

ARTICLE 25

MERIT

Merit is for the recognition of noteworthy contributions to one's department, school, campus or college, the University and or professional discipline through the traditional avenues of teaching, research and service. It is also the most consistent means for moving beyond the cost-of-living increase traditionally recognized through the satisfactory performance increase provision. It is recognized that conditions vary within and among departments in terms of individual expectations, and it is agreed that awards at the various levels are designed to recognize individual achievement.

25.1 This article does NOT refer to ~~the determination of merit awards for Research Assistants or Research Associates paid from grant funds or contracts or to members of the bargaining unit employed in the division of Athletics. Bargaining unit members in the Division of Athletics shall have the procedures and process for merit laid out in Article 37 of this CBA.~~

25.2 The merit pool shall be distributed according to the procedures outlined below:

A. ~~The merit pool shall be divided between the Provost and leadership of other units or divisions in which members of the bargaining unit are employed.~~ The Provost shall establish a contingency fund ~~from their allocation of the merit pool~~ and shall distribute the remainder of the merit pool at ~~his/her~~ their discretion among the Deans of the schools and colleges and to leadership for units with reporting lines outside of a school or college.

B. The Dean of a school or college shall establish a contingency fund from the merit pool allotted to ~~his/her~~ their school or college by the Provost. The remainder of the merit pool, excluding an amount for department heads' merit and an amount for bargaining unit members not affiliated with an academic department, shall be distributed at the discretion of the Dean among the departments. The Dean shall reserve an amount from the departments' merit pool equal to the merit associated with the department heads' payroll and the payroll of bargaining unit members not affiliated with an academic department. Prior to the beginning of the academic year, the Dean will publish ~~his/her~~ their merit criteria to faculty and for Department Heads within ~~his/her~~ their school.

C. The total amount of the contingency funds of both the Provost and the Deans shall not exceed 30% of the merit pool ~~allocated to the Provost.~~

D. Consistent with the procedures outlined in Article 30, in departmentalized schools each department may establish, by a majority vote, the criteria and also may establish priorities or the appropriate weighting of such criteria, that will be used to determine the departmental merit recommendations, ~~including for any possible merit for the department Head.~~ In non-departmentalized schools equivalent arrangements shall be established by Deans and faculty members. By means of a procedure approved

by a majority of the faculty, departments (and their equivalents in non-departmentalized schools) may establish advisory committees for making recommendations for merit awards to the Department Head. Such committees may also present merit evaluations without mention of a dollar amount to the Dean for his/her their consideration in determining the Department Head's merit award. In the event a department decides to permit the Department Head to establish the criteria and the appropriate weighting for merit recommendations, the Department Head shall inform all faculty members in writing of such criteria no later than two months prior to the commencement of the academic year for which merit recommendations will be made.

E. In determining the merit awards for Department Heads, Deans shall consider any department merit criteria for eligible faculty in evaluating the Department Head's contributions in discipline specific areas. Consistent with the procedures outlined in Article 30, Department Heads in departmentalized schools may establish, by a majority vote, the criteria and also may establish priorities or the appropriate weighting of such criteria, that will be used to determine the Departmental Head's merit. In non-departmentalized schools, Deans and Directors shall establish equivalent arrangements for Directors.

F. Department Heads shall take departmental committee recommendations into consideration when making their own merit recommendations. In concert with the PTR and P&R requirements identified in the By-Laws, merit criteria shall include instructional, scholarly, service, and outreach excellence as appropriate.

G. Prior to the Department Head making a recommendation to the Dean, the Department Head shall inform each bargaining unit member of the merit recommendation for that bargaining unit member. A bargaining unit member has seven (7) calendar days from receipt of the Department Head's recommendation to request a meeting with his/her the Department Head to discuss his/her their merit recommendation. The Department Head shall inform each bargaining unit member when their merit recommendation is submitted to the Dean. The bargaining unit member has fourteen (14) calendar days from the time of the Department Head's submission to the Dean to discuss the Department Head's recommendation with the Dean.

H. On forms provided by the Provost, Department Heads shall forward their merit recommendations for members of their departments, other than themselves, along with recommendations of the advisory committee, to the Dean of the school or college. If a merit award is recommended, it shall be no less than \$500.

I. ~~A bargaining unit member may request from his/her their Department Head information regarding his/her their own departmental merit recommendation(s) at any time after such information is transmitted to the Dean.~~

J. Prior to the Dean making a recommendation to the Provost, the Dean shall inform each department head or other bargaining unit member not affiliated with an academic department of any their merit recommendation if it differs from the department head's recommendation.

K. ~~A Department Head or bargaining unit member not affiliated with an academic department, or Director of non-departmental schools, may have seven (7) calendar days from receipt of the Dean's recommendation to request a meeting with his/her the Dean to discuss his/her their merit recommendation. The department head shall have 14 days from the time the Dean submits his/her recommendation to the Provost to discuss the Deans recommendation with the Provost.~~

L. ~~Department Heads shall inform each member of the department of his/her their merit recommendation at the same time such recommendation is submitted to the Dean of the appropriate school or college. A faculty member has fourteen (14) calendar days from the time of the Department Head's submission to the Dean to discuss the Department Head's recommendation with the Dean.~~

M. The Dean shall review the recommendations of the Department Head and the departmental advisory committee, if any. The Dean shall forward his/her their own recommendations to the Provost together with the recommendations of the Department Head and the departmental advisory committee, if any.

N. Within two weeks of making his/her their recommendations to the Provost, the office of the Dean shall compile and make available to the departments ~~and Department Heads or Directors~~, an abstract of merit awards recommendations. Similarly, the Dean shall compile and make available to department heads an abstract of merit awards recommendations for the department heads. Such an abstract will give the number of people receiving a given range of award within the school and/or no award. ~~A Department Head or bargaining unit member not affiliated with an academic department has seven (7) calendar days from receipt of the Dean's recommendation to request a meeting with the Provost to discuss their merit recommendation.~~

O. Departments and interdisciplinary units employing jointly appointed ~~faculty~~ bargaining unit members shall agree upon a merit process for such faculty. The ~~tenure~~ home department ~~may~~ shall administer the merit award process and use its own merit criteria. The department will treat contributions towards interdisciplinary scholarship and creative work, the teaching of courses for the ~~tenure~~ home and interdisciplinary unit, and service to the department and interdisciplinary unit according to criteria determined by the department and interdisciplinary unit. The Directors of Institutes and other interdisciplinary units shall advise the ~~tenure~~ home department and department heads of the faculty member's performance in his/her their interdisciplinary field, including the significance of the faculty member's publications within interdisciplinary fields. A designee of the Provost shall establish merit procedures for Institute and Center Directors, and notify them of said procedures at the time of appointment.

25.3 The University will provide UConn-AAUP a list of merit awards by fund and by individual on or before October 1 of the year in which it was awarded.

25.4 Merit awards shall be communicated to the bargaining unit member via

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the University email system ~~no later than August 15 of the relevant fiscal year~~ prior to the increase appearing in their paycheck.

25.5 Judgments and decisions of the Provost which result in decrease of more than 35% in the Department Head's recommendations or the Dean's recommendation for department heads are subject to the grievance procedure described below only where there is evidence alleging that the decrease was arbitrary or capricious.

25.6 Merit Grievance Panel

A. For the purpose of hearing merit grievances, an internal merit grievance panel shall be convened made up of one member of the administration chosen by the Provost, one member of the bargaining unit chosen by UConn-AAUP, and a neutral party chosen by the first two individuals. The panel may either uphold or dismiss the grievance. In a case where the panel upholds the grievance, it shall recommend an appropriate merit award; however, in no case shall the panel award more than what the Department Head had originally proposed. The decision of the panel is final and is not grievable or arbitrable. Grievances on merit must be presented to the ~~administrator~~ University Official in charge of collective bargaining within fourteen (14) calendar days of the receipt of the Provost's letter notifying the employee of his/her their merit awards.

~~B. This merit grievance panel shall only be used for grievances pursuant to Article 25.5.~~

[Numbering in this article will be corrected if paragraphs are added or deleted.]

Tentative Agreement



For UConn-AAUP

Date 2 /26 /2022



For University of Connecticut

Date 2 /24 /2022