2-13-08 0708-20 FDC resolution #1: Merit score and workload

WHEREAS the Faculty Development Committee has been charged with examining merit procedures across the University and to consider the extent to which unit-based practices should be standardized; AND

WHEREAS, while there are arguments for local control, certain principles and practices should be common to all units;

THEREFORE BE IT RESOLVED That the following be implemented by academic units in time for the spring 2009 raise pool and be adopted for addition to the Faculty Handbook:

• • • •

Assessments pertaining to merit shall reflect individual faculty workloads, which in turn should be arranged consistent with the University workload policy.

(a) Units vary considerably in terms of progress toward developing an approved workload policy. Units shall finalize their workload policies so as to rationalize their merit processes.

(b) Merit reviews shall separately assess teaching, research/scholarship, and service, and combine the assessments into an overall weighted outcome/score based on the individualized workload.

(31-0-0)

Action by the President: Approved 4/30/08; BOT appr not needed per VL

3-26-08 0708-21 FDC resolution #2: merit raise appeals process

WHEREAS...

Units must have a clearly defined and timely appeals process in place. Faculty shall be informed of the outcome of their assessment and related merit score (though not the merit raise itself) at least one week prior to the point when unit recommendations are submitted to the next level for further review.

(26-0-1)

Action by the President: Approved 4/30/08; BOT appr not needed per VL

0708-22 FDC resolution #3: faculty access to merit scores

WHEREAS...

All faculty members in a unit shall be advised of the average and range of merit scores in teaching, research/scholarship, and service as well as the weighted combination of the three performance areas.
Action by the President: Approved 4/30/08; BOT appr not needed per VL

0708-23 FDC resolution #4: timely feedback on merit review outcome

WHEREAS ... 

All faculty shall be given specific and timely written feedback by their evaluators in regard to the outcomes of their merit review that goes beyond merely providing a score. Feedback shall be consistent with an individual’s workload priorities. At minimum, the feedback shall provide the basis for the merit scores in the areas of teaching, research/scholarship, and service, as appropriate to each person’s workload. In addition, any area(s) of relative weakness shall be coupled with recommendations for improving performance in that area. Units are also encouraged to consider the implementation of feedback meetings with individual faculty for the purpose of clarifying the basis of the merit scores and the recommendations.

Action by the President: Approved 4/30/08; BOT appr not needed per VL

4-9-08 0708-24 FDC resolution #5: timing of evaluations for merit

WHEREAS... 

Evaluations for Merit shall be performed early in the spring semester, with the assessment covering the previous calendar year.

Action by the President: Approved 4/30/08; BOT appr not needed per VL