

Timeline for Current Performance Pay Proposal:

May 2014:

Chairs fill out forms used in the past; same process as last year (for contracts that take effect AY 2014-15).

Summer/early Fall 2014:

Within departments, faculty develop criteria by which to evaluate satisfactory work. Dean must approve. Criteria distributed to all status/status track faculty within department.

Fall 2014:

Process begins. Faculty begin conversations with departmental chairs over what their weighting will be.

Fall 2014/Spring 2015:

Faculty Senate leads development of model for evaluating faculty for extraordinary merit.

December 2014/January 2015:

Faculty members, in collaboration with chair and approval of dean, choose the weights to be given teaching/professional development/service (within parameters given in policy). These will be used to assess faculty for calendar year 2015.

April/May 2015:

Faculty fill out new evaluation forms based on fall 2014/spring 2015 work; chairs evaluate; deans approve. (This is for contracts that take effect AY 2015-16.) Everyone understands the new system is not fully operational yet and acts in good faith and common sense. The Senate/Deans/Chairs/Academic Affairs monitor the system for any possible problems.

Proposal for process for rewarding extraordinary merit voted on/approved.

December 2015/January 2016:

Faculty members weigh factors for evaluation for calendar year 2016 (with chair/dean).

January 2016:

Faculty members turn in c.v's, report of 2015 activities, etc. to chair. Chairs complete evaluation forms based on 2015 performance. Determine whether performance has been satisfactory. Faculty member is shown evaluation and may respond. Evaluation goes to dean for approval. (This is for contracts that take effect AY 2016-17.)

Spring 2016:

Process for awarding extraordinary merit put into place. Faculty submit documentation based on calendar year 2015. Extraordinary merit pay is awarded for AY 2016-17 contracts.

