

Year: 2012

RESOLUTION BY THE FACULTY SENATE OF DELTA STATE UNIVERSITY OF CLEVELAND, MISSISSIPPI CALLING FOR revision of the Merit Pay Plan and the Meritorious Achievement Document (MAD).

WHEREAS, in 2007, the Faculty Senate was charged by the university administration to formulate a Merit Pay Plan; and

WHEREAS, the President, Provost, Academic Council, Faculty Senate and University Cabinet agreed to this plan in the Spring of 2007; and

WHEREAS, the Merit Pay Plan agreement, MAD and its attending process have been determined to be sufficiently flawed to warrant the discontinuation of its use; and

NOW, THEREFORE, BE IT RESOLVED, BY THE FACULTY SENATE OF DELTA STATE UNIVERSITY, THAT:

SECTION 1. The Merit Pay Plan and MAD be significantly revised; beginning with the 2011-2012 academic year; and a new Faculty Activities Report (FAR) shall replace the MAD;

SECTION 2. Each academic department can choose its own means of reporting, so long as an annual evaluation of faculty by the chair of the department occurs, because regular faculty evaluations are required by the State of Mississippi IHL Board and SACS;

SECTION 3. The annual evaluation of faculty FAR should be limited to the areas of teaching, scholarship, and service, unless the department needs to fulfill specific accreditation requirements;

SECTION 4. A statement or listing of goals for the upcoming year and an evaluation of meeting goals from the present year should be provided by all faculty; in order to prevent any confusion, performance should be indicated by one of three distinct categories (does not meet expectations, meets expectations, or exceeds expectations);

SECTION 5. A faculty member should be informed in writing that he or she has the right to attach a rejoinder to the document after meeting with his or her chair and being informed of his or her appraisal, and a faculty member should sign the document as evidence that the chair met with the faculty member and informed the faculty member of the chair's appraisal;

SECTION 6. Every faculty member has the right to choose the inclusion or exclusion of the annual chair's evaluations in their tenure and promotion portfolio, and the chair shall not pressure or penalize the faculty members for making either choice;

SECTION 7. Each department determines how these evaluations should factor into continuous improvement of instruction decisions;

SECTION 8. This open faculty evaluation system should be a one-year pilot program, for the 2011-2012 academic year, evaluated and analyzed after the first year of implementation;

SECTION 9. In addition, in consultation with the deans of the colleges and schools, each college and school should modify the evaluation to its own particular criteria, if the criteria is specified by a college or school's accrediting agency;

SECTION 10. Faculty evaluation training shall be provided for all parties by the colleges and schools;

SECTION 11. BE IT FURTHER RESOLVED, that the appeals process will temporarily remain the same as it was for the MAD agreement, but the Faculty Senate is hereby charged with revising section E of the Faculty Senate Bylaws by July 1, 2012.

ADOPTED: MARCH 8, 2012
Brett Oleis - President, Faculty Senate

SPONSOR: Don Allan Mitchell