

Faculty Affairs Committee Motion – Proposal 1

RE Faculty Annual Reviews

The Faculty Affairs Committee proposes the following motion for adoption by the Faculty Assembly:

The Faculty Assembly of the School of Liberal Arts recommends to the Dean that the annual faculty evaluation scale be simplified from the current five cardinal categories to three ordinal categories:

- Outstanding
- Meets Departmental Expectations
- Unsatisfactory

In practice this would mean:

- Three evaluation categories are the required minimum. Department chairs could still choose to use additional categories.
- Research, Teaching, and Service are evaluated independently, according to faculty appointment.
- There is no overall, averaged score.
- “Meets Departmental Expectations” would be the broadest category. In the context of promotion and tenure policies “Departmental Expectations” includes the categories of “excellent” and “satisfactory.”
- “Outstanding” would apply only to the most distinguished achievements in research, teaching, or service.
- Additional comments by the chair could be added.

Rationale for the Change:

- The Committee believes that hair-splitting evaluations, averaged and with many categories, exceed the precision of the data available on faculty. Such distinctions are misleading and can be demoralizing.

~~~~~

Faculty Affairs Committee Motion – Proposal 2

**RE Merit Pay**

The Faculty Affairs Committee proposes the following motion for adoption by the Faculty Assembly:

The Faculty Assembly of the School of Liberal Arts recommends to the dean:

That the annual merit pay funds be divided into two parts of fixed size, one to be distributed equally among faculty who meet departmental expectations, and one allocated to allow each Chair to reward outstanding performance at the chair's discretion.

In Practice this would mean:

- At the beginning of each calendar year, the relative size of the two parts needs to be determined by the departmental faculty.

Rationale for the Change:

- The current policy makes salary allocation in a department a zero-sum game. The only way to give one department member a larger increase is to make everyone else's increases smaller. So everyone else gains when someone had a bad year and everyone else loses when someone had a successful one. The new policy would draw extraordinary merit increases from a separate allocation.