

BOARD OF REGENTS  
BRIEFING PAPER

**Agenda Item Title: Evaluation and Merit Review Policy Modifications**

**BACKGROUND & POLICY CONTEXT OF ISSUE:**

In January 2004, the Board adopted certain Code changes and policies pertaining to evaluations and merit pay review. Those changes permitted grievance and reconsideration of merit pay, but did not explicitly provide for grievance or reconsideration of annual evaluations. Title 4 Board policy changes, however, provided for peer review of annual evaluations and also provided a faculty member with the opportunity to submit a rejoinder. In March 2006, the Board made minor modifications to Title 4, Chapter 3, Section 4(5) to clarify the process for revising an annual evaluation following peer review.

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**ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:**

The Board could choose to define an exact process for review of evaluations and merit pay. For example, the Board could mandate that evaluations and merit pay review at each institution be subject to the same process, whether that is peer review, grievance, reconsideration or some combination.

**COMPLIANCE WITH BOARD POLICY:**

Consistent With Current Board Policy: Title #\_\_\_\_\_ Chapter #\_\_\_\_\_ Section #\_\_\_\_\_

Amends Current Board Policy: Title # 2 Chapter # 5 Section # multiple and creates a new Section 5.16; Also amends Title 4, Chapter 3, Section 4(5).

Other:\_\_\_\_\_

Fiscal Impact: Yes\_\_\_\_\_ No\_\_\_\_\_

Explain:\_\_\_\_\_

## Proposed Code Changes Regarding Evaluations (changes are in bold)

Section 5.2.3 is amended as follows:

- 5.2.3 Denial of Appointment with Tenure, ~~Salary Increases~~, Promotion or Reappointment. A faculty member who has been denied appointment with tenure, ~~a salary increase~~, promotion, reappointment to employment, or who has received a notice of termination may, within 15 calendar days after notification of such denial or termination, provide a written request to the department chair, supervisor, or dean who rendered the negative decision asking for a statement in writing of the reasons for the denial or notice of termination. The response must be received by the faculty member within 15 calendar days after the appropriate administrator receives the written request for reasons.

Section 5.2.4 is amended as follows:

- 5.2.4 Reconsideration of Personnel Action Denying Appointment with Tenure, ~~Salary Increases~~, Promotion, or Reappointment. Within 15 calendar days after receipt of the written reasons for denial of appointment with tenure, ~~a salary increase~~, promotion, reappointment to employment, or for the issuance of a notice of termination, a faculty member may request reconsideration. The request shall be submitted in writing to the faculty member's department chair, supervisor, or dean who rendered the negative decision together with the reasons, arguments and documentation supporting the request for reconsideration. The request for reconsideration shall be promptly directed through regular administrative channels with recommendations for or against reconsideration of the decision. Final action shall be

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