

November 1, 2014

Section II – XV (Salary Increases & Merit Awards) – B. (Procedure for Triennial Merit) - 1

The current language is incorrect and was replaced with the current practice that is consistent with the current faculty-approved merit policy.

Current language:

One third of the faculty will be evaluated each year for triennial merit. The group of faculty evaluated will be determined by random assignment to a group that ensure the number of faculty in each group is the same.

New Language:

Approximately one-third of the faculty is evaluated each year for triennial merit. New faculty members subject to merit review enter the cohort that is evaluated in the fourth year of the faculty member's tenure-track or lecturer appointment. Years of service as a visitor do not count towards merit evaluation. Leaves of absence do not alter cohort assignment or review schedule. The merit system permits rebalancing of the merit cohorts. If this is done, the Faculty Compensation Committee's recommendation for the rebalancing process will be sought.