

**Article 23**  
**SALARIES**

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.

(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).

Summary:

Promotions	12% / 15%
SPI (Sustained Performance Increase) Top Ranked <u>Specialized Faculty</u> <del>Faculty</del> <u>Specialized Faculty</u> every 5 years <u>and Professors who received their last SPI or were promoted seven years ago and did not go through PTR this past academic year.</u>	3%
PTR Professors	<del>3% Meets</del> /5% <u>Meets</u> /Exceeds
PTR Associate Professors	<del>\$3000</del> <del>2000 Bonus</del> <u>Meets</u> / <del>-\$5000</del> <del>4000 Bonus</del> <u>Meets</u> /Exceeds
Performance	<del>3.02-03.02-0</del> <del>3.21.75</del> <del>3.21.75%</del>
Department Merit	<del>1.250.75</del> <del>1.5.75</del> <del>20.75</del> <del>2.50.75%</del>
Dean's Merit	<del>0.200.150.200.1</del> <u>0.25%</u>
Market Equity	<del>\$600K/150K</del> <del>\$175K</del> <del>0.8M/0.7</del> <del>5K</del> <del>0.2M</del> <del>\$0.8M/0.2M</del> <del>\$0.8M/0.2M</del> <u>\$0</u>
ADI	0.8 %

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

Renisha Gibbs  
 Co-Chief Negotiator  
 FSU - BOT

Michael Mattimore  
 Co-Chief Negotiator  
 FSU - BOT

Scott Hannahs  
 Co-Chief Negotiator  
 UFF – FSU Chapter

Jennifer Proffitt  
 Co-Chief Negotiator  
 UFF – FSU Chapter

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Date

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

~~The dean shall submit a merit distribution plan to the provost including, for each award, which category numbers above were applicable and a short explanation (approximately 25 words). In the case of item 4 above, the dean shall describe the criteria not delineated in the departmental criteria and such description shall be forwarded to the department for consideration of inclusion in the departmental criteria. The dean shall indicate submit a merit distribution plan to the provost including, for each award, which category numbers above were applicable. and a short explanation (approximately 25 words). In the case of item 4 above, the dean shall describe the criteria not delineated in the departmental criteria and such description shall be forwarded to the department for consideration of inclusion in the departmental criteria.~~ The dean shall include in the distribution plan, for each award, which category numbers above were applicable. and a short explanation (approximately 25 words) and a short explanation (approximately 25 words). The plans and lists for the distribution of deans' merit increases are subject to approval by the Provost or representative, who has the authority to reject them. ~~The short explanation shall be reported to the faculty member. The total number of awards and amounts in each category shall be reported to the UFF.~~ The short explanation shall be reported to the faculty member. The total number of awards and amounts in each category shall be reported to the UFF.

~~(2) Dean's merit shall be reported as such in the faculty "Compensation History" link on the "myFUS Portal."~~

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

~~23.17 No faculty member shall be paid at a full FTE rate of less than \$40,000 per annum.~~

23.17 No faculty member shall be paid at a full FTE rate of less than \$44,000 per annum.

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