

Charge

The President and the Senate request that the Faculty Merit Pay Taskforce review the implementation of the existing faculty merit review process and consider whether or not changes to the Merit Review Policy are warranted. The current policy can be found at:

<http://president.umd.edu/policies/docs/vii-400a.pdf>.

Specifically, we would like the taskforce to:

1. Survey a sufficient number of University academic units on their existing processes;
2. Identify differences in the ways in which the academic units handle their reviews;
3. Identify issues that arise in the policy's implementation, possible solutions and best practices; and
4. If warranted, suggest changes to the policy to address identified concerns and facilitate future implementation that is consistent with the policy's main tenets.

For your reference, we have attached a copy of an article in the Faculty Voice by Faculty Ombudsperson, Lee Preston entitled, "Faculty Merit Pay: Problems and Prospects".

We ask that you submit your report and recommendations to the Senate Office no later than April 2, 2010 and request an intermediate report of preliminary findings from the survey effort when available. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.