

AAUP Contract Proposal

Proposal Title: Faculty Merit Pay Proposal (4-16-2026) (Revised 5-6-26 and 6-29-26)

Relevant CBA Article / Section: Article 8

1. Summary of Proposal

To establish a faculty merit pay policy to recognize and reward meritorious work by faculty members.

2. Proposed Contract Language (Redline)

ARTICLE 8 (COMPENSATION)

8.1 Percentage Increases.

(last sentence of 8.1) In addition to the general percentage increases described above, a 1.0% increase pool shall be allocated according to merit as described in Article 8.18 of this Article.

Add New Section 8.18 – Merit Pay

8.18(a) Establishment of Merit Pool

Beginning in academic year 2027-28, the University shall establish an annual merit pay pool for full-time members of the bargaining unit. Each department's annual merit pool shall equal the merit percentage in Article 8.1 for all full-time faculty members in the Department. The Chair shall distribute the entire merit pool consistent with the evaluation procedures.

Merit pay awarded under this Article shall be in addition to, and shall not substitute for, the salary increases provided under Article 8.2.

8.18(b) Relationship to Evaluation Procedures

Merit pay determinations shall be based on the annual evaluation process conducted pursuant to Article 5.6 and applicable provisions of the Faculty Statutes (FS) and Faculty Policy Series (FPS).

No merit pay determination shall be made except on the basis of materials and

evaluations properly included in the faculty member's personnel record consistent with Article 5 procedures.

8.18(c) Workload-Based Evaluation

Merit pay assessments shall be made in a manner consistent with the faculty member's assigned workload distribution, including teaching, scholarship, and service. Each faculty member shall be evaluated in proportion to their assigned responsibilities.

8.18(d) Criteria for Merit

Merit pay shall be awarded on the basis of demonstrated performance in the areas weighted by their assigned workload:

1. Teaching effectiveness, including but not limited to course and teacher ratings, peer observations, and instructional contributions;
2. Research, Scholarship, Creative Activities and/or professional achievement;
3. Service to the department, School, University, profession, or community.

Each faculty member must complete the annual evaluation to be eligible to receive merit pay.

All criteria shall be interpreted in a manner consistent with departmental standards established pursuant to Article 5.3.

8.18(e) Merit Review Process

Following completion of the annual evaluation under Article 5.6, the Chair will meet with each faculty member to review the annual evaluation and discuss performance relative to assigned workload.

The faculty member shall have the opportunity to provide additional context regarding accomplishments and workload.

The meeting will include retrospective and prospective discussions. Retrospective is the annual evaluation based on the prior year's efforts. A prospective conversation will establish the faculty member's workload for the upcoming year.

The chair shall determine a merit pay recommendation based on the evaluation record with final review and approval by the dean.

A merit scoring system/rubric shall be used which ensures the faculty member is evaluated in each category, weighted by their workload and based on departmental

standards. Merit pay increases shall be consistent with the faculty member's performance during the previous year.

Each faculty member shall receive written notification of their merit determination from the chair, which shall include: the merit rating assigned based on an established rubric; and a brief explanation referencing evaluation criteria and workload alignment. Such notification shall be provided within two weeks of the end of the faculty evaluation period.

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8.18(f) Merit Categories and Allocation

Merit pay increases shall be consistent with the faculty member's performance during the previous year.

A merit scoring system shall be used which ensures the faculty member is evaluated in each category, weighted by their workload and based on departmental standards.

8.18(g) Written Notification

Timeline

March 15th Faculty submit their annual appraisal and next year's workload is established/confirmed

March 15th - April 15th Faculty-chair appraisal meetings

By June 1st Merit decisions are communicated to faculty member

Sept 1st Merit salary increase take effect (reflected in 9/15 paycheck)

8.18(h) Transparency

The Administration shall provide the AAUP with aggregate data regarding the distribution of merit pay, consistent with Article 21.2.

8.18(i) Preservation of Existing Rights

Nothing in this Article shall modify:

- Departmental authority over standards (Article 5.3);
- Evaluation procedures (Article 5.6);
- Existing salary provisions (Article 8).