



**MEMORANDUM**

TO: President Richard McCullough  
Provost Sally McRorie  
Vice President David Coburn  
Vice President Amy Hecht  
Vice President Janet Kistner  
Interim Vice President Laurel Fulkerson  
Interim Vice President Andy Jhanji  
Deans, Directors, Department Heads & HR Representatives

FROM: Renisha Gibbs, FSU/BOT Chief Negotiator and Associate Vice President for HR  
Katie Perkins, Chief Budget Officer, University Budgets

THRU: Kyle C. Clark, Vice President for Finance & Administration

SUBJECT: 2021-2022 In-Unit & Out-of-Unit Faculty Salary Increases and Bonus

DATE: October 20, 2021

This memorandum reflects provisions and instructions pertaining to the administration of 2021-2022 salary increases for in-unit and out-of-unit faculty as a result of the agreement reached on September 15, 2021, between Florida State University Board of Trustees (FSU/BOT) and the United Faculty of Florida (UFF). Although many of the increases outlined have been implemented, the bonus is expected to be effective October 29 and will be reflected in the November 19, 2021 paycheck. Florida State University Schools (FSUS) faculty are not eligible for this salary increase.

**Promotional Increases (Effective August 9, 2021)**

Promotional increases will be granted: (1) in the amount of 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, (2) in the amount of 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 Research Associate or University Librarian. Promotional increases became effective August 9, 2021, and were reflected in the paycheck dated August 27, 2021.

**Sustained Performance Increases (Effective August 9, 2021)**

Full Professors and Eminent Scholars who have seven years of continuous University service after their promotion to top rank and who have been rated above “Official Concern” in each of the previous seven years’ annual performance evaluation received a 3% increase to base salary. Sustained Performance Evaluations are no longer required. Faculty members who previously received a Sustained Performance Increase in August 2014 and met the evaluation rating criteria above were eligible for a Sustained Performance Increase.

Research Faculty III, Teaching Faculty III, Senior Research Associate, Instructional Specialist III, University Librarians, and Curators who have been working continuously at FSU for seven years or more after their promotion to top rank or equivalent (previous years in equivalent non-tenure track classifications) and have received a rating above “Official Concern” in each of the previous seven years’ annual evaluations received a 3% increase to their base salary.

Sustained performance increases were implemented with an effective date of August 9, 2021, and were reflected in the paycheck dated August 27, 2021.

**3% Bonus (Effective October 29, 2021)**

All faculty members will receive a one-time, nonrecurring bonus equal to 3% of their base salary with a minimum bonus amount of \$3,000, prorated by full-time equivalency (FTE). The one-time bonus is effective October 29, 2021, and will be reflected in the November 19, 2021, paycheck.

**Bonus Eligibility:**

- 9-month and 12-month faculty (in-unit & out-of-unit) must be employed by FSU (in a salaried position) with continuous service on or before September 10, 2020, and be employed in active payroll status on the effective date of the bonus to be eligible.
- Faculty members must have received an overall annual evaluation of at least “meets FSU's high expectations” for calendar year 2020 performance to be eligible. Faculty members who have been given notice of non-renewal or contract cancellation for non-budgetary reasons (other than contingent non-renewals) before October 29, 2021, are not eligible for the bonus.
- The bonus will be entered centrally, and no action is required by the department. However, it is the responsibility of the respective department to notify Rebecca Peterson ([rpeterson@fsu.edu](mailto:rpeterson@fsu.edu)) in the Office of Human Resources in writing by **October 26, 2021**, of any faculty employees who should not receive a bonus due to ineligibility. HR will be responsible for submitting the names of ineligible employees to the Budget Office and ERP.

**Funding for the Bonuses**

**E&G Funded Employees.** The bonuses for these employees (OMNI fund codes 110, 121, 210, and 211) will be funded by the University.

**E&G Carryforward Funded Employees.** The bonuses for these employees (OMNI fund code 126, 140, 240, and 241) will be funded from the department’s Carryforward resources.

**Non-E&G Funded Employees.** Eligible faculty members whose salaries are funded from contract and grants, auxiliary, student activities, technology fee, and other non-E&G funds should receive the bonus provided resources are available within said funds. Departments should notify Katie Perkins via email ([kperkins@fsu.edu](mailto:kperkins@fsu.edu)) of any non-E&G budgets that do not have funds for the bonuses no later than October 26, 2021.

Should you have any further questions about the above, please contact Renisha Gibbs ([rgibbs@fsu.edu](mailto:rgibbs@fsu.edu)) or Katie Perkins ([kperkins@fsu.edu](mailto:kperkins@fsu.edu)).

Thank you.

RG/rp

Cc: Carolyn Egan  
Gail Friedrich  
Kimberly Grant  
Paul Harlacher  
Phaedra Harris  
Beverly Miller  
Kerry Peluso  
Rebecca Peterson  
Michael Williams  
Rick Burnette