



Salary, Benefits, Budget, and Fiscal Planning Committee
Faculty Senate

To: President Wight, Provost Miner, Faculty Senate Executive Committee
From: Laine Berghout, Chair - Salary, Benefits, Budget, and Financial Planning Committee
Date: Fall 2015
Subject: 2015 revised guidelines for implementing the Performance Compensation Plan

The proposed Performance Compensation Plan states:

Once every five or more years, 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. This base salary increase may be awarded twice during a professor's career at Weber State University.

The proposed 2015-16 guidelines for this plan are:

1. All tenured faculty who are in at least their fifth year at the rank of professor and who have not undergone a successful Performance Compensation Plan review for at least five years will be eligible to apply. Tenured faculty may be awarded this salary increase a maximum of two times during their careers at Weber State University. (For the 2015-16 academic year, only those tenured faculty members who have held the rank of professor for ten academic years or more will be eligible to apply.)
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 the Monday following the Thanksgiving Holiday weekend (November 30, 2015 this year), 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 each of them will make a recommendation to the provost. The provost will make the final determination of award. In the event of a conflict of interest such as application for the salary increase by a department chair or a relation of the department chair, the dean shall request that the chair of the college Ranking Tenure Evaluation Committee (if the chair is a member of that college) or another member of the college Ranking Tenure Evaluation Committee from that college (if the chair is not a member of the college) review the application and make a recommendation to the provost regarding the application.
5. Financial support of the Performance Compensation Plan salary increase will be from money specifically intended to fund the Plan. It will not be drawn from funds obtained to address annual cost-of-living increases, equity adjustments, or merit increases. The Provost's Office will keep records of those individuals who have received Performance Compensation funds. When these individuals retire, the funds associated with Performance Compensation (\$5,000 for each instance of funds awards, up to a total of \$10,000) will not remain in their home colleges' budget lines, but instead, will return to the Provost's Office, to be used to continue funding the program.
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. As is true of all university-funded programming, in case of financial exigency, this program may need to be suspended.