

**1617-02M**

**APR Revision**

We, the members of the McNeese State University Faculty Senate, in order to increase equity in the Annual Performance Review process do hereby move to create a committee to investigate means of reconciling inherent differences in Annual Performance Review ratings between different types of educators.

In the McNeese State University Faculty Senate

*September 07, 2016*

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**MOTION**

**Whereas**, McNeese State University faculty are subject to annual performance reviews to establish merit rankings, and

**Whereas**, existing mechanisms for point distribution can produce significant imbalances between faculty who primarily teach (e.g., instructors) and those who engage in research and publication (e.g., assistant/associate/full professors), and

**Whereas**, this imbalance can be perpetuated by existing APR mechanisms, which can create a system of chronic undervaluation of non-research/non-publishing faculty,

Now, therefore, be it moved by the McNeese State University Faculty Senate, that

1. An ad hoc committee be formed to explore mechanisms allowing for greater parity in the APR process, and
2. This committee be co-chaired by two faculty members:
  - a. One of whom shall be a faculty member with a non-terminal Master-level degree to represent instructors, and
  - b. One of whom shall be a faculty member with a PhD or equivalent terminal degree to represent assistant, associate, and full professors.