

This document contains a description of proposed faculty & staff incentive programs for QEP 2016-2021. These incentives are intended to encourage a greater and broader number of faculty & staff to use the problem-solving report & rubric, our key measure for QEP 2016-2021.

Note: These figures do not include Faculty/Staff **Training** to educate the campus about QEP and how to use the report & rubric.

Faculty & Staff **Material Incentives** (\$87,000 per year)

Faculty & Staff Problem-Solving Project Grants (\$1000-\$5000) – 10-20 per year = \$50,000

Problem-Solving lasting 3-12 months

Two rounds of awards per year, but limited to one award per year for each faculty or staff member.

These grants are designed to provide supplies, travel money, etc. for campus members who provide unique & lengthy problem-solving opportunities to students.

- Proposal = 2-4 pages
- Proposals will be reviewed by a QEP Advisory Board comprised of faculty & staff.
- May be course-embedded or independent work
- Students of all grant recipients must complete the problem-solving report, which includes public communication of problem-solving work.
- Faculty or staff grant recipients must score the problem-solving reports using the rubric.

Course-Based Problem-Solving Stipends (\$500-\$1500) – 10-30 per semester = \$30,000

Problem-Solving lasting 2-4 months

Two rounds of awards per year; projects must be completed within a semester.

These grants are designed to provide faculty or staff money/stipend for time and work involved in including new instructional activities or approaches that target problem-solving in their courses.

- Proposal = 2-3 pages
- Proposals will be reviewed by a QEP Advisory Board comprised of faculty & staff.
- Course-embedded problem-solving; involves changing some aspect of teaching.
- Students of all grant recipients must complete the problem-solving report, which includes public communication of problem-solving work.
- Faculty and staff grant recipients must score the problem-solving reports using the rubric.

Report/Rubric Gratuities (\$10/graded report) – 700/year = \$7000

Each Semester

This money is designed to provide faculty or staff money/gratuity for use of the problem-solving report & rubric. (Note: Recipients of grants from the first two categories will not be paid this gratuity.)

Faculty & Staff **Nonmaterial Incentives** (no cost)

Annual Reviews and Promotion & Tenure Considerations

- Faculty and staff members who receive a Problem-Solving Project Grant or a Course-Based Problem-Solving Stipend can include the activity in the area of Teaching when they submit annual reviews. Participation in problem-solving initiatives will contribute positively towards ratings of the faculty members. When possible, the *quality* and *scope* of problem-solving work also will be considered, such that more substantial work contributes more largely to the faculty evaluation rating.
- Certificates will be provided to all successful grant/stipend recipients to be included in their annual reviews and in applications for tenure and/or promotion.

Campus-wide Acknowledgement

- An awards program will be created to recognize faculty and staff members who achieve excellence in problem-solving activities.
- These award recipients will be recognized at an annual problem-solving festival (formerly, Tower Day), in newsletters, etc.