

Faculty Affairs Committee Motions regarding Annual Reviews and Salary Increments

The Faculty Affairs Committee proposes the following two motions for adoption by the Faculty Assembly:

Motion regarding Annual Reviews

The faculty assembly of the School of Liberal Arts recommends to the Dean that the faculty evaluation scale be simplified from the current five cardinal categories to three ordinal categories:

- Outstanding;
- Meets Department Expectations; and
- Unsatisfactory.

Motion regarding Salary Increments

The faculty assembly of the School of Liberal Arts recommends:

1. To the Chairs that the annual pay increment envelope be separated in two parts of fixed size: one divided equally among faculty who meet expectations, and one allocated at the Chair's discretion to reward outstanding performance;
2. To the Dean that when salary sanctions are imposed on someone for unsatisfactory performance, the freed money be lost to that department.

Note: The accompanying document explains the rationale for these proposals and their practical consequences, and recommends ways in which they could be best implemented. We urge all Faculty members to read it carefully before the next assembly.