

STEPHEN F. AUSTIN
STATE UNIVERSITY

Office of the General Counsel

POLICY SUMMARY FORM

Policy Name: Faculty Merit Pay

Policy Number: 7.6

Is this policy new, being reviewed/revised, or deleted? Review/Revise

Date of last revision, if applicable: 1/28/2020

Unit(s) Responsible for Policy Implementation: President and Provost and Executive Vice President for Academic Affairs

Purpose of Policy (what does it do): This policy provides guidelines for faculty merit pay

Reason for the addition, revision, or deletion (check all that apply):

Scheduled Review Change in law Response to audit finding

Internal Review Other, please explain:

Please complete the appropriate section:

Specific rationale for new policy: N/A

Specific rationale for each substantive revision: Sentence added to include what criteria may be considered in the merit process; addition to show that faculty will be informed of availability of funds.

Specific rationale for deletion of policy: N/A

Additional Comments:

Reviewers:

Academic Affairs Policy Committee
Lorenzo Smith, Provost and Executive Vice President
Steve Westbrook, Interim President
Damon Derrick, General Counsel

Faculty Merit Pay

Original Implementation: September, 1982

Last Revision: January 28, 2020/30, 2023

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. Adjunct faculty members are not eligible for merit pay increases.

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*

Cross Reference: ~~Faculty Handbook~~ *Part-Time Faculty (7.21), Faculty Compensation (12.6)*

Responsible for Implementation: President and Provost and Executive Vice President for Academic Affairs

Contact for Revision: Provost and Executive Vice President for Academic Affairs

Forms: Annual *Faculty Activity Report, Faculty Success (FAR) Reporting System* ~~report of professional activities and performance and administrative evaluation form available in the Office of the Provost and Executive Vice President for Academic Affairs~~

Board Committee Assignment: Academic and Student Affairs Committee

Revision History: July 23, 2019
July 26, 2016
October 18, 2010