RESOLUTION

Most Western Kentucky University faculty would accept the concept of merit pay if it was defined impartially and implemented fairly. However, the components of what constitutes "meritorious" performance are not constant from college to college or department to department.

What "merit" pay has been given in past years has been pitifully small, added to single-digit raises in pay that have put Western faculty even further behind, in simple economic terms, from one year to the next. Despite this condition, the Western faculty has generally remained loyal to the institution and to their charge of research, university service and teaching.

Understandably, then, the faculty regrets that the decision on salary guidelines for the 1989-1990 academic year has been unilaterally made. This decision will prove damaging to faculty morale as no significant across the board raises have been given in recent memory.

It is disconcerting that the criteria, as stated in the February 1 Presidential memo to the Vice-Presidents, for receiving more than the 2 percent for all faculty "performing at an acceptable level" is couched in vague and meaningless terminology. "The balance of the funds (the remaining 3% of the 5% of salary base) will be distributed based on employee performance" can and will be interpreted according to the individual preference of the department head awarding the increases.
Therefore, the Western Kentucky University Faculty Senate recommends to the President that:

a) Departmental committees be appointed and charged with developing a listing of all activities and criteria that should be considered in a performance review for merit increases in pay in each individual department. These committees will complete and submit their reports to the full faculty of the department for input and final approval. Final reports will then be presented to the Deans of each college by the end of the Fall semester, 1989 for approval and implementation for the 1990-1991 contract year.

b) No quota that limits the number of faculty eligible for receiving merit pay in any one department or college be implied or imposed.

c) The President reconsider his "2% across the board/3% merit" salary recommendations for the 1989-1990 academic year in favor of a 5% across the board (cost of living) pay increase for all non-classified employees.