

1 MEMORANDUM OF AGREEMENT  
2 BETWEEN  
3 FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES  
4 AND  
5 THE UNITED FACULTY OF FLORIDA – FACULTY UNIT  
6

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 full book negotiations but recognize  
13 that negotiations for a collective bargaining agreement may not be completed prior to the issuance of the  
14 2022-2023 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 5, 2022.  
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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 5, 2022.  
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45 (a) Eligibility. Faculty members must have been employed by the University in the top rank or  
46 promoted to the top rank on or before August 31, 2015 and be in active payroll status on the  
47 effective date of the increase in order to be eligible.  
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50 3. This agreement regarding the 2022-2023 promotional increases and sustained performance  
51 increases shall not constitute a precedent with respect to the continuation of any future  
52 promotional increases or for the resolution of any other disputes between the parties. Nor by  
53 entering into this agreement shall the parties waive or relinquish any right they may have to  
54 enforce the contract with respect to any future disputes.  
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56 For the Board:

For the UFF:

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58 \_\_\_\_\_  
59 Renisha Gibbs Date  
60 Co-Chief Negotiator  
61 FSU-BOT  
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Jennifer Proffitt Date  
Co-Chief Negotiator  
UFF

63 \_\_\_\_\_  
64 Michael Mattimore Date  
65 Co-Chief Negotiator  
66 FSU-BOT

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Scott Hannahs Date  
Co-Chief Negotiator  
UFF