5-7-2004

SR-03-04-48 FECAHC

Marshall University

Follow this and additional works at: http://mds.marshall.edu/fs_recommendations

Recommended Citation
http://mds.marshall.edu/fs_recommendations/516

This Article is brought to you for free and open access by the Faculty Senate at Marshall Digital Scholar. It has been accepted for inclusion in Recommendations by an authorized administrator of Marshall Digital Scholar. For more information, please contact zhangji@marshall.edu, martj@marshall.edu.
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
- use annual reviews from 2002-2003 (the most recent data available) in which
  - excellent = \(5 \times \text{faculty score (3.25)} \times \text{total merit dollars available in the unit} \)
    \(\text{sum of all ratings qualifying for merit in the unit}\)
  - good = \(4 \times \text{faculty score (3.00)} \times \text{total merit dollars available in the unit} \)
    \(\text{sum of all ratings qualifying for merit in the unit}\)
  - effective = \(3 \times \text{faculty score (2.75)} \times \text{total merit dollars available in the unit} \)
    \(\text{sum of all ratings qualifying for merit in the unit}\)
  - 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: [Signature] DATE: 5/17/2004

DISAPPROVED
BY SENATE: ________________________________ DATE: ________________

UNIVERSITY PRESIDENT:

APPROVED: ________________________________ DATE: 5/17/05

DISAPPROVED: ________________________________ DATE: ________________

COMMENTS: _______________________________________________________

___________________________________________________________

___________________________________________________________