Boulder Faculty Assembly  
Budget and Planning Committee  
Motion: Added Charge to the Program Review Panel (PRP) 
to Assess Implementation of Merit Principles in Units and Unit Merit

BFA-M-6-0302

1. Whereas, the Regents' Compensation Principles, reaffirmed on May 30, 2001, state that "Merit will be the prevailing factor in all recommended salary adjustments .... The "Guidelines" policy makes clear that determinations of merit will be made by "a collegial and consultative process" within the primary unit using clearly articulated standards of merit and employing existing primary unit guidelines, including peer review...". It appears that the many units on campus apply very different procedures for assessing merit, and it appears there may be instances when the merit process is not adhered to or followed. In many instances it is difficult to ascertain which procedures have been used by given units to make salary recommendations.

2. Whereas, the Program Review Panel (PRP) is charged with periodic review of the educational, research and service missions of all units on campus. PRP have been vested with the authority and instruments to conduct such reviews, and it seems natural that PRP should also be asked to assess how units implement the Regents' Compensation Principles and how merit procedures are applied in units. This assessment should include a longitudinal study of faculty salaries since the previous Program Review. The PRP should address whether the merit evaluation process of the unit under review rewards both annual and career merit in a systematic and fair manner, and whether the merit raise process is contributing to salary compression in the unit. This added responsibility would add further purpose and credibility to the PRP process, and PRP would thus assume an important role in ascertaining that University policies are upheld.

3. Whereas, the Unit Merit process has become formalized during the past three years as a way of rewarding units for their outstanding quality in comparison to national peers, the campus needs to develop procedures to benchmark the quality and performance of units in an objective manner. It seems natural that PRP should assume the role of developing measures for benchmarking the quality and assessing performance of units under review, which would be based on the individual unit's Self Study report, Internal Review team assessment, and especially the External Review team, which may be given the special task of validating the quality of the unit vis a vis its national peers.

4. Let it be resolved that the Boulder Faculty Assembly request that the campus administration charge the Program Review Panel with the task of assessing how units implement individual
merit procedures, which should comprise substantive sections of individual units' Self Study reports, and a major and important task of PRP's Internal Review Team.

5. Let it be resolved that the Boulder Faculty Assembly request that the campus administration charge the Program Review Panel with the task of assessing and benchmarking the quality and performance of units, which are under review, as well as relative salary levels in comparison to national peers in order to assess Unit Merit.

From BFA Committee: Budget and Planning
Notice of Resolution to the Executive Committee: February 11, 2002
Approved for forwarding to the BFA as a Notice of Motion: February 11, 2002
Changed to a motion via suspension of the rules: March 12, 2002
Approved by the BFA: March 12, 2002