

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Mariann Hyland, Assistant Vice Provost, OPAA
Policy Title/# (if applicable):	UO Policy 02.01.03: Faculty Merit Increase Factors
Submitted on Behalf Of:	Office of the Provost and Academic Affairs
Responsible Executive Officer:	Office of the Provost and Academic Affairs

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Kevin Reed

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

1. UO Policy 02.01.03: Faculty Merit Increase Factors:
<http://policies.uoregon.edu/policy/by/1/0201-personnel/faculty-merit-increase-factors>.

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

CBA Article 26: https://academicaffairs.uoregon.edu/sites/academicaffairs2.uoregon.edu/files/2015-2018_cba_final_linked.pdf; Provost Merit Raise Policy Guidelines:
<http://academicaffairs.uoregon.edu/content/merit-raise-policy-guidelines>.

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

This policy is being revised to align with Provost guidelines and norms established for faculty related to the CBA.

AFFECTED PARTIES

Who is impacted by this change, and how?

Unrepresented faculty

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
Ron Bramhall & Chuck Triplett	OPAA	April 2017
Doug Blandy, Susan Anderson, Brad Shelton, Ken Doxsee	OPAA	April 2017
Bill Brady, Sonia Potter	HR	May 2017
Scott Coltrane	Provost	May 2017

Reason for Policy

To provide faculty members complete information about evaluation factors considered when merit increases are authorized.

Entities Affected by this Policy

Web Site Address for this Policy

<http://policies.uoregon.edu/policy/by/1/0201-personnel/faculty-merit-increase-factors>

Responsible Office

Office of the Senior Vice President and Provost: 541-346-3186, provost@uoregon.edu

Enactment & Revision History

02/08/2010 Policy number revised from 3.120 to 02.01.03
Issued by President Miles Brand 1/31/1986

Policy

The University of Oregon shall advise its faculty of factors to be considered in awarding merit increases.

Procedures:

All departments and units must have merit raise policies consistent with provost guidelines governing how available merit pool money will be distributed to eligible faculty members who meet or exceed expectations for teaching; research, scholarship, and creative activities; and service. Department and unit merit raise policies must be approved by the provost or designee.

When merit salary increases to faculty members are authorized by the Oregon State Board of Higher Education, the President shall write to all faculty members informing them of the general factors to be considered in awarding the merit increases. The deans/directors shall, in turn, write to their faculty members concerning the particulars of the review and evaluation process that will be undertaken and the evaluation criteria to be used by departmental committees (if appropriate), the department/unit head, or program/institute director, and

~~dean/director in arriving at decisions regarding recommended merit salary increases. The recommendations of merit increases shall be transmitted to the appropriate Vice President(s) for final review prior to assigning the increases to individual faculty members.~~

If a faculty member believes that the announced evaluation procedures or criteria for determining merit increases do not adequately take into account the full range of professional activities that comprise that faculty member's performance, the faculty member may consult with the department/unit head or dean/director to seek clarification and/or resolution of the faculty member's concerns. If not satisfied with the results of this discussion, the faculty member may seek further clarification and/or resolution from the Provost Vice President, or designee to whom the dean/director is responsible or invoke the applicable grievance procedures. ~~Final determination of any change in the evaluation procedures or criteria or of any change in the amount of the assigned merit increase shall be the responsibility of the dean/director with the approval of the Vice President.~~

Related Resources

NA