



University of Connecticut
College of Liberal Arts and Sciences

Office of the Dean

TO: Faculty Members, College of Liberal Arts and Sciences

FROM: Jeremy Teitelbaum, Dean

SUBJECT: Criteria for the Merit Salary Increases from Dean's Pool
for AAUP Members in the College of Liberal Arts and Sciences

Discretionary salary increases are intended to acknowledge, reward and encourage very strong contributions and achievements by faculty that advance the university's and the college's goals as expressed in the academic plan:

- meeting the challenge of interdisciplinarity;
- further strengthening undergraduate education;
- strategically enhancing graduate education;
- advancing faculty research;
- strengthening the diversity of the college;
- making the resources of the college available to the public.

The Dean's merit pool rewards exceptional performance. Satisfactory performance is rewarded by negotiated across-the-board increases.

The College and University activities of faculty members are important to a department and should be factored into any reward mechanism. The enumerated criteria specifically include cross- and extra-departmental activities; departments should recognize such activities in their award recommendations as well.

Merit funds at the Dean's level will be used in the following ways:

1. To augment a department's award for very strong contributions (in teaching, research, service, diversity and public engagement). In particular, external awards of high distinction and prestige will be recognized. In these cases, the department would of course also be expected to recognize the contributions by devoting funds from its own pool.
2. To recognize exceptional interdepartmental and interdisciplinary activities.
3. To help address significant and well documented salary inequities as well as matching offers from other universities. Traditionally, the Provost's pool is the source of such

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adjustments. I will attempt to monitor and assist in remedying salaries for these reasons when strong cases are made.

4. To recognize extraordinary College-wide service, outreach to communities outside the University, and to the faculty member's profession.

Process:

The department head should nominate highly meritorious cases for merit awards from the Dean's pool. The nomination should include a supporting letter, the faculty member's annual report and any other relevant materials. Self-nominations are also possible. I will review such information and consult with department heads when necessary. Nomination for funds from the Provost's pool should be noted and documented in a similar way.

Faculty members who were on sabbatical are eligible for merit increases from this pool; however, their cases will have to be especially strong since their teaching and service contributions would have been much lighter than normal.

cc: Peter Nicholls, Provost and Executive Vice President