



FLORIDA STATE UNIVERSITY  
OFFICE OF HUMAN RESOURCES

An important message from FSU Office of Human Resources

**This message has been approved by Renisha Gibbs, Associate Vice President for Human Resources and Finance & Administration Chief of Staff, for distribution to all Deans, Directors, and Department Heads.**

Please see the document linked below, as it pertains to the Memorandum of Understanding negotiated between the FSU Board of Trustees and the United Faculty of Florida regarding the impacts of the COVID-19 Health Emergency on faculty members.

[FSU-BOT and UFF Memorandum of Understanding: COVID-19 Health Emergency](#)

A summary of the highlights of the agreements made during negotiations are outlined below:

- Ratings from student course evaluations for Spring 2020 (and subsequent semesters during the emergency period, if applicable) will be excluded from consideration when conducting annual evaluations and progress towards promotion/tenure letters, unless the faculty member requests to have the ratings included.
- Impacts to the faculty member's ability to conduct or present their scholarship, creative activities, or research during the COVID-19 emergency period shall be duly considered when conducting annual evaluations, progress towards promotion/tenure reviews, and promotion/tenure reviews of affected faculty members.
- During the COVID-19 emergency period, faculty members shall be permitted to work remotely, provided that the assigned duties are able to be accomplished remotely. Some faculty members may be designated as on-campus essential employees and required to report to campus in accordance with University's directives and the Governor's Executive Orders.
- All eligible tenure-track faculty will be granted a one-year extension to their tenure clock. This extra year is in addition to any prior extensions of the tenure clock a faculty member may have been granted. All current tenure-earning faculty are eligible for this extension except those who

have received notification of nonrenewal prior to the start of the 2020-21 academic year.

Faculty may opt out of this one-year extension and continue with their original tenure timeline.

- Eligible faculty members may be provided 80 hours of Emergency Paid Sick Leave in accordance with the Families First Coronavirus Response Act. Once a faculty member has exhausted their 80-hour entitlement, and they are unable to complete their job duties remotely, they may qualify for Paid Administrative Leave through April 30, 2020.

Please ensure all supervisors are aware of the agreement and stipulations outlined in the memorandum.

**Questions?** Please contact Rebecca Peterson at [rpeterson@fsu.edu](mailto:rpeterson@fsu.edu).