

PAC-30 Performance-Based Compensation Plan for Faculty

Policy: PAC-30

Subject: Performance-Based Compensation Plan for Faculty

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PURPOSE:

To establish a provision for and authorize the development and implementation of a performance-based compensation plan to acknowledge meritorious faculty performance.

POLICY:

It shall be the policy of Morehead State University to systematically evaluate individual faculty performance by means of a departmental faculty evaluation process which specifies performance expectations in teaching, professional achievement, and service and which is consistent with University guidelines for faculty evaluation. All returning tenured and tenure-track faculty are required to participate in the process of evaluation as specified in their departmental Faculty Evaluation Plan.

Performance-based compensation will be based on the concept that criteria exist in the areas of teaching, professional achievement, and service against which the performance of individual faculty will be compared for evaluation. These criteria will not be a set of fixed universally-applied standards, but a set of flexible standards which will accommodate the unique nature of the disciplines in which faculty teach, engage in professional achievement activities, and serve. The application of the standards should accommodate the specific role of the individual within the department and should recognize the variables which affect opportunities for professional achievement and service.

Morehead State University is committed to quality teaching, learning and the improvement of teaching through assessment. The use of various means of formative assessment provides a comprehensive picture of an individual's development as a teacher. Therefore, the position of Morehead State University is that assessment of teaching be, first and foremost, formative and used for the purpose of improving teaching. Morehead State University is committed to supporting faculty of all ranks in order to develop a cohesive community of teachers and learners.

Each Associate Dean/Department Chair and departmental faculty shall set up acceptable standards for evaluating its faculty members under the performance-based compensation plan,

44 and these standards shall be approved by a majority of the tenured and tenure-track faculty.
45 Faculty evaluation plans must be approved by the appropriate Associate Dean/ Department Chair
46 and college dean before implementation. Departmental faculty evaluation plans must include a
47 clear procedure for appeal. They must also include clear criteria for performing at the expected
48 level in teaching, professional achievement, and service. Finally, while student course
49 evaluations are encouraged for use in improving individual and program instruction and teaching
50 excellence, they may not be used for the purpose of Performance-Based Compensation.

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53 **RESPONSIBILITIES:**

54 Associate Deans/Department Chairs, college deans, and the Provost and Vice President for
55 Academic Affairs shall be responsible for ensuring that departmental faculty evaluation plans are
56 applied fairly without unreasonable differences across departments and colleges.

57 The Faculty Senate will review annually the University guidelines for faculty evaluation and
58 make recommendations to the Provost and Vice President for Academic Affairs.

59 The Provost and Vice President for Academic Affairs will review annually the distribution of
60 performance-based compensation increments to assure compliance with the University
61 guidelines for faculty evaluation and regulations for performance-based compensation.

62 The President will review and approve the annual distribution of performance-based
63 compensation increments to the faculty.

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65 **ADMINISTRATION OF THE PLAN:**

66 The Board of Regents authorizes the President to develop and approve regulations for
67 administering the performance-based compensation plan.

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71 The president may allocate to the performance-based compensation plan no less than 25% of the
72 total funds allocated to faculty compensation to be determined annually based on budgetary
73 considerations. If the President does not allocate funds to faculty compensation by January 1, no
74 evaluation process will take place. The evaluation process, including submission of initial
75 Faculty documentation, cannot begin until thirty days after allocation of funds.

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