

Faculty Senate Resolution

Whereas, the Professor Salary Incentive Program (PSIP) has been in existence for five years and

Whereas, the PSIP program as currently structured is supposed to involve an all faculty committee at both college and university levels to provide input into decisions made regarding awarding of the PSIP to faculty,

Whereas, the Provost's office has supplied information to the faculty qualified to apply for the program based on an initiative from Faculty Senate and a committee comprised primarily of faculty to form the guidelines,

Whereas, faculty can be appreciative of the benefits of applying for the program based on the awarding of 57 raises to faculty in keeping with the original stated goal to award approximately 50 awards and the program has continued beyond the originally planned three years,

Whereas, faculty who are turned down for the award are not automatically supplied with any meaningful information about their application including their ranking among the applicants and

Whereas, faculty who are qualified for the PSIP award may be and often are required to apply multiple times for the award, thereby greatly increasing the labor costs of application, therefore

Be it Resolved that the PSIP program will follow the guidelines for faculty input without undue Dean influence,

Be it further Resolved that once faculty have applied for the PSIP and have been found to be qualified but are then turned down for the award that said faculty will be automatically included in the applications for the following years until they receive the award. Faculty are allowed both to update their applications in subsequent years and to withdraw their name from consideration, and

Be it further Resolved that the administration will provide more data to all faculty *ex post* regarding the results of the PSIP in any given year. Such data will include such things as those who won the award (already provided), total number of faculty who applied including number turned down, number ranked as qualified and unqualified by committees, and number who were ranked as maybes by the committee, and

Be it further Resolved that the administration will provide data *ex ante* before the deadline for applications regarding the approximate number of awards to be given in the current year so that faculty can make informed decisions about their applications.