IU Bloomington School of Education

Merit Review during the COVID-19 Pandemic

1) DMAI requirement to be revised as follows:
   
a. Extend the window for completion to January 15, 2022 which is consistent with campus recommendation and affords an additional year to the faculty;
   
b. For the 2020 annual review due January 31, 2021, set the minimum requirements to these:
      
i. Upload current vita to the DMAI
      
ii. Upload Fall 2020 course evaluations DMAI

2) The EAD will request that chairs charge merit review committees to take a streamlined approach to reviewing DMAI reports this year and this year only. The purpose will be to ascertain that faculty under review have been at least minimally productive. Committees forward the verification of this streamlined review to chairs. Chairs and EAD do not meet.

3) Faculty verified as at least minimally productive will all receive a pandemic-specific ranking “P” (for Pass or pandemic). We do not anticipate situations in which less than minimum productivity is reported, but in that event the existing U ranking should be used.

4) Chairs will be provided with a template letter using language to explain this process and report the ranking to faculty. Should raises be forthcoming this year, every member of faculty ranked “P” will receive the same raise.

5) We will adopt a three-year window of merit review beginning in 2021, with the first window encompassing the years 2019, 2020, and 2021. Emphasis may be given to the most productive of the years in the window. The FABA committee is charged with articulating the logistical details for implementation of this process consistent with the spirit of this document and bring those to the Policy Council for a vote as early as practicable in the spring 2021 term.