 sufficiently in departmental merit, including teaching, research, or service;
- 84 2. Extraordinary contributions to the College and University;
- 85 3. Extraordinary accomplishments;
- 86 4. Correcting salary inequities.

87 The dean shall include in the distribution plan, for each award, which category numbers
88 above were applicable. The plans and lists for the distribution of deans' merit increases are
89 subject to approval by the Provost or representative, who has the authority to reject them. Upon
90 request by the faculty member, a short explanation reflecting the Dean's rationale for the merit
91 award shall be provided to the faculty member. The total number of awards and amounts in each
92 category shall be reported to the UFF.

94 ~~increases that are more than 5% of the faculty members base salary shall require written~~
95 ~~justification from the Dean. The plans and lists for the distribution of deans' merit increases are~~
96 ~~subject to approval by the Provost or representative, who has the authority to reject them.~~

97 (2) For fiscal year 2024~~3~~-2025~~4~~, the amount allocated for recurring deans' merit increase
98 shall be a total of ~~threeone~~-tenths percent (0.~~31~~0%) of all in-unit base salaries, as of ~~May 35~~,
99 2024~~3~~. The increases will be effective ~~October 25~~September 29, 2023~~4~~.

100 (3) Deans' merit shall be reported as such in the faculty "Compensation History" link on
101 the "myFSU Portal".

102 23.6 Market Equity. The UFF and the University acknowledge and agree that recruiting and
103 maintaining a top-quality faculty requires market equity with peer institutions. The University and
104 the UFF shall periodically assess market equity in relation to faculty salaries at aspirational peer
105 institutions, which are among the top 25 public US universities, members of the American
106 Association of Universities, and "Very High Research Universities" category in the Oklahoma
107 State University annual Faculty Salary Survey (OSU Salary Survey). Market equity shall be based
108 on position, rank, discipline, experience, and performance. For fiscal year 2024~~3~~-2025~~4~~, market
109 equity increases shall be effective ~~January 31, 2025~~November 10, 2024~~3~~.

110 (a) Eligibility. For purposes of Section 23.6 "eligible tenured and tenure-track faculty
111 members" shall include in-unit Eminent Scholars, Full Professors, Associate Professors, and
112 Assistant Professors. "Eligible specialized faculty members" shall include in-unit Teaching
113 Faculty I, II, and III; Research Faculty I, II, and III; Assistant University Librarians, Associate
114 University Librarians and University Librarians. A faculty member in a visiting position is not
115 eligible for the Market Equity increase.

116 (1) Faculty members must have been employed by the University in a salaried position,

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117 and must be in active payroll status on the effective date of the increase in order to be eligible.

118 (2) Any faculty member who has received (1) an overall rating of “Unsatisfactory,”
119 “Inadequate,” or “Does Not Meet FSU's High Expectations” on any annual evaluation in the last
120 seven (7) years, or (2) more than one overall rating of “Official Concern” in the last seven (7)
121 years, will be ineligible for a Market Equity increase. Additionally, any faculty member who has
122 received a notice of contract non-renewal will be ineligible for a Market Equity increase.

123 (b) CIP Code Determination. The Provost, in consultation with the Office of Faculty
124 Development and Advancement, shall assign each eligible faculty member a “Classification of
125 Instructional Program” (CIP) code reflecting her/his major discipline. CIP codes are maintained
126 by the National Center for Education Statistics (<https://nces.ed.gov/ipeds/cipcode>).

127 (1) The CIP code must correspond to a degree program offered by the University.
128 Eligible tenured and tenure track faculty members shall be assigned a CIP code corresponding to
129 a degree program offered by the faculty member's “Tenure Home” department. For
130 interdisciplinary faculty members and specialized faculty members, excluding librarians, the CIP
131 code most closely reflecting the majority of their effort shall be used.

132 (2) The assignment of the CIP code shall not be subject to grievance under this
133 Agreement, but shall be reviewable under the procedures set forth in Section 23.6(i).

134 (c) Total Salary. The “total salary” for eligible faculty members shall include the base salary,
135 measured as of September 30, 2024³, plus any payments from Direct Support Organizations made
136 during the 2023²-2024³ academic year, plus the salary earned from overload appointments during
137 the 2023²-2024³ academic year when that faculty member has received the appointment
138 consistently for three (3) academic years.

139 (d) Nine-Month Equivalent Salary. The “nine-month equivalent salary” for eligible nine-
140 month faculty members is the total salary as defined in Section 23.6(c). For eligible twelve-month
141 faculty members, the nine-month equivalent salary is the total salary as defined in Section 23.6(c),
142 multiplied by 0.818 (9/11).

143 (e) Base Equity Salary. A “base equity salary” shall be established for each eligible faculty
144 member, which shall be the nine-month mean salary for the corresponding rank and CIP code from
145 the FY 2023²-2024³ OSU Salary Survey for “Very High Research Universities,” prorated by FTE.
146 For purposes hereunder, the rank of Eminent Scholar shall be combined with the rank of Full
147 Professor.

148 (1) For Teaching Faculty I and Research Faculty I, the corresponding rank and base
149 equity salary shall be “Other Faculty” for “Very High Research Universities,” prorated by FTE.

150 (2) For Teaching Faculty II and Research Faculty II, the corresponding base equity salary
151 will be the base equity salary determined for Level 1 specialized faculty, specified in 23.7(e)(1),
152 multiplied by 1.12.

153 (3) For Teaching Faculty III and Research Faculty III, the corresponding base equity
154 salary will be the base equity salary determined for Level 2 specialized faculty, specified in
155 23.7(e)(2), multiplied by 1.15.

156 (4) For Assistant University Librarians, Associate University Librarians and University

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157 Librarians, the “base equity salary” shall be the median salary for the corresponding rank from the
158 2018-2019 Association of Research Libraries (ARL) Annual Salary Survey for “Three Step Rank
159 Structures,” as specified in Figure 6(b) of the survey, prorated by FTE.

160 (f) Target Equity Salary. A “target equity salary” shall be established for each eligible
161 faculty member. This figure shall be the base equity salary determined from Section 23.6(e),
162 adjusted for the following:

163 (1) A years-in-rank adjustment shall be made, which shall be plus or minus, as
164 appropriate, one percent (1.0%) of the base equity salary multiplied by the difference between the
165 faculty member’s number of years in their current rank at FSU and the average years in that rank
166 at FSU for all eligible faculty members under this section. The average years in rank for eligible
167 Associate Professors shall be 4 years. Eligible Associate Professors shall not receive credit in the
168 form of a years-in-rank adjustment for their time in rank at FSU over 8 years.

169 (2) In addition, for eligible faculty members who have received any departmental or
170 deans' merit increase from August 9, 2005 through ~~October 25~~~~September 29~~, 2024~~3~~, the total
171 amount of such merit increases shall be added to the faculty member's target equity salary.

172 (g) Equity Salary Difference. The “equity salary difference” for each eligible faculty member
173 is the difference between the faculty member's target equity salary as defined in section 23.6(f)
174 and their nine-month equivalent salary as defined in section 23.6(d). If this figure is less than zero,
175 the equity salary difference is defined as zero.

176 (1) For eligible twelve-month faculty members, with the exception of the three Librarian
177 ranks, this value is multiplied by 1.222 (or 11/9).

178 (h) Distribution.

179 (1) For fiscal year 2024~~3~~-2025~~4~~, the total E&G funds available for Market Equity
180 purposes for tenured and tenure-track faculty shall be \$~~8~~~~4~~00,000. For fiscal year 2024~~3~~-2025~~4~~, the
181 total E&G funds available for Market Equity purpose for specialized faculty shall be \$~~2~~~~1~~00,000.
182 Distribution pools for tenured and tenure-track faculty shall be separate from distribution pools for
183 specialized faculty.

184 (2) The Needed Market Equity for each distribution pool is defined herein as the sum of
185 the “equity salary differences,” as defined in Section 23.6(g), for all eligible E&G-funded faculty
186 in that distribution pool, as of ~~September 30~~~~October 25~~, 2024~~3~~.

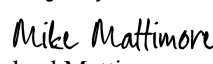
187 (3) The Available Market Equity Ratio for each distribution pool is defined herein as the
188 total funds available for Market Equity purposes in that pool, as described in Section 23.6(h)(1),
189 divided by the Needed Market Equity for each distribution pool.

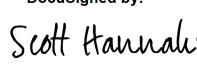
190 (4) The Market Equity Increase for an eligible faculty member shall be equal to the
191 Available Market Equity Ratio for their respective distribution pool multiplied by the faculty
192 member’s equity salary difference.

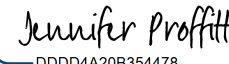
193 (5) The maximum increase for an eligible tenured or tenure-track faculty member shall
194 be \$3,000. The maximum increase for an eligible specialized faculty member, as defined in
195 23.6(a), will be \$1,500. Faculty members must have a minimum Market Equity Increase of \$100
196 to be eligible for an increase. The remaining funds available after the cap is applied shall be
197 distributed to the remaining eligible faculty members in their respective distribution pool by

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198 multiplying the Available Market Equity Ratio for that pool by the remaining faculty member's
199 "equity salary difference."

200 (i) CIP Code Assignment Review Procedure. An eligible faculty member may request a
201 review of her or his CIP code determination by submitting a written request to the Vice President
202 for Faculty Development and Advancement. The request shall contain a general description of the
203 determination in question and copies of relevant documentation. Upon receipt of a request, the
204 determination shall be reviewed by a joint committee composed of three members selected by the
205 Vice President for Faculty Development and Advancement and three faculty representatives
206 selected by the UFF-FSU. Within 15 days of receiving the request, the committee shall review the
207 request, make a decision regarding the determination, and notify the faculty member. In the event
208 that the committee vote results in a tie, a mutually agreed upon chairperson will be selected by the
209 committee and shall make the final determination. The decision of the committee shall be final
210 and binding.

211 23.7 Awards.

212 (a) The Board may provide stipends in supplement of base salary and one-time bonuses for
213 the following awards:

- 214 (1) University or College Teaching Awards;
- 215 (2) University Advising or Service Awards;
- 216 (3) Robert O. Lawton Distinguished Professor;
- 217 (4) Developing Scholar Awards;
- 218 (5) Distinguished Research Professor;
- 219 (6) Graduate Faculty Mentor Awards;
- 220 (7) Superior Liberal Studies Honors Teaching Awards;
- 221 (8) Foundation Awards for Faculty Recognition;
- 222 (9) Distinguished University Scholar Awards;
- 223 (10) Honors Thesis Mentor Awards;
- 224 (11) Post-doc Faculty Mentor Awards;
- 225 (12) Compensation may be provided with newly established awards, subject to collective
226 bargaining.

227 (b) At the end of each academic year, the Board shall provide the UFF with a complete list,
228 in a mutually agreeable electronic format, of all awards made under this section during the previous
229 twelve (12) month period. For each such increase, the list shall provide the name and
230 classification/rank of the individual receiving the award, the nature of the award (stipend or one-
231 time bonus), the name of the award, and the amount of the award.

232 (c) Each year, at the same time as the Board provides the list described in (b) above, the
233 Board shall provide the UFF with copies of the selection criteria and procedures for all awards
234 named in said list.

235 23.8 Legislative Increases/Bonuses.

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236 (a) If the Legislature appropriates any funds for salary increases or bonuses, the disposition
237 of those funds shall be subject to negotiation between the BOT and the UFF.

238 23.9 Administrative Discretionary Increases.

239 (a) For fiscal year 2024~~3~~-202~~3~~⁴, the University may provide salary increases beyond the
240 increases specified above under this section not to exceed ~~one~~^{one}~~eight~~^{and eight}-tenths percent (~~1.0~~^{1.8}%) of the
241 total of all E&G funded base salaries for in-unit faculty members, of faculty members who are in
242 an employment relationship with the University on the first day of May immediately preceding the
243 beginning of the fiscal year for the circumstances listed in 23.9:

244 (1) Counter-offers made in response to verified written offers from comparable or
245 aspirational educational and research institutions.

246 (2) Endowed/named chairs at the time they are awarded.

247 (3) Extraordinary accomplishments recognized by the national or international academic
248 or professional community or recognition internal to the University, that are substantially beyond
249 the minimum performance criteria for the top departmental merit category as approved by the
250 faculty according to Article 10.

251 (4) Equity adjustments to correct salary inversions and compression either relative to
252 rank and history of annual performance evaluations or relative to salaries for comparable positions
253 within the discipline.

254 (5) Increased duties and responsibilities. A salary increase may be awarded to a faculty
255 member for a substantial increase in duties or responsibilities, such as service as a department chair
256 or an analogous responsibility.

257 (6) Recognition for Distinguished Faculty. This category is designated to recognize
258 exceptional performance of faculty members. The University may provide salary increases to
259 faculty members for extraordinary performance. For faculty members in tenured or tenure-seeking
260 positions, the University may assign the title of "Assistant/Associate Professor with Distinction"
261 or "Distinguished Professor" to the recipients of these increases. For faculty members in
262 "Specialized Faculty" positions, the University may assign the words "With Distinction" after the
263 title that the faculty member currently holds.

264 (7) Notice shall be given of any discretionary increases that are approved by the
265 administration but fall outside of the categories listed above or are to be effective after June 30,
266 202~~3~~⁴. The UFF will have 15 days from the date of receipt to object to the increase. If an objection
267 is made, the increase shall not be implemented.

268 (b) Within fifteen (15) days after the effective date, or as soon as practicable, the University
269 shall provide to the UFF a written notification of each Administrative Discretionary Increase. The
270 notification shall state the name of the faculty member, the rank and discipline of the faculty
271 member, the amount of the increase and the reason for the increase. The report shall include the
272 following supporting evidence:

273 (1) For counter-offers, a copy of the verified written offer.

274 (2) For endowed/named chairs, a copy of the criteria and procedures for the award of the
275 chair.

276 (3) For extraordinary accomplishments, an explanation of how the accomplishments

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277 exceed the minimum criteria for the top merit category of the department/unit; or in instances
278 where the extraordinary accomplishment is an external award or similar, the specific external
279 award or alternative criteria which is considered “prestigious” or “highly prestigious.”

280 (4) For equity adjustments, the salaries and history of annual accomplishments of the
281 group(s) relative to which the inequity is to be corrected.

282 (5) For increased duties and responsibilities, the signed annual Assignments of
283 Responsibilities for the year preceding the change and the new one reflecting the increased duties
284 and responsibilities.

285 (6) For recognition of distinction, the specific external award or alternative criteria which
286 justifies the designation of “Distinguished” or “with Distinction.”

287 (c) Any court-ordered or court-approved salary increase or any salary increase to settle a
288 legitimate broad-based employment dispute shall not be subject to the terms and limitations of this
289 section.

290 (d) With the exception of section 23.9(a)(7), the discretion to grant all other salary increases
291 authorized by this section shall cease on June 30, 2025⁴, and shall not survive such expiration as
292 part of the status quo.

293 (e) All documents provided to the UFF under section 23.9 shall be in electronic format and
294 delivered to two representatives designated by the UFF.

295 23.10 Other Payments. Not applicable.

296 23.11 Report to Faculty Members. All faculty members shall receive notice of their salary increase
297 on the Appendix G form or by an amended employment contract within two pay periods of the
298 effective date or as soon thereafter as practicable. Faculty members may review their pay histories
299 by accessing the myFSU portal, opening the “Human Resources” link, and then opening the
300 “Compensation History” link.

301 23.12 Report to the UFF.

302 (a) No later than fifteen (15) days after a pay period in which a salary increase (including
303 increases to base rate, awards, and bonuses) is reflected, the Board shall report to the UFF in a
304 mutually agreed electronic format a list of all faculty salary increases reflected in that pay period.

305 (b) The report shall be formatted in easily readable columns and shall include:

- 306 (1) the name of each faculty member;
- 307 (2) the name of the department/unit;
- 308 (3) the rank of the faculty member;
- 309 (4) the date of promotion or appointment of the faculty member to the rank;
- 310 (5) the faculty member’s previous year’s salary rate;
- 311 (6) the amount received in each salary increase category during the previous twelve
312 months, according to categorization of salary increases identified in this agreement;
- 313 (7) the faculty member’s new salary rate.

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Renisha Gibbs
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Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
8/21/2024 | 9:05 AM EDT
Date

Signed by:
Mike Mattimore
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Michael Mattimore
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Date

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FSU-BOT 23-13
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314 (c) A printed copy of each department’s portion of the report shall be placed on file in the
315 department, available upon request to any faculty member of the department, as well as in the main
316 library, along with the documents prescribed in Article 7.

317 23.13 Contract and Grant-Funded Increases.

318 (a) Faculty members on contracts or grants shall receive salary increases equivalent to
319 similar faculty members on regular funding, provided that such salary increases are permitted by
320 the terms of the contract or grant and adequate funds are available for this purpose in the contract
321 or grant.

322 (b) Nothing contained herein shall prevent faculty members whose salaries are funded by
323 grant agencies from being allotted raises higher than those provided to other faculty members
324 under this Agreement, subject to the approval of the University President or designee. For example,
325 market equity adjustments pursuant to 23.9(a)(4) may be awarded to employees funded by grants.

326 23.14 Grievability. Unless provided for otherwise in this Article, the only issues to be addressed
327 in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is
328 unlawful discrimination under Article 6, or whether there is incorrect application of the provisions
329 of one or more sections of this Article. No grievance may be brought disputing an administrator’s
330 or an advisory committee’s evaluative judgment of a faculty member’s merit.

331 23.15 Upon request the BOT will offer assistance to faculty members who wish to reserve salary
332 dollars earned for time periods when they do not have an appointment with the university by
333 providing the appropriate calculation for deductions to the faculty member as well as guidance on
334 establishing personal direct deposits via the payroll system.

335 23.16 Any waiver of some or all of the right to bargain over the salaries or other compensation of
336 bargaining unit employees contained in this Article, excluding administrative discretionary
337 increases pursuant to Section 23.9(a)(7), shall expire on June 30, 2025.


338 23.17 Post-Tenure Review. Faculty subject to post-tenure review in the spring semester 2024,
339 shall receive the following increases or bonuses:

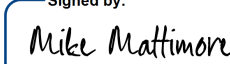
340 (a) Full Professors and Eminent Scholars who receive a Post-Tenure Review ranking of
341 “Exceeds ~~Expectations~~Expectations” shall receive an increase of five percent (5%) to their base
342 salary.


343 (b) Full ~~Professeors~~Professors and Eminent Scholars who receive a Post-Tenure Review
344 ranking of “Meets ~~Expectations~~Expectations” shall receive an increase of three percent (3%) to their
345 base salary.

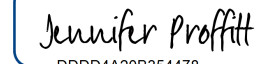
346 (c) Associate Professors ~~and Eminent Scholars~~ who receive a Post-Tenure Review ranking
347 of “Exceeds ~~Expectations~~Expectations” shall receive a bonus of six thousand dollars (\$6,000).

348 (d) Associate Professors ~~and Eminent Scholars~~ who receive a Post-Tenure Review ranking
349 of “Meets ~~Expectations~~Expectations” shall receive a bonus of four thousand dollars (\$4,000).

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350 (e) These Post-Tenure Review awards and bonuses shall be implemented with an effective
351 date of August 30 ~~September 29~~, 2024.

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