

From: University Faculty Affairs Committee
To: UFC
Date: October 11, 2018

Dean Mellinger has asked UFAC to look into whether UMW's merit pay process could be simplified in the seemingly permanent absence of merit pay. Our committee agrees that simplification is a good idea. Before writing a motion with new *Handbook* language, we would appreciate getting feedback from the UFC on the general principles we propose to adopt:

- 1) Replace the current 0-3 merit pay rating system with a simple "satisfactory / unsatisfactory" in teaching, professional development, and service. (No overall rating.) Annual Performance Reviews rather than numbers would provide robust guidance to faculty members who have not yet attained their final promotion.
- 2) If merit pay ever becomes available again, give full merit pay to faculty who receive three satisfactory ratings that year, reduced merit pay to faculty who receive one or more unsatisfactory ratings, and no merit pay to faculty who receive all unsatisfactory ratings.
- 3) Allow faculty on sabbatical or leave to choose: take the rating from last year or be rated this year.
- 4) Adjust the section on unsatisfactory performance (6.9) so that an "unsatisfactory" rating in any of the three areas triggers a development plan, and three consecutive years with an "unsatisfactory" rating in any area triggers post-tenure review.
- 5) Abandon the weighting form, which exists only for merit pay purposes.
- 6) Accept the reality that there is no equitable way to make up for a decade of missed merit pay, so delete the reference to averaging over time from the *Handbook* (6.2.5).
- 7) Keep the role of Deans and the Provost unchanged (they check for equity across departments but don't otherwise alter merit pay ratings).