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SR-03-04-48 FECAHC

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FACULTY EVALUATION AND COMPENSATION AD HOC COMMITTEE RECOMMENDATION

SR-03-04-48 FECAHC

Recommends that to transition from the current compensation system into one including a merit component as mandated by the West Virginia legislature, in the contract year 2004-2005 only salary monies available to the institution be distributed in the following manner:

The first step in raise distributions is devoted to promotions. The institution provides money from funds other than those dedicated to raises to ensure 10% increases for promotions. The second step in raise distribution will be equity and the third step will be merit.

The salary pool is divided into 49% for equity raises and 51% for merit raises.

The equity pool is distributed at the university level by:

- examining peer salary data and establishing a percentage of peer salaries that every faculty salary should reach
- distributing the equity money so that each faculty member's salary reaches the set percentage of market value.

Last, the merit money is then distributed to each college/school/library in proportion to the number of full-time, tenure and tenure track and continuing appointments.

The merit money available to colleges/schools/libraries will be distributed using one of the following options to be determined by the faculty of the various colleges/schools/libraries:

- use the merit system that has been applied in the unit in the past
- OR**
- use annual reviews from 2002-2003 (the most recent data available) in which
 - excellent = $5 = \frac{\text{faculty score (3.25)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
 - good = $4 = \frac{\text{faculty score (3.00)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
 - effective = $3 = \frac{\text{faculty score (2.75)} \times \text{total merit dollars available in the unit}}{\text{sum of all ratings qualifying for merit in the unit}}$
 - needs improvement = 2 = No Merit
 - unacceptable = 1 = No Merit

Equity and merit raises are added to base salaries.

The Joan C. Edwards School of Medicine should come up with a similar plan for their faculty.

RATIONALE:

The equity/merit salary system being developed by the Faculty Evaluation and Compensation Committee will require a shift in the calendar in order to condense the evaluation and compensation time frame, i.e., ensure compensation is tied to recent evaluations. Therefore, the raise money available for the 2004-2005 year needs to be distributed using the proposed one time transition system.

FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE: Larry Stibler DATE: 5/7/2004

DISAPPROVED
BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: Da [Signature] DATE: 5/11/09

DISAPPROVED: _____ DATE: _____

COMMENTS: _____

