

A Sense of the Senate Resolution on the 2010 Raise Pool Procedures

Finance & Facilities Committee

October 18, 2010

First Reading

Whereas the recognition of faculty and staff performance through adequate compensation is a critical part of building an outstanding university by attracting and retaining a strong academic workforce;

Whereas the Faculty Handbook mandates that salary increases, including merit raises, be based on the annual peer evaluation process following written criteria and procedures of schools and departments;¹ and

Whereas faculty compensation initiatives announced in September and October of 2010 have been imposed in a hasty and capricious manner which

- excluded consultation with the Faculty Senate,
- ignored and displaced orderly and consistent evaluation and compensation procedures in departments and colleges,
- undermined ongoing departmental and college policies and initiatives, and
- violated the principles of transparency, unit responsibility, and shared governance;

Be it resolved that the Faculty Senate of Ohio University stands in protest against the manner in which these initiatives were implemented and urges the college deans, the Provost, and the President to recommit to the values of orderly and transparent governance.

¹ “Annually, departmental chairpersons shall evaluate all members of their faculty with regard to salary. Each chairperson shall employ a departmental committee or committees in the evaluation process, which shall conform to the department's established written procedures. This evaluation process must result in recommendations with respect to salary increases for all faculty.” (Faculty Handbook, II.E.1)