

UNIVERSITY OF CONNECTICUT
SCHOOL OF MEDICINE
FACULTY MERIT PLAN

Revised and Approved by the Merit Plan Executive Committee October 31, 2013

PRINCIPLES OF THE MERIT PLAN

1. The plan will be consistent with the By-Laws of the University of Connecticut and with the traditional rights and privileges of faculty members to participate in all aspects of their governance. Departmental practices and policies employed to determine individual merit and expectations shall be fairly administered, and shall not be used to intimidate, or otherwise constrain academic freedoms expressed in By-Laws of the University of Connecticut. The paragraphs herein outline the principles of the plan.

2. It is the responsibility of the Merit Plan Executive Committee to set forth rules and guidelines by which the merit plan will be administered, and to amend the guidelines as it deems necessary. The rules and guidelines will be readily available to all participants in the plan.

3. The principles in this document will apply to all current faculty members holding primary appointments in the Medical School and who are paid through regular UConn payroll, and whose total effort (FTE) is equal to or greater than 20%.

4. Newly appointed faculty members will have designated initial academic and/or clinical efforts. To be eligible for an academic review, the faculty member must have been appointed more than six months before the end date of an evaluation cycle.

5. The plan does not supersede existing clinical contracts for which payments are made via special payroll or personal services agreements, or through UConn Health Care Finance Corporation.

If the allocation of effort between academic and clinical activities changes, the percentages of academic and clinical base salary will change appropriately.

6. INDIVIDUALS ON SABBATIC LEAVE

The evaluation will be based on the evaluation of the individual's performance on leave which, in turn, may depend heavily on the after-leave report.

7. INDIVIDUALS ON LEAVE OF ABSENCE OR OTHER LEAVE

Annual merit reviews do not cover periods of leave other than sabbatic leave.

8. The plan will be reexamined annually by the Merit Plan Executive Committee at the end of each fiscal year.