

**Develop a merit based pay program for outstanding faculty contributions in the fields of service, teaching and research.**

**CURRENT CHALLENGE:**

Faculty work tirelessly serving our students, as leaders in countless service and community organizations, and expanding our knowledge base through research. We are among the best in America at what we do. However, outside of achieving tenure and promotion, there is little incentive to continue research agendas, strive to create novel teaching strategies, or engage in meaningful service. While campus programs that identify exemplary faculty accomplishments are available, they have yet to engage and fully (and efficiently) motivate Fresno State faculty.

**PROPOSED SOLUTION:**

My Bold idea is a merit based pay program for outstanding faculty contributions in the fields of service, teaching, and research. Those faculty who go above and beyond the usual and customary job duties should be recognized and rewarded.

**BENEFITS TO FRESNO STATE:**

An annual merit based pay program for faculty would enhance desire and drive faculty to succeed in our daily endeavors and provide incentive to continue our excellence in teaching, service, and research. This program would encourage faculty to strive for excellence through and beyond tenure and promotion, attenuating stagnation. This system can also contribute to reviving and sustaining interdepartmental collaboration among these domains

**ADDITIONAL INFORMATION:**