

## Merit Pay Policy Proposal

October 17, 2008

The below represents areas of question that may need further refinement.

1. Have department chairpersons had the opportunity to comment on their role in the implementation of the new Merit Policy? It appears that they will be doing the bulk of the work under this process.
2. Will department chairpersons have to complete different faculty evaluation forms for merit as well as for retention, promotion, and tenure?
3. Will there be faculty development training on the process for implementation? If so, who will conduct the training and when?

The below represents areas of concern that may need further refinement.

1. Ensure that the instrument is objective, uniform, and consistently free from bias and extreme subjectivity.
2. It should be clearly stated in the policy that faculty who do not complete self-reports are eligible for cost-of-living raises but not merit increases.
3. One section of the proposed policy states that the final merit allocation and salary increase must be determined on a prescribed date set forth by the Faculty Senate. The University's budget is determined by the West Virginia Legislature, the faculty salaries must then be approved by the Board of Governors, the date of final salary approval differs from year to year depending upon circumstances often beyond the University's control and, more often than not, very late towards the end of the fiscal year. Although the Faculty Senate might suggest a prescribed date, the realities of how our budget is developed and approved with a specific date impossible to predict.
4. The policy proposes that each college elect, a committee of full-time faculty members to serve as a merit review committee which will meet in cases where faculty disagree with the chairperson's evaluation. Would the faculty member of these committees be tenured faculty? Would they include one person from each department in the college? If so, how could we insure that some departments (which are small) would not have a disproportionate influence on the college as a whole.
5. The new merit instrument allows faculty to select different "weighted percentages" for the categories of teaching, scholarship, and service. Each faculty member could select a different rubric for his/her evaluation scores. This will place a real burden on the chairs of larger department because of the

potential for so much ambiguity in the determination of the merit scores. Also, there is no mention in the policy whether or not faculty have to select their individual percentages prior to submitting their self-reports to department chairs. Can they change their percentages after chairs have completed the instrument?

6. The portion of the policy that requires chairs to meet with faculty annually is a good idea, but perhaps should not be limited to merit. This meeting could be included to cover retention, promotion, and tenure.