

FRANK BATTEN SCHOOL OF LEADERSHIP AND PUBLIC POLICY
FACULTY BONUS SYSTEM

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Policy ID: FAC-012

Typically, faculty are compensated for their activities through their salary and benefits. Excellent performance is rewarded with salary increases through the annual review process. A bonus system is not designed (or desirable) to replace this routine mechanism. Nor should faculty effort in these areas of bonuses result in a “double counting,” such as in receiving both enhanced teaching credit and a monetary bonus. However, some faculty activities and achievements are valuable to the Batten School but are irregular in frequency, making their reflection in salary less desirable than could be accommodated more accurately in a bonus system.

The University of Virginia policy allows faculty bonuses up to a total of \$10,000 maximum for a faculty member in a given academic year. The Batten School policy will be consistent with this UVA policy, with bonuses below this cap.

The following sets of activities will fall under the bonus system:

- *Faculty Excellence Awards:* Each year, four faculty are chosen for their excellence in the areas of research, teaching, service, and engagement. They receive \$1,000 as a bonus, along with the award.
- *Teaching large courses:* At present rates, the Batten School “breaks even” on classes of sizes containing 45-50 students. Faculty willing to teach larger courses in a given year could receive back a portion of the additional revenue generated. The incentives are set here to balance the desire of the School for additional revenues and the desire for excellent instruction (which in some cases may be better achieved in smaller classes). Typically, large classes add one graduate teaching assistant (GTA) for each 40 students (covering two sections of 20 students). The bonus for large classes will be \$2,000 for each incremental GTA above the first two. This amounts approximately to: \$2,000 for a course of 120 students; \$4,000 for a course of 160 students; \$6,000 for 200 students; and so on, within the UVA caps noted above.
- *Teaching labor-intensive experiential courses:* Teaching the Applied Policy Project (APP) course involves extensive faculty effort. The grade given in this course counts both for the APP and the Master’s Thesis. These faculty also meet with students in the fall, prior to the APP semester, to help develop clients and projects. A bonus of \$5,000 per instructor will be given, in line with the equivalent of an extra short-course taught by these faculty members. Additionally, for the instructor of the Introduction to Policy Analysis (IPA) who works with a GTA to cultivate clients during the fall ahead of the course’s instruction, an equivalent bonus of \$5,000 will be given.