

Proposal – Evaluation and Compensation

Given the recent merit pay raises for both faculty and staff, it has come to the University Senate's and Staff Council's attention that there was much confusion about the process, methods of evaluating for merit and determining raises, and communicating those to members of the university community. Therefore, with respect to evaluation and compensation, we propose that the university establish the following:

- Training for unit leaders that relies on best practices on how to evaluate and have effective performance conversations with employees/direct reports.
- Clear engagement with direct supervisees/direct reports to establish procedures for evaluation methods.
- Clear engagement with direct supervisees/direct reports to establish procedures for earning merit pay.
- Public dissemination of merit pay process and evaluation criteria (website, tenure and promotion documents, shared drive, etc.).
- University policy for supervisors on how to conduct evaluations, notifications, and grievance processes for staff.
- Accountability for unit leaders to communicate, emphasize, reinforce, and disseminate university processes, policies, and expectations.