

Merit Task Force Update, April 22, 2022

**The Task Force has made several recommendations regarding changes to the Merit Process for the current year, to which the Provost's Office is favorably disposed:**

- 1) Distribute outstanding merit from past two years.
- 2) Raise annual merit budget significantly.
  - a. Tie the amount to some dynamic budget metric responsive to the budget (some percentage of total revenue, say).
  - b. Distribute some of the money proportionately to each college based on its relative number of merit-eligible faculty but reserve an amount to go wherever meritorious work is happening. This should address the problem of faculty in small colleges or competitive departments being shut out of merit by very productive colleagues.
- 3) Improve messaging about the process to increase participation.
- 4) This year (AY 21-22), faculty in departments and/or colleges that have opted out of the process by not creating a rubric or committees, can submit a 1-2 page application to the Provost's Office.

**The Task Force is also considering recommendations for longer term changes to improve the process along the following general lines:**

- 1) A new merit process, based on the tenure and promotion process.
  - a. Faculty submit applications for merit to merit-eligible faculty in their departments for review and votes for/against merit.
    - i. Departments vote Y/N for merit rather than using rubrics
    - ii. Merit is not based on one year of work, but on cumulative work done since the last successful merit award. Departments should weigh the quality and quantity of achievements consistently with the standards set in their Departmental Guidelines for R&T.
    - iii. Applications for candidates who receive a majority vote for merit from the merit-eligible faculty in their departments go to the College Rank and Tenure Committee.
  - b. The College Rank and Tenure Committee ranks its recommended candidates for merit from among those applications promoted by the departments.
  - c. The Dean attests to the validity of the process and optionally provides additional detail on exceptional candidates and shares these (and the Committee's recommendations) with the Office of the Provost.
- 2) Eliminate separate system for chairperson merit.
  - a. Chairpersons can apply for faculty merit based on their work as faculty.
  - b. Deans will be advised to review chair compensation across the University to ensure that it proportionately addresses the total departmental credit hours, majors, courses taught, advising load, faculty hires/volume, etc.

Respectfully submitted,

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