BOT Preliminary Salary Proposal

Salary Increases

1, ATB—1.5%

2. Merit—1.5%

3. .20% of total base salary of all employees to full-time, non-visiting employees whose August 7, 2016 base salary was less than $45,000 for those with a Ph.D. or equivalent terminal degree, or less than $42,000 for all others. Equity increases shall be distributed proportional to the difference between the employee's August 7, 2016 salary and the thresholds above.

Incentive Award Programs

1. TIPs—40
2. RIAs—40
3. New category of award(s).

We currently fund 40 TIPs, 20 RIAs, and 10 SoTLs for a total of 70 new Incentive Awards, plus a variable number of re-cycles each year. We propose to double the number of RIA's by using the first 10 re-cycles each year, bringing the total of new awards to 80. These would be awarded at the college level.

From the remaining re-cycles each year, we would fund SoTLs and 2-3 other award categories that would be tied to our Collective Impact metrics. We are still discussing what those would be, but they could include categories such as external funding, supervision of graduate student research, inter-disciplinarity/partnership. These would be awarded centrally.

We would also like to change some of the procedures and criteria for these awards. Final approval for TIPs and RIAs would lie with the Deans. However, if an award is not recommended by the dean, it can be re-cycled for one year. This will allow some critical decision making by the deans without unduly penalizing the unit.

Individual faculty members may not apply for more than one incentive award (TIP, RIA, SOTL, or other) in the same year. While this will make some people who are double or triple crown winners unhappy, it will spread the availability of the awards, and faculty could win a different award each year. Eligibility for RIAs will no longer be restricted to tenured or tenure earning faculty, since some instructors and lecturers carry out substantial research.

Applications should be standardized and simplified. For example, a full CV, a one-page statement of the application's strength, and an appendix of materials to support the case. Faculty Excellence is currently working with CS&T to enable the applications and evaluation to be handled electronically. An application for Excellence Awards should be developed that is similar to that for TIPs and RIAs. For each award the applicant shall include the past five academic years of evidence, or more, since the date of hire or the date of the last award in the category for which he/she is applying.

Committees should be elected from a pool of faculty that are not currently eligible for the award In the current cycle or the cycle immediately following the current cycle (because of the one-year push option

for deans) and that include past winners. A committee charging document should be developed that reminds committees that only the application is to be discussed and that the award is based on merit. No additional outside information or discussion of position (e.g., instructor vs. tenure track faculty member, past awards, current salary, etc.) are to be considered during review.

The Office of Faculty Excellence has volunteered to streamline the application process (content) so that the e-system can be used but colleges can have the ability to value some application materials over others depending on discipline.