FRANK BATTEN SCHOOL OF LEADERSHIP AND PUBLIC POLICY
FACULTY BONUS SYSTEM

Date: Revised March 2024[1]	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.

All faculty bonus policies of the Batten School will be consistent with those established by the University of Virginia. 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	$9,999

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[1] Corrected March 2026 to bring into alignment with university policy: deans may award bonuses up to a maximum of $9,999.