

## Differences Between Annual Review and Selective Salary

| <b>ANNUAL REVIEW</b>  | <b>SELECTIVE SALARY</b>  |
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| See Article XX.C.1-3*   | See Article XII.B.5.a-c  |
| Reviews only 1 year   | Reviews last three years   |
| Performed by the department's elected P & T Committee (tenured faculty only) If no departmental P & T Committee (fewer, than 3 tenured faculty members in the dept.), chair substitutes.  | Performed by the department's elected Salary Committee (not less than 3 tenured faculty from department's P & T Committee and other elected faculty (but predominance of tenured members).   |
| P&T Committee (or Chair if fewer than 3 tenured members in department) may use the CV; summary of teaching evaluations and summary of faculty member's activities as submitted for the Selective Salary Program or they may elect to solicit other information from the faculty member to complete the written review.  | <b>REQUIRED:</b> Each faculty member's annual report should consists of (a) an updated CV; (b) a summary of the teaching evaluations for the past three (3) years; (c) a summary of the last three (3) years of the faculty member's activities, a presentation of current activities. |
| There is no vote taken.   | Department/Unit Chair/Director chairs the committee with a vote.   |
| Department/Unit Chair/Director may provide additional material to the review written by the department P&T Committee.   | Only the Salary Committee Statement is submitted which would incorporate Chair's comment as Chair sits on Committee with vote. No additional statement is to be provided.  |
| There is no numerical scoring.  | Numerical scores of 1 (outstanding), 2 (meets expectation, 3 (below expectation), and 4 (substantially below expectation) in increments of 0.5.  |
| Tenured Faculty and ESS Academic Staff are <b>EXEMPT; FTA Faculty included.</b>   | All <b>represented</b> Faculty and Academic Staff are <b>REQUIRED</b> to participate.  |
| Bargaining unit member is provided with a copy of the Annual Review at least 5 days prior to a meeting (between the bargaining unit member and the chair/unit director/division chief or other designee) to discuss the content of the Annual Review; content is intended to be constructively Critical.<br><br>The bargaining unit member may add his/her comments to the Annual Review. | The bargaining unit member does not add comments to Selective Salary Review.<br><br>No post-Selective Salary Review meeting of faculty & chair.  |

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| <p>At the SOM the Annual Review documents are kept by the department/unit in the bargaining unit member's file. Annual Review documents are <b>NOT</b> submitted to OFA. The Unit <b><u>IS REQUIRED</u></b> to report to OFAPD that the Annual Review (including the required meeting) was performed for all FTE and *FTA faculty.</p> | <p>Selective Salary documents are submitted by the unit to OFA for review by the SOM level Salary Committee who are advisory to the Dean. The Dean makes the final decisions about Selective Salary scores.</p> |
| <p>The content of the Annual Review does not influence bargaining unit member's salary</p>   | <p>Selective Salary scores are used by the Dean to determine merit increases applied to the bargaining member's base salary.</p>  |
| <p>No information from the Annual Review is submitted to the University (except as noted above, confirmation that review took place).</p>  | <p>Bargaining unit member non-participation is reported to the Office of the Provost.</p>   |

**\*AAUP contract does not pertain to FTA faculty. Conditions for FTA faculty established by the OFAPD**