

1 MEMORANDUM OF AGREEMENT
2 BETWEEN
3 FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
4 AND
5 THE UNITED FACULTY OF FLORIDA – FACULTY UNIT
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7 Promotions and Sustained Performance Increases
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9 WHEREAS, The Florida State University Board of Trustees (hereinafter “Board”) and the United
10 Faculty of Florida (hereinafter “UFF”) are engaged in good faith collective bargaining;
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12 WHEREAS, the Board and the UFF acknowledge progress in these re-opener negotiations but recognize
13 that negotiations for a supplemental collective bargaining agreement may not be completed prior to the
14 issuance of the 2021-2022 annual contracts to the faculty;
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16 WHEREAS, the Board and the UFF agree that it would be in the interest of Florida State University to
17 administer promotional increases and sustained performance increases without delay in conjunction with
18 annual contracts; and
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20 WHEREAS, the Board and the UFF agree that the issue is a continuation of the existing contract solely
21 in regard to the Promotion Increases and Sustained Performance Increase sections;
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23 NOW, THEREFORE, it is understood and agreed to the following:
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- 25 1. For those faculty members awarded a promotion pursuant to Article 14, promotional increases
26 will be granted in the amount of twelve percent (12%) added to the base salary in recognition of
27 promotion to the ranks of Research Faculty II, Teaching Faculty II, Instructional Specialist II,
28 Associate in Research, Associate Professor, Associate Curator, and Associate University
29 Librarian; and in the amount of fifteen percent (15%) added to the base salary in recognition of
30 promotion to the ranks of Professor, Research Faculty III, Teaching Faculty III, Instructional
31 Specialist III, Senior Research Associate, Curator, and University Librarian. Promotional
32 Increases will be effective August 9, 2021.
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- 34 2. Full Professors and Eminent Scholars who have seven years of continuous University service
35 after their promotion to top rank and who have been rated above “Official Concern” in each of
36 the previous seven years’ annual performance evaluations shall receive a 3% increase to base
37 salary. Research Faculty III, Teaching Faculty III, Senior Research Associate, Instructional
38 Specialist III, University Librarians, and Curators who have been working continuously at FSU
39 for seven years or more after their promotion to top rank or equivalent (previous years in
40 equivalent non-tenure track classifications) and who have received a rating above “Official
41 Concern” in each of the previous seven years’ annual evaluations shall receive a 3% increase to
42 base salary. Sustained Performance Increases will be effective August 9, 2021.
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