



Faculty Merit Pay

Purpose

This policy defines the procedure for faculty to review merit pay.

Persons Affected

This policy applies to all university faculty.

Policy

For merit pay consideration, full-time faculty members will present to their academic unit head all relevant or requested documentation, including at least the completed annual faculty activity report of professional activities and performance, as well as any other information required under individual academic unit, college or university policy.

Procedures

Academic units and/or colleges will establish their own appropriate and specific merit criteria and awarding procedures. Quality of teaching, research, scholarly/creative activity, administrative responsibilities, collegiality, and service may be considered in the merit process.

Merit recommendations by the academic unit head will be subject to approval by the Dean, Provost and Executive Vice President for Academic Affairs, and President.

Merit pay is contingent upon available funds. Faculty will be informed on the availability of funds for merit pay.

Adjunct faculty members are not eligible for merit pay increases.

Related Statutes or Regulations, Rules, Policies, or Standards

SFA HOP 02-316 Part-Time Academic Appointments

SFA HOP 03-403 Faculty Compensation

Responsible Executive

President; Provost and Executive Vice President for Academic Affairs

Forms

Annual Faculty Activity Report

Faculty Success Reporting System



**STEPHEN F. AUSTIN
STATE UNIVERSITY**

Handbook of
Operating Procedures

Policy Number: 03-404
Last Revised: N/A

Revision History

September 1, 2023 (original)