

A lush green forest with a stream flowing through it, featuring a waterfall in the foreground. The water is white and frothy as it cascades over rocks. The surrounding vegetation is dense and vibrant green.

Proposed Pilot :
Incentive Plan for the College of Public Health

For Discussion at Interim University Council:
February 8, 2016

Proposed Pilot :

Incentive Plan for the College of Public Health

Purpose:

- To have a pilot program that will enhance our existing efforts to:
 - Recognize;
 - Celebrate;
 - Reward; and
 - Encourage

Faculty and staff excellence in all activities

- Increase external funding for the College and the University
- Explore this as a possible model for expansion



Proposed Pilot :

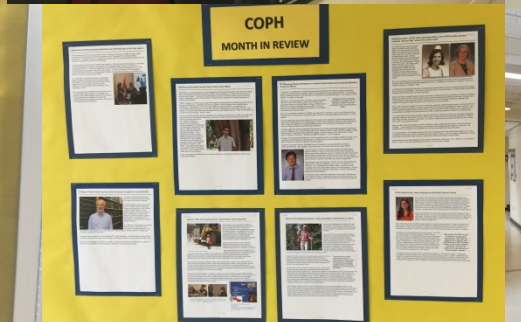
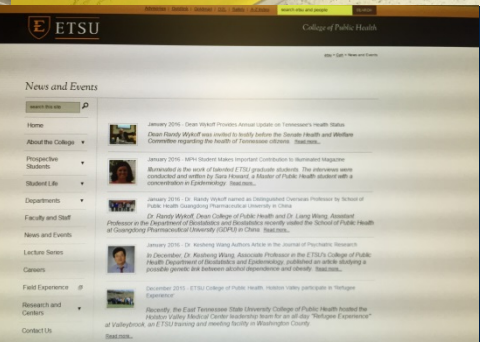
Incentive Plan for the College of Public Health

Current Status:

- The College awards one cash award, annually, to recognize excellence in teaching, research and service, and one award for outstanding staff.
- The cash awards of \$500 each come from the ETSU Foundation for the three faculty awards and from the College of Public Health Foundation Account for the staff award
- The Dean also presents Dean's Special Recognition Awards for individuals and groups, but these do not have a cash component



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- **Proposal: Teaching**
 1. Increase Foundation Teaching Award to \$1,000
 2. Allow the Faculty and Staff Awards committee to recognize up to four faculty for “teaching excellence.” One of these will be the formal winner of the Foundation Teaching award, while up to three more may be recognized for educational excellence, with awards of \$500 each.
 3. Nominations from faculty, staff, students and self-nomination and repeat winners will be permitted;
 4. During the trial period of this pilot, the Educational Excellence Committee will continue to evaluate other mechanisms to quantify and recognize educational excellence.
 5. The additional funds will come from the College Foundation account and be dependent on availability;



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- **Proposal: Research**

1. Increase Foundation Research Award to \$1,000
2. Implement the existing ETSU Research Incentive Program (http://www.etsu.edu/research/documents/etsu_incentive_compensation_plan.pdf) as follows:

After meeting any “at risk” salary obligations, 1/3 of salary savings would be returned to the faculty member as extra pay, to the extent permitted by policy and funder requirements;

- For example, if a faculty member has 10% “at risk” and earns 40% of their salary as salary savings, they would receive 10% of their salary as extra pay (1/3 of the amount above the “at risk”)
3. Funds would be distributed in the spring semester and would be contingent upon funding;
 4. All agreements must be pre-approved, and be consistent with the existing ETSU Incentive Compensation Plan;
 5. The additional funds for the Foundation Research Award will come from the College Foundation account and be dependent on availability. The funds for the incentive will come from external sources



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- Proposal: Service

1. Increase Foundation Service Award to \$1,000
2. Continue Deans Special Recognition Awards for Groups and Individuals to recognize outstanding contributions to the College of Public Health or its students (without a cash award).
3. The additional funds for the Foundation Service Award will come from the College Foundation Account and be dependent on availability.



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- **Proposal: Staff**

1. Create two Outstanding Staff Awards—one for administrative staff and one for support staff
2. Increase both awards to \$1,000
3. The funds for both awards will come from the College Foundation Account and be dependent on availability



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Category	Current	Proposed	Source of Additional Funding



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Teaching	One Award: \$500 (ETSU Foundation Funds)		



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Teaching	One Award: \$500 (ETSU Foundation Funds)	<ol style="list-style-type: none"> 1. Main Award: \$1,000 2. Up to 3 Additional Awards: \$500 	<ol style="list-style-type: none"> 1. College Foundation Account 2. College Foundation Account



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Research	One Award: \$500 (ETSU Foundation Funds)	<ol style="list-style-type: none"> 1. One Award: \$1,000 2. Incentive: 1/3 of Salary Savings Above "At Risk" 	<ol style="list-style-type: none"> 1. College Foundation Account 2. External Funding



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Staff	One Award: \$500 (College Funds)		



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Service	One Award: \$500 (ETSU Foundation Funds)	One Award: \$1,000	College Foundation Account
Staff	One Award: \$500 (College Foundation Account)	Two Awards: <ol style="list-style-type: none"> 1. Clerical: \$1,000 2. Administrative: \$1,000 	<ol style="list-style-type: none"> 1. College Foundation Account 2. College Foundation Account



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- How...

1. The maximum annual award increase (over existing expenditures) is \$4,500 from the college foundation funds;
2. No additional University or Foundation funds are requested;
3. The Research incentive plan should produce revenue for the college and the University as the only funds expended will be from off-set salary dollars covered by external funds. The college will be able to re-allocated 2/3 of these “new” dollars and the faculty member will receive 1/3.



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- What the proposal doesn't do . . .
 1. Reward departments for credit hour increase;
 2. Reward departments for research productivity or educational excellence;
 3. Create an entirely level playing field for faculty with different amounts of protected time for research;
 4. Provide a “predictable” return for educational excellence
 5. Quantify educational excellence
 6. More broadly incentivize “service” or distinguish university service from professional service from community service
 7. Specifically recognize and reward student mentoring



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