

Faculty Merit Raise Resolution

Whereas the vision of Auburn University is that the University will be widely recognized for the quality of its undergraduate, graduate and professional educational programs, and the effectiveness of its research and outreach programs, and

Whereas the mission of Auburn University is to serve the citizens of the State of Alabama through its instructional, research, and outreach programs, and

Whereas efforts to satisfy the Vision and Mission of Auburn University require faculty members to be assigned duties measured by percentages of effort within the instructional, research, and outreach programs, and/or administration and service in support of these programs, and

Whereas a faculty member's tenure evaluation, promotion evaluations, and post-tenure reviews are based upon the percentage of assigned duties, and

Whereas no requirement exists that yearly performance evaluations and merit raises, when awarded, be based upon a faculty member's percentage of assigned duties.

Therefore, be it resolved that, the Auburn University Senate endorses the adoption of the following policies and that the Faculty Handbook should be modified to reflect these policies:

1. Assigned duties in the instructional, research, and outreach programs, and/or administration and service in support of these programs shall all be valued in the faculty member's yearly performance evaluation.
2. The performance evaluation shall be used in the determination of merit raises for faculty members.
3. Merit raises for faculty members shall be based on a faculty member's percentage of assigned duties in the instructional, research, and outreach programs, and/or administration and service in support of these programs.
4. Metrics which are used to measure the level of a faculty member's performance within each area of the assigned duties for the purpose of awarding merit raises shall not violate provisions (1), (2), and (3) above.
5. Each faculty member shall be provided justification, upon request, for his or her merit raise.