PS 202 and 202B Revision

Ad Hoc Faculty Senate Committee Meeting

November 14, 2023

Meeting minutes

**Faculty senate members:** Richard Elder (Chair), Matthew Farley, Zeleke Negatu

Adena LeJeune **Members not able to attend**: Christopher Stacy

Members discussed the charges and decided that PS 209 (which includes a list of items to be considered scholarship) along with PS 202 and PS 202(b) must be included with the charges because of the scope of the charges. Members also are looking at the criteria provided to the Deans in evaluating merit pay increases. As a first step the committee decided to examine other universities evaluation methods for tenure, promotion and merit increases to see the methods used by other universities used or can be adapted for use at LSUA to insure fair and equitable procedures that are clear and easy to understand by those being evaluated. As members find possible methods, measures or instruments from other universities and colleges, they will email them to the other members of the committee to try to avoid duplication of efforts. The compiled list will then be presented and discussed at the next committee meeting on Tuesday November 14, 2023 at 5:00 pm.

The committee also reviewed the list of criteria provided to LSUA Deans to be used in evaluating faculty for merit pay increases (see page 2). The committee determined that some of the criteria are not measurable and/or need to include how they are to be measured because the list is not clear. The list needs to be refined to include measures that are clear and equitable. Discussion of the merit raise criteria will also be continued at the next committee meeting.

Minutes taken and prepared by Richard Elder (Chairperson).

October 24, 2023

Minutes approved by committee

Approved \_\_4\_\_ Not Approved \_\_0\_\_ Abstain \_\_1\_\_

**Merit Criteria:**

The following are criteria used for merit-based salary increases:

1) successful attainment of annual goals;

2) quality of instruction, including curricular development and responsiveness to students;

3) scholarly successes and grant awards;

4) service contributions to the campus and the community;

5) consistent demonstration of positive, collegial attitude;

6) commitment to innovation;

7) advising, including number of and responsiveness to advisees;

8) reliability in contributing to departmental/college goals.

Plus, documented completion of all required trainings.