

EXECUTIVE SUMMARY:

Policy 654 Faculty Merit Pay

Date:	April 5, 2023
Sponsor:	Wayne Vaught
Steward(s):	Jon Anderson
Policy Process:	Regular
Policy Action:	Revision
Policy Office Editor:	Cara O'Sullivan
Embedded Attorney:	Cathy Jordan

Issues/Concerns (including fiscal, legal, and compliance impact):

The version of Policy 654 currently in effect in the Policy Manual was implemented in 2018 and is due for its five-year review; this policy revision will serve as that review. In addition, the merit pay process and the guidelines, as stipulated in Policy 654, must also be reviewed every five years.

Under the currently approved merit process, faculty are limited to merit pay awards to every five years and the process is limited to tenured faculty; this excludes tenure-track faculty, professional-in-residence faculty, and lecturers from the opportunity to be recognized through merit pay. Under the current policy, the standards for awarding merit pay are vague. Because merit pay is awarded only every five years, it is a separate system from annual reviews.

Suggested Changes: We propose revising the policy, the guidelines, and the merit pay process to

- * Expand the opportunity to earn merit pay to all benefits-eligible, full-time faculty,
- * Tie the merit process to the faculty annual review,
- * Establish more clear standards for merit evaluation (points system based on a 5-point annual review score),
- * Establish appeals processes, and
- * Determine the distribution of funds for merit pay.

Requested Approval from President's Council: Entrance to Stage 1 Drafting, regular policy process.

Proposed Drafting Committee: Maureen Andrade, Matt Ballard, Tom Smith, Jaron Harvey, David Connelly, Jacob Sybrowsky, Daniel Fairbanks, Keith Mulbery, Jane Loftus, Raiden Gaul



Target Date for Stage 1 Draft to Enter Stage 2: 8/11/2023

Target Date for Board of Trustees Review: 4/1/2024

Projected Timeline: [Leave blank. To be filled in by the Policy Office.]
