

Recommendation for Merit Pay Distribution

Faculty Senate Budgetary Affairs Committee

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The Budgetary Affairs Committee (BAC) proposes an amendment to Section 2b of the Additional Merit Pay Distribution Policy.

1. Effective immediately, the decision of which faculty receive additional merit pay increases shall be made within the individual units of Indiana University Kokomo
 - a. (1) Division of Allied Health Sciences, (2) School of Business, (3) School of Education, (4) School of Humanities and Social Sciences, (5) Library, (6) School of Nursing, (7) School of Sciences, (8) Administration (i.e., Deans, VCAA, Chancellor)
2. Additional merit awards shall be given to (approximately) 20% of the faculty in each unit
 - a. In March of each year, the BAC will make explicit the proportional allocations
 - b. Once faculty salary raise distributions are agreed upon, the BAC will make explicit the **maximum amount per award, which cannot be exceeded; the maximum amount will be equal across units** ~~award amounts, which will be equal across units~~
 - c. Individual units are guaranteed a minimum of one merit pay recipient
 - d. Unused awards will be returned to the standard merit salary pool
3. The faculty in each individual unit shall develop criteria to distinguish meritorious faculty

In the individual units, it is recommended that faculty consider the following in their criteria:

1. Establishing clear criteria that highlight excellence within the unit, while accommodating faculty who have different job descriptions (i.e., Lecturers/Clinical Faculty and Tenured/Tenure-Track Faculty)
2. Dissociating the Faculty Annual Report from merit pay decisions
3. Deciding the adjudication process (e.g., faculty vote or Dean/Chair decision)
4. Limiting the number of times a recipient can be deemed meritorious (e.g., no more than two consecutive years)