




University Senate CHARGE

Date:	September 8, 2009
To:	Eric Kasischke Chair, Faculty Affairs Committee
From:	Elise Miller-Hooks Chair, University Senate 
Subject:	Review of the Faculty Merit Review Process
Senate Document #:	09-10-04
Deadline:	March 8, 2010

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee 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 committee 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 March 8, 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.