

At the November 5, 2024 Faculty Senate Meeting, the following resolution was put forth by the Administrative Affairs Committee. Following a robust discussion, it was adopted with 35 Senators voting in favor and 1 Senator abstaining.

Whereas, the Faculty Senate has learned through its research and outreach that (a) the University's approach to annual faculty salary increases is based on merit and is designed to incentivize and recognize faculty members' efforts in research, teaching, and/or service by rewarding specific forms of achievement with higher compensation; (b) there exists considerable variation across different units of the University and different types of faculty positions in the criteria and processes used to conduct annual faculty evaluations and to award merit increases; (c) there exists confusion on the part of many faculty members about the specific criteria on which their annual merit increases are based and about what signals past annual merit increases were meant to send; and that (d) many faculty members have concerns about transparency and equity in the way that merit increase decisions are made;

Therefore, be it resolved: that the Faculty Senate expresses its view that greater communication to faculty members about the criteria on which annual merit increases are based is needed to ensure that merit increases serve their intended purposes and do so equitably, and that the Faculty Senate therefore respectfully requests that the Provost's Office (i) requires all administrators who determine faculty merit increases (such as Deans, Department Chairs, and/or Institute/Center Directors, as relevant) to clarify to faculty members in advance which specific criteria will be used in conducting annual evaluations for merit increases; (ii) requires all administrators who determine faculty merit increases (such as Deans, Department Chairs, and/or Institute/Center Directors, as relevant) to communicate briefly in writing to individual faculty members how those criteria were applied in determining their merit increases; (iii) communicate, on an annual basis, the normal band for merit increase (i.e., minimum without special justification, maximum without special justification); (iv) require that any faculty members who receive merit increases falling below the normal band be provided with more detailed written feedback and the opportunity to meet with the Department Chair and/or Dean and/or Institute/Center Director (as relevant).