

UNLV | FACULTY SENATE

SENSE OF THE SENATE REGARDING AWARDING OF MERIT 2022

WHEREAS the NSHE Board of Regents has mandated an annual set aside of 1% to establish a performance pay pool for NSHE professional employees;

WHEREAS the institutions of NSHE have been unable to pay for performance since the 2014-2015 Academic year;

WHEREAS NSHE Board of Regents policy stipulates that this performance pay pool is to award meritorious activity as determined at the unit level as well as at the University level and not to be used to resolve issues of inequity or as a substitute for cost-of-living adjustments;

WHEREAS the United States Department of Labor defines the terminology “merit pay” as interchangeable with “pay for performance”;

The UNLV FACULTY SENATE, for the purposes of brevity and clarity will hereinafter use the terminology “merit” as appropriate.

The UNLV FACULTY SENATE embraces the process of awarding merit as a fundamental tenet of shared governance. As such, all units, prior to the current annual evaluation period, shall examine, with vigorous faculty participation, their specific procedures for assessing meritorious activity, consistent with UNLV and unit bylaws.

The UNLV FACULTY SENATE further recommends that this first award of merit since 2014 should include assessment of calendar years 2015 through 2021 when professional staff of NSHE institutions were denied performance pay awards of any kind. We oppose basing evaluation exclusively on this current calendar year when many faculty have been unable to maintain their high standards of research, scholarship and creative activity due to the pandemic. Additionally, those who have been promoted at any point since 2015 should be eligible for merit in 2022, regardless of precedent.

The UNLV FACULTY SENATE, while grateful for the establishment of an annual appropriation to pay for performance, acknowledges that the 1% set aside is half what was typically, if *sporadically*, awarded by the legislature. Due to this reduction, we recommend a reduction in both the number of tiers of award and the topmost amount of award. We endorse tiers of \$3000, \$2500, \$2000, \$1000 and \$500, that become a permanent and enduring increase to a faculty member’s annual salary.

The UNLV FACULTY SENATE denounces inequities in salary adjustments and requests transparency in both distribution amongst units and distribution amongst academic, administrative and executive faculty.

Finally, with sincerest thanks to the Board of Regents, Chancellor Melody Rose’s office and the administration of UNLV for their advocacy, the UNLV FACULTY SENATE enthusiastically endorses the awarding of Merit to faculty for the first time since 2014.

Approved by the UNLV Faculty Senate, September 14, 2021.