

Merit Task Force Update, May 20, 2022

The Merit Task Force met on May 3. In general, the Committee discussed further some potential long-term changes in the Merit Process, based on the tenure and promotion process. The general outlines of that proposal, in relevant part, are as follows, although they are still subject to discussion:

- 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 are passed on to a second, college-wide Committee. In light of comments at the last Senate meeting, the Merit Committee has decided that this function should not be served by the College Rank and Tenure Committee and is considering alternatives.
 - iv. The Merit Committee is also considering mechanisms to avoid the appearance of conflicts of interest on the various committees.
- b. The College 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.

Respectfully submitted,

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