

**FRANK BATTEN SCHOOL OF LEADERSHIP AND PUBLIC POLICY
FACULTY BONUS SYSTEM**

Date: Revised May 2019

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:* For lecture classes, where increasing enrollment does not sacrifice pedagogical practices and teaching continues to be at an excellent level, the Batten School will recognize faculty with a large class teaching bonus. The bonus for large classes will be allocated for enrollment at or above 90 students. Each additional 20 students enrolled following Drop Day of the semester will result in an additional bonus of \$1,000. This bonus will be awarded at the conclusion of the successful semester. The following table illustrates the bonus given:

Enrollment	Bonus
90-109	\$1,000
110-129	\$2,000
130-149	\$3,000
150-169	\$4,000
170-189	\$5,000
190-209	\$6,000
210-229	\$7,000
230-249	\$8,000
250-269	\$9,000
270 and above	\$10,000