

### Reason for Policy

To provide faculty members complete information about evaluation factors considered when merit increases are authorized.

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### Entities Affected by this Policy

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### Web Site Address for this Policy

<http://policies.uoregon.edu/policy/by/1/0201-personnel/faculty-merit-increase-factors>

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### Responsible Office

Office of the Senior Vice President and Provost: 541-346-3186, [provost@uoregon.edu](mailto:provost@uoregon.edu)

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### Enactment & Revision History

02/08/2010 Policy number revised from 3.120 to 02.01.03  
Issued by President Miles Brand 1/31/1986

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### Policy

The University of Oregon shall advise its faculty of factors to be considered in awarding merit increases.

#### Procedures:

~~All departments and units must have merit raise policies consistent with provost guidelines governing how available merit pool money will be distributed to eligible faculty members who meet or exceed expectations for teaching, research, scholarship, and creative activities; and service. Department and unit merit raise policies must be approved by the provost or designee.~~

~~When merit salary increases to faculty members are authorized by the Oregon State Board of Higher Education, the President shall write to all faculty members informing them of the general factors to be considered in awarding the merit increases. The deans/directors shall, in turn, write to their faculty members concerning the particulars of the review and evaluation process that will be undertaken and the evaluation criteria to be used by departmental committees (if appropriate), the department/unit head, or program/institute director, and~~

**Commented [MH1]:** Provost guidelines are available on the Academic Affairs website:  
<http://academicaffairs.uoregon.edu/merit-raise-policy-guidelines>.

**Commented [MH2]:** Deleted because the OSBHE no longer exists, and the CBA addresses merit increases including when merit increases are available to faculty.

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~~dean/director in arriving at decisions regarding recommended merit salary increases. The recommendations of merit increases shall be transmitted to the appropriate Vice President(s) for final review prior to assigning the increases to individual faculty members.~~

If a faculty member believes that the announced evaluation procedures or criteria for determining merit increases do not adequately take into account the full range of professional activities that comprise that faculty member's performance, the faculty member may consult with the department/unit head or dean/director to seek clarification and/or resolution of the faculty member's concerns. If not satisfied with the results of this discussion, the faculty member may seek further clarification and/or resolution from the Provost~~Vice President, or designee~~ to whom the dean/director is responsible or invoke the applicable grievance procedures. ~~Final determination of any change in the evaluation procedures or criteria or of any change in the amount of the assigned merit increase shall be the responsibility of the dean/director with the approval of the Vice President.~~

**Commented [MH3]:** Deleted to eliminate ambiguity and clarify that faculty may be entitled to grieve concerns about these issues beyond the dean/director and Vice President level.

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**Related Resources**

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