

Faculty Senate Executive Committee

Merit Compensation Process Survey Results

November 11, 2009

Three-hundred and seventy-five faculty responded to the survey [by Monday, Oct. 26]. Of those that responded, 111 indicated that they would like to “Continue the current merit system (Departmental committees and department heads will continue to assign annual numerical rankings, and the rankings for uncompensated years will be averaged when the raise pool exceeds 2%. No college matrices will be generated until the raise pool exceeds 2%).”, and 262 indicated that they would like to “Temporarily suspend the merit system until the raise pool exceeds 2%. (Faculty will continue to submit materials for annual review, but neither the departmental committees nor the department heads will assign numerical rankings.)”

These results, as well as the insightful written suggestions we received via email, were forwarded to the President’s University Compensation Committee.

When the polls were closed on Friday, Oct. 30 at 5:00pm, the final results indicated 126 for the first option and 287 for the second option. These numbers were also shared with the University Compensation Committee.