

TO: Faculty

FROM: Jovana Brown for the Faculty Salary Study Group

At the faculty meeting of Wednesday, May 11, 1983, the faculty agreed that the money allocated by the Legislature for merit pay left over from funding the step increases on the salary scale would be used for special faculty projects beneficial to the College. The policy incorporating the amendments made at the faculty meeting is as follows:

FACULTY HANDBOOK, Section 5100, pages 3 & 4,  
EAC 174-112-580: BASES FOR SALARY INCREASES

New (6) Those funds available for step increases but exceeding the amount necessary to move all qualified persons to their next steps shall be allocated for special faculty projects beneficial to the college. The Provost shall determine the available sum and appoint a DTF consisting of three faculty, one student, and one staff person to recommend recipients to the Provost, who shall make the final decisions. The following procedures and criteria shall apply to the selection of the recipients.

- a) The committee shall base 75% of its decision on the applicant's contributions to the College in teaching, service, and scholarship, and 25% of its decision on the merits of the proposal submitted.
- b) Faculty members who are interested in receiving one of these awards shall present to the committee the following:
  - i) a proposal detailing a summer-time activity that is of ultimate benefit to the College;
  - ii) based on her/his portfolio, a one-page statement of the applicant's contributions to the college in service, teaching and scholarship;
  - iii) Deans' evaluations for the past three years or as many years as the applicant has been in the regular faculty, whichever is fewer.
- c) The grants shall be for \$1,000 each.
- d) Other remuneration earned by award nominees (be it release time, professional leave, unpaid leave, royalties, etc.) shall be disregarded in the selection process.
- e) Preference will be given to people who have not received this award before, but past award recipients shall be eligible.
- f) Applications must be submitted by January 1.
- g) Announcement of award recipients and granting of awards shall be made by February 1, or as soon thereafter as possible.

NOTE: This proposal will be implemented in the 1983-84 fiscal year.