

Article 23
SALARIES

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3 23.1 Policy.

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

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

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

17 23.2 Categories of Salary Increases.


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


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


30 23.3 Promotion.

31 (a) For fiscal year 202~~43~~⁴³-202~~54~~⁵⁴, promotion increases will be granted pursuant to Article 14
32 in the amount of twelve percent (12%) added to the base salary in recognition of promotion to the
33 ranks of Associate Professor, Associate Curator, Teaching Faculty II, Instructional Specialist II,
34 Research Faculty II, Associate in Research, and Associate University Librarian and in the amount
35 of fifteen percent (15%) added to the base salary in recognition of promotion to the ranks of
36 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 (57)
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 (57)~~ years' annual performance evaluation in accordance with Article 10.3
52 shall receive a 3% increase to base salary. Sustained performance increases shall have an effective
53 date of the first day of the academic year.

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.

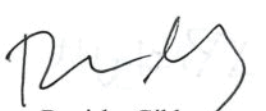
63 (b) Performance Increases.


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 5, 2024~~3~~, effective August 18, 2024~~3~~.


67 (c) Departmental Merit.

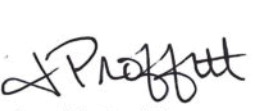
68 (1) The determination of eligibility and distribution of departmental merit will be made
69 in accordance with the Department/Unit Faculty Evaluation Criteria and Procedures developed
70 pursuant to Article 10.4 (Merit Evaluations). All department plans and lists are subject to approval
71 by the 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 5,
75 2024~~3~~, to be distributed based on the Spring 2024~~3~~ department/unit Annual Merit Evaluation and


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76 in compliance with the provisions below. Departmental merit increases shall be implemented with
77 an effective date of September 29, 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 increases that are more than 5% of the faculty members
81 base salary shall require written justification from the Dean. The plans and lists for the distribution
82 of deans' merit increases are subject to approval by the Provost or representative, who has the
83 authority to reject them.

84 (2) For fiscal year 2024~~3~~-2025~~4~~, the amount allocated for recurring deans' merit increase
85 shall be a total of ~~three~~one-tenths percent (0.~~31~~1%) of all in-unit base salaries, as of May 5, 2024~~3~~.
86 The increases will be effective September 29, 2023~~4~~.

87 23.6 Market Equity. The UFF and the University acknowledge and agree that recruiting and
88 maintaining a top-quality faculty requires market equity with peer institutions. The University and
89 the UFF shall periodically assess market equity in relation to faculty salaries at aspirational peer
90 institutions, which are among the top 25 public US universities, members of the American
91 Association of Universities, and "Very High Research Universities" category in the Oklahoma
92 State University annual Faculty Salary Survey (OSU Salary Survey). Market equity shall be based
93 on position, rank, discipline, experience, and performance. For fiscal year 2024~~3~~-2025~~4~~, market
94 equity increases shall be effective November 10, 2024~~3~~.


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

101 (1) Faculty members must have been employed by the University in a salaried position,
102 and must be in active payroll status on the effective date of the increase in order to be eligible.

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


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

112 (1) The CIP code must correspond to a degree program offered by the University.
113 Eligible tenured and tenure track faculty members shall be assigned a CIP code corresponding to
114 a degree program offered by the faculty member's "Tenure Home" department. For
115 interdisciplinary faculty members and specialized faculty members, excluding librarians, the CIP
116 code most closely reflecting the majority of their effort shall be used.


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

119 (c) Total Salary. The “total salary” for eligible faculty members shall include the base salary,
120 measured as of September 30, 2024⁴³, plus any payments from Direct Support Organizations made
121 during the 2023²-2024³ academic year, plus the salary earned from overload appointments during
122 the 2023²-2024³ academic year when that faculty member has received the appointment
123 consistently for three (3) academic years.

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

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

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

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


138 (3) For Teaching Faculty III and Research Faculty III, the corresponding base equity
139 salary will be the base equity salary determined for Level 2 specialized faculty, specified in
140 23.7(e)(2), multiplied by 1.15.

141 (4) For Assistant University Librarians, Associate University Librarians and University
142 Librarians, the “base equity salary” shall be the median salary for the corresponding rank from the
143 2018-2019 Association of Research Libraries (ARL) Annual Salary Survey for “Three Step Rank
144 Structures,” as specified in Figure 6(b) of the survey, prorated by FTE.


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

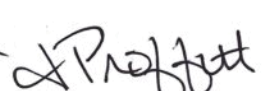
148 (1) A years-in-rank adjustment shall be made, which shall be plus or minus, as
149 appropriate, one percent (1.0%) of the base equity salary multiplied by the difference between the
150 faculty member’s number of years in their current rank at FSU and the average years in that rank
151 at FSU for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

154 (2) In addition, for eligible faculty members who have received any departmental or
155 deans' merit increase from August 9, 2005 through September 29, 2024³, the total amount of such
156 merit increases shall be added to the faculty member's target equity salary.


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

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

163 (h) Distribution.

164 (1) For fiscal year 2024~~3~~-2025~~4~~, the total E&G funds available for Market Equity
165 purposes for tenured and tenure-track faculty shall be \$8400,000. For fiscal year 2024~~3~~-2025~~4~~, the
166 total E&G funds available for Market Equity purpose for specialized faculty shall be \$2100,000.
167 Distribution pools for tenured and tenure-track faculty shall be separate from distribution pools for
168 specialized faculty.

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


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

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


178 (5) The maximum increase for an eligible tenured or tenure-track faculty member shall
179 be \$3,000. The maximum increase for an eligible specialized faculty member, as defined in
180 23.6(a), will be \$1,500. Faculty members must have a minimum Market Equity Increase of \$100
181 to be eligible for an increase. The remaining funds available after the cap is applied shall be
182 distributed to the remaining eligible faculty members in their respective distribution pool by
183 multiplying the Available Market Equity Ratio for that pool by the remaining faculty member's
184 “equity salary difference.”


185 (i) CIP Code Assignment Review Procedure. An eligible faculty member may request a
186 review of her or his CIP code determination by submitting a written request to the Vice President
187 for Faculty Development and Advancement. The request shall contain a general description of the
188 determination in question and copies of relevant documentation. Upon receipt of a request, the
189 determination shall be reviewed by a joint committee composed of three members selected by the
190 Vice President for Faculty Development and Advancement and three faculty representatives
191 selected by the UFF-FSU. Within 15 days of receiving the request, the committee shall review the
192 request, make a decision regarding the determination, and notify the faculty member. In the event
193 that the committee vote results in a tie, a mutually agreed upon chairperson will be selected by the
194 committee and shall make the final determination. The decision of the committee shall be final
195 and binding.

196 23.7 Awards.


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

- 199 (1) University or College Teaching Awards;
- 200 (2) University Advising or Service Awards;
- 201 (3) Robert O. Lawton Distinguished Professor;
- 202 (4) Developing Scholar Awards;
- 203 (5) Distinguished Research Professor;
- 204 (6) Graduate Faculty Mentor Awards;
- 205 (7) Superior Liberal Studies Honors Teaching Awards;
- 206 (8) Foundation Awards for Faculty Recognition;
- 207 (9) Distinguished University Scholar Awards;
- 208 (10) Honors Thesis Mentor Awards;
- 209 (11) Post-doc Faculty Mentor Awards;
- 210 (12) Compensation may be provided with newly established awards, subject to collective
211 bargaining.

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

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


220 23.8 Legislative Increases/Bonuses.

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


223 23.9 Administrative Discretionary Increases.

224 (a) For fiscal year 2024~~3~~-2025~~4~~, the University may provide salary increases beyond the
225 increases specified above under this section not to exceed oneeighth-tenths percent (~~1-0.8~~%) of the
226 total of all E&G funded base salaries for in-unit faculty members, of faculty members who are in
227 an employment relationship with the University on the first day of May immediately preceding the
228 beginning of the fiscal year for the circumstances listed in 23.9:

- 229 (1) Counter-offers made in response to verified written offers from comparable or
230 aspirational educational and research institutions.
- 231 (2) Endowed/named chairs at the time they are awarded.
- 232 (3) Extraordinary accomplishments recognized by the national or international academic
233 or professional community or recognition internal to the University, that are substantially beyond
234 the minimum performance criteria for the top departmental merit category as approved by the
235 faculty according to Article 10.
- 236 (4) Equity adjustments to correct salary inversions and compression either relative to


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237 rank and history of annual performance evaluations or relative to salaries for comparable positions
238 within the discipline.

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

242 (6) Recognition for Distinguished Faculty. This category is designated to recognize
243 exceptional performance of faculty members. The University may provide salary increases to
244 faculty members for extraordinary performance. For faculty members in tenured or tenure-seeking
245 positions, the University may assign the title of "Assistant/Associate Professor with Distinction"
246 or "Distinguished Professor" to the recipients of these increases. For faculty members in
247 "Specialized Faculty" positions, the University may assign the words "With Distinction" after the
248 title that the faculty member currently holds.

249 (7) Notice shall be given of any discretionary increases that are approved by the
250 administration but fall outside of the categories listed above or are to be effective after June 30,
251 2025⁴. The UFF will have 15 days from the date of receipt to object to the increase. If an objection
252 is made, the increase shall not be implemented.

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

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

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

261 (3) For extraordinary accomplishments, an explanation of how the accomplishments
262 exceed the minimum criteria for the top merit category of the department/unit; or in instances
263 where the extraordinary accomplishment is an external award or similar, the specific external
264 award or alternative criteria which is considered "prestigious" or "highly prestigious."


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

267 (5) For increased duties and responsibilities, the signed annual Assignments of
268 Responsibilities for the year preceding the change and the new one reflecting the increased duties
269 and responsibilities.


270 (6) For recognition of distinction, the specific external award or alternative criteria which
271 justifies the designation of "Distinguished" or "with Distinction."


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

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


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

280 23.10 Other Payments. Not applicable.

281 23.11 Report to Faculty Members. All faculty members shall receive notice of their salary increase
282 on the Appendix G form or by an amended employment contract within two pay periods of the
283 effective date or as soon thereafter as practicable. Faculty members may review their pay histories
284 by accessing the myFSU portal, opening the "Human Resources" link, and then opening the
285 "Compensation History" link.

286 23.12 Report to the UFF.

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

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

- 291 (1) the name of each faculty member;
292 (2) the name of the department/unit;
293 (3) the rank of the faculty member;
294 (4) the date of promotion or appointment of the faculty member to the rank;
295 (5) the faculty member's previous year's salary rate;
296 (6) the amount received in each salary increase category during the previous twelve
297 months, according to categorization of salary increases identified in this agreement;
298 (7) the faculty member's new salary rate.


299 (c) A printed copy of each department's portion of the report shall be placed on file in the
300 department, available upon request to any faculty member of the department, as well as in the main
301 library, along with the documents prescribed in Article 7.

302 23.13 Contract and Grant-Funded Increases.


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


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

311 23.14 Grievability. Unless provided for otherwise in this Article, the only issues to be addressed
312 in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is
313 unlawful discrimination under Article 6, or whether there is incorrect application of the provisions


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314 of one or more sections of this Article. No grievance may be brought disputing an administrator's
315 or an advisory committee's evaluative judgment of a faculty member's merit.

316 23.15 Upon request the BOT will offer assistance to faculty members who wish to reserve salary
317 dollars earned for time periods when they do not have an appointment with the university by
318 providing the appropriate calculation for deductions to the faculty member as well as guidance on
319 establishing personal direct deposits via the payroll system.

320 23.16 Any waiver of some or all of the right to bargain over the salaries or other compensation of
321 bargaining unit employees contained in this Article, excluding administrative discretionary
322 increases pursuant to Section 23.9(a)(7), shall expire on June 30, 2025.

323 23.17 Post-Tenure Review. Faculty subject to post-tenure review in the spring semester 2024,
324 shall receive the following increases or bonuses:


325 (a) Full Professors and Eminent Scholars who receive a Post-Tenure Review ranking of
326 "Exceeds Expectations" shall receive an increase of five percent (5%) to their base salary.

327 (b) Full Professors and Eminent Scholars who receive a Post-Tenure Review ranking of
328 "Meets Expectations" shall receive an increase of three percent (3%) to their base salary.


329 (c) Associate Professors and Eminent Scholars who receive a Post-Tenure Review ranking
330 of "Exceeds Expectations" shall receive a bonus of six thousand dollars (\$6,000).

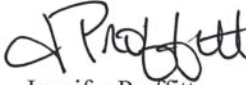
331 (d) Associate Professors and Eminent Scholars who receive a Post-Tenure Review ranking
332 of "Meets Expectations" shall receive a bonus of four thousand dollars (\$4,000).

333 (e) These Post-Tenure Review awards and bonuses shall be implemented with an effective
334 date of September 29, 2024.


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