

A motion to adopt modifications to the merit policy was approved by a vote of the General Faculty on April 21, 2015

FRB PROPOSAL REGARDING MODIFICATIONS TO MERIT POLICY

I. Rationale for Merit Policy Revision

Members of the Faculty Review Board wish to address the following two problems with the Merit System as instituted in 2006:

A. Under our current system, insignificant differences in accomplishments near boundaries between ratings yield meaningful differences in recognition and salary increments.

B. Under our current system, significant differences in accomplishment between the upper and lower regions of the "commendable" category yield no differences in recognition or salary increments.

A system with more recognition levels diminishes the ramifications of being placed on either side of a boundary line, and acknowledges differences in accomplishment within the large "commendable" category that currently go unacknowledged.

II. Consultation with Compensation Committee

The Compensation Committee has reviewed the modification presented in Section III below, and expects that:

A. The modification would be financially neutral, such that it would yield the same amount of overall funds directed toward "additional" (i.e. triennial) merit for the faculty as a whole.

B. The modification would not cause distortions in salary distributions over time.

III. Modification to Merit Policy

We propose modifying Section III of the Merit System Proposal as adopted by the Faculty on September 20, 2006 so that it reads as follows (**emphasized** text reflects changes from the [2006 text](#)). The new rating system would begin during 2015-2016 academic year reviews.

"This system would assign separate ratings for teaching, research and service. The FRB will recommend a **rating in one of five tiers** for each faculty member in each category. These ratings would be reported on salary letters (e.g., "Your merit award is based on an FRB rating of **Tier 1** in teaching and **Tier 3** in research and service.") We anticipate that a typical distribution of ratings would be roughly **25% in the highest-rated tier (Tier 1), roughly 15% in Tier 2, roughly 40% in Tier 3, roughly 15% in Tier 4, and roughly 0% through 10% in Tier 5. Based on the distribution of ratings actually provided by the FRB, the Compensation Committee will make a recommendation to the Faculty Executive Committee on the minimum ratings necessary to receive any "additional" (i.e. triennial) merit.** Academically-oriented activities with students outside the classroom would be classified as teaching. Service awards would be assigned half the monetary value of teaching and research awards. Service activities would include, but are not limited to, administrative and committee work."

IV. Remarks on Implementation

We expect that the salary increment associated with an "Exceptional" rating under the current system would carry over to a "Tier 1" rating under the new system, that the salary increment associated with a "Commendable" rating under the current system would carry over to a "Tier 3" rating under the new system, and that the salary increment associated with a "Developing" rating under the current system would carry over

to a "Tier 5" rating under the new system. Tier 4 ratings would yield a salary increment between those of Tier 3 and Tier 5, while Tier 2 ratings would yield a salary increment between those of Tier 1 and Tier 3.

A motion to adopt modification to the merit procedure was approved by a vote of the General Faculty
on April 21, 2015

FRB PROPOSAL REGARDING MODIFICATION TO MERIT PROCEDURE

I. Rationale for Merit Procedure Revision

Under our current system, chairs and directors are asked to recommend ratings for department colleagues, which can be difficult for chairs in the absence of information about the faculty as a whole. The FRB places more weight on the chair's narrative evaluation, which provides the departmental and field-specific context that the FRB seeks and values, than on the recommended rating.

II. Modification to Merit Procedure

We propose that the FRB revise the triennial merit form to remove the requirement that chairs recommend a merit rating apart from their narrative evaluation. Faculty members will still be encouraged to comment on the chair's narrative evaluation.

This modification will be reflected on the triennial merit form used for reviews beginning in the 2015-2016 academic year.