

Deans and Chancellors:

This is the time of year that you receive instructions from the Provost's Office regarding initiation of the annual faculty merit review process.

Section 24-55 of the Faculty Code states that faculty shall "be reviewed annually by their colleagues, according to the procedures detailed in this Section, to evaluate their merit" One aspect of the merit review is "to arrive at a recommendation for an appropriate merit salary increase." In addition, it provides important feedback to faculty members regarding how their colleagues view their academic accomplishments.

As you may be aware, after substantial discussion between the Administration and Senate leadership, President Emmert recently issued Executive Order 29, which temporarily suspends merit salary increases for the 2009-11 biennium. This action was taken in the context of an unprecedented global financial crisis that is virtually certain to result in significant reductions in State support for the University. In addition, the State legislature enacted ESSB 5460, which limits State spending by imposing a twelve-month freeze on salaries. The salary restrictions imposed by this legislation do not prohibit us from awarding the 7.5% promotion salary increase to all faculty members whose promotions will be effective at the beginning of the 2009-10 academic year.

It remains important that we proceed with the annual merit review process.

Therefore, if you have not already done so, we request that you initiate the annual faculty merit review process. Receiving an assessment of accomplishments by one's peers and being recognized for meritorious performance is of value, even in the absence of a salary increase. Annual reviews also have a direct impact on the cumulative record of a faculty member. Please submit a letter of confirmation that the merit reviews have been completed and identify any faculty members not determined to be meritorious.

We appreciate your commitment to fulfill this important process and request that the reviews be completed by June 30, 2009.

Sincerely,

Phyllis M. Wise  
Provost and Executive Vice President

c: College/School/Campus Administrators  
Cheryl Cameron  
Doug Wadden  
Paul Jenny