



To: Faculty Senate Executive Committee
From: Laine Berghout, Chair - Salary, Benefits, Budget, and Financial Planning Committee
Date: November 25, 2014
Subject: Guidelines for implementing the Performance Compensation Plan

The proposed Performance Compensation Plan states:

Once every five years or more, faculty holding the rank of professor may elect to apply for a \$5000 increase in base salary by demonstrating that their teaching, scholarship, and service activities during the previous five years meet or exceed current university standards for promotion from associate professor to professor.

The proposed guidelines for implementing this plan are:

1. All tenured faculty members who have held the rank of professor for at least five years and have not received the Performance Compensation Plan salary increase during the previous five academic years will be eligible to apply. (Only those tenured faculty members that have held the rank of professor for fifteen academic years or more will be invited to apply in the initial year of this program.)
2. Criteria for earning the Performance Compensation Plan salary increase will mirror university requirements for promotion from associate professor to professor. Application will consist of a completed Performance Compensation application form, not to exceed five pages, reflecting the applicant's professional achievements in the areas of teaching, scholarship, and service during the five-year period immediately preceding the application.
3. Applications to be considered for a Performance Compensation Plan salary increase will be due to the applicant's department chair by January 31, with the pay increase for successful applicants to take effect the beginning of the next fiscal year.
4. The applicant's chair and dean will review the application and make a recommendation to the provost. The provost will make the final determination of award.
5. Financial support of the Performance Compensation Plan salary increase will be from money specifically intended to fund the Plan. It will not drawn from funds obtained to address annual cost-of-living increases, equity adjustments, or merit increases.
6. Because funding is likely to vary from year to year and total funds available to support the Performance Compensation Plan in a particular year cannot be anticipated before applications are due, the number of faculty that receive a performance salary increase in a given year will be limited to no more than the number whose applications can be fully funded. Should there be a greater number of meritorious applicants than available funding can support, awardees will be randomly chosen from the pool of meritorious applicants for that year. Meritorious applicants that do not receive the Performance Compensation Plan salary increase in the funding cycle for their application due to lack of sufficient funds will receive the salary increase as soon as funding becomes available.