

!"#\$%&'()*+,-./:;<=>?@A B C D E F G H I J K L M N O P Q R S T U V W X Y Z [\] ^ _ ` { | } ~ ¡ ¢ £ ¤ ¥ ¦ § ¨ © ª « ¬ ® ¯ ° ± ² ³ ´ µ ¶ · ¸ ¹ º » ¼ ½ ¾ ¿

!6789:;<'=-,%'4/2'/35';,/%3%3>'

!9?@; AB'4BA4A!C?D'=A;CA?<'@3%/7,+E3'

!9?@; AB!9: A?F?D'=A;CA?<'

O1-\$1 *'G&(%')-0&%+3'/1+3-'E%1'#-',-0+,5-5'%3'&(-'\$%3''&-)H<'

The Faculty Senate strongly recommends that the Administration discontinue the policy of denying faculty merit pay for non-completion of training "3&%&(-'./0''1&2'!-3/&-'(/)'/ \$11-' +1 | +,&'3%2'&+' , -J%-EK'5%0''))K'/35'\$/L-',-0+\$ \$-35/&%+3)',->/,5%3>',-M''% -5'&,/%3%3>

" * -/\$/4" -, 5)\$O4" /-3)

?->/&%J-<'

C*%3'8"12'+*OPOTK'. /0"1&2'E-, '-%\$ /0&-5'#2'&(-'3-E'I, /0&%D-'-3/0&-5'%3!" \$ \$-, 'OPOT', ->/, 5%3>'&(-'
=-, %'4/2'+*'. /0"1&2'K'&(-'3'5%)0+3&%3" /&%+3', '0(/3>-)'3'&(%)'I, /0&%D-'\$/2'#-'0+\$ I1%0/&-5N'

4+) %&%J-<'

; (-'@5\$ %3%)&, /&%+3'E%1'0+3)%5-, '. /0"1&2%'3I "'&*+, '/0(/3>-'%3'1, /0&%D-'&(/&'%\$ I /0&-5*' /0"1&2'E+, L1+/5K'
I /2K' /35'-J/1" /&%+3' /35'&(/&)--\$-5'&'+ I I +)-'X&(-' [+%D-'+'&(-'. /0"1&2NY". /0"1&2%'3I "'&'\$/2'I, '+5"0-'
#-&&-,'+ I &%+3)', ->/, 5%3>'\$/35/&+, 2'&, /%3%3>N'

C)'&(%)' /', -0+\$ \$-35/&%+3'&+'&(-'4, +J+)&\''V-)]] ^]]' ?+]]]]]'
C)'&(%)' /', -0+\$ \$-35/&%+3'&+')+\$-+3-'-1)-\'?'+]]]]]' V-)'K'+]]]]]]]]]]]]]]]]]]]]]]]]]]]]]]]]'

[A; 9<'?" \$ #-, '+*! -3/&+,)'4, -)-3&<' =+&%+3'4/)))-)'+, '. /%)<'

6!789); ; <=>?7@AB)CAD7?8; EC7A3)

..?78)EF9)G)O; H)I J)I)I)8)CA@E9K)7D)EF9). !3)

; (-'\$+&%+3'#2! -3/&+, '=/, &%3' /35')-0+35-5'#2! -3/&+, '_+3>R` (%-K'XB-)+1J-5K'&(/&K'#->%33%3>%3'
'>')&'OPOOK' /)'%3>1-'0(-0L'#+Z'&+'%35%0/&-0+\$ I1-&%+3'+, '3+3R0+\$ I1-&%+3'+* /11', -M"% -5'&, /%3%3>)'(/11'
#-' /55-5'&+'. /0"1&2'-J/1" /&%+3'+, \$)'/35'&+'. /0"1&2'_##, /, %/3'-J/1" /&%+3'+, \$)N'7-'%K'"" , &(-, ', -)+1J-5'
&(/&K'#->%33%3>%3'@>")&'OPOOK'PMWa') (/11'#-')"#&, /0&-5'*, +\$&(-'\$-, %', /%) -'I -, 0-3&/>- 'G*+, '-Z/\$ I1-K' /'
\$-, %', /%) -'+*0a'E+"15'#-', -5"0-5'&+'bMWaH'+* /32'. /0"1&2%'301" 5%3>'. /0"1&2'_##, /, %/3)'K'E (+ '5+'3+&
0+\$ I1-&- /11', -M"% -5'&, /%3%3>)'5"', %3>'&(-'\$-, %'I -, %5'#'"&'E(+ /, '-+&(-, E%) -'\$-, %+, %+)YK'* /% -5'&+'
I /))'E%('P'2-) 'J+&-) /35'b0'3+'J+&-)N''

..?78)EF9)98; C)K9AE)D?78)EF9)M@8; A)' 9K7@?<9K); <<7@AE)7A)I J)2@A9)I J)I N)O(CE)EF9)K@: P9<E)Q! &). (I J)I R)
!; L; ?H)S@CB9)CA9KT)

: +\$ I1-&%3> /11'/))%3-5'\$ /35/&+, 2'&, /%3%3>K'%301" 5%3>'c4, -J-3&%3>'U/, /))\$ -3&/35'F%0, %\$ %3/&%+3Kc'%'
, -M"% -5'*, /'3'-\$ I1+2--&+'#-'-1%-##1-'*+,')/1, 2'\$-, %'%30, -/)-)N'C"/3'-\$ I1+2--5%3'3+&'0+\$ I1-&-'
&(%)'&, /%3%3>#-'*+, -'&(-'Z&-35-5'5-/51%3-'G8"3-'bdHK'&(-'2'E%1'3+&#-'-1%-##1-'&+', -0-%J-'
'/32'\$-, %'%30, -/)-)'I, +J%5-5'&+'!&/&-+'* =, 21/35'-\$ I1+2--)'*+, '*%0/1'2-/,'OPOWN'