

To: Faculty Executive Committee
From: Faculty Review Board
Date: 3/09/16
Re: Revision to triennial merit policy for junior faculty

Please consider the language in section IV, point 4 of the document “TRIENNIAL MERIT PROPOSAL ACCEPTED BY FACULTY – FALL 2006,” and our proposed modifications below. The FRB requests that the FEC forward this proposed change to the general faculty for consideration and vote.

Current language:

Junior faculty will be included in the merit pool – the first review will occur in their fourth year (after the reappointment review) and the second will occur after the tenure review. The first review will cover years 2 and 3.

Proposed language (to appear in FRB policy documents and the TMR form):

Junior faculty will be included in the merit pool. The first review will occur in their fourth year of tenure-track service to the college and will cover years 1, 2, and 3, but teaching evaluations (numerical data and student comments) from year 1 will be omitted from the Evaluation Tables and the Reviewer’s Comments. Information on other teaching activities during year 1 – courses taught, new courses developed, theses advised, mentoring, e.g. – will be included. Scholarship and service activities from all three years will be considered. The second merit review will occur in the seventh year.

Rationale:

- The proposed language clarifies that prior non-tenure-track service to the college does not count toward merit in a tenure-track position. This is consistent with current practice. The rationale is that visiting faculty are not eligible for merit and that lecturers are not evaluated on scholarship for merit.
- The new policy would include most information regarding faculty activities, such as publications and service, during their first year at Union College. Disregarding this information may put junior faculty at a disadvantage for merit awards.
- In the proposed language, teaching evaluations from the first year are excluded from the merit evaluation, since some faculty members experience an adjustment period when first teaching at Union. Information on other teaching activities during year 1 would be included. However, faculty members will have the option to comment on their evaluations from year 1, if desired. This will be stated in the instructions on future merit forms.
- The references in the current policy to reappointment and tenure reviews presume that all junior faculty are on the standard tenure clock. As this is not the case, these references are removed in the proposed language.