

FABA Report on Proposed "Rolling Three-Year Plan" for Faculty Merit Review Procedures
Faculty and Budgetary Affairs Committee (FABA)
School of Education
October 26, 2021

In recognition of the extraordinary circumstances accompanying the Coronavirus pandemic in 2020, and the possible impact of those circumstances on scholarly productivity, the FABA developed a guideline for the 2020 merit review which was adopted by the Policy Council and used for that review.

At that time the committee recommended "rolling three year" review plan to be implemented for future merit reviews, acting upon of suggestions from members of the Policy Council and other colleagues. This proposal was adopted with the proviso that FABA would subsequently develop specific procedures for implementing those reviews. FABA members investigated procedures for such a plan and have concluded that existing plans, which appear to be few, are not in use at peer institutions or, in the most detailed case we discovered, is used on a unionized campus with an entirely different merit system.

We recommend, therefore, that the prior "rolling three year" review plan proposed to Policy Council in 2020 should expire on the basis that a detailed set of implementation guidelines has not been developed by FABA.