

Merit Special Circumstances – April 2016

Oakland University and AAUP representatives seek to ensure uniform treatment of the following circumstances for the purpose of merit reviews. In principle, faculty members on sick leave, parental leave, FMLA leave for birth, adoption or caring for a sick or military family member, sabbatical or professional development leave or assigned administrative leave should not experience a negative merit impact resulting from that leave. The impact must at least be neutral.

In developing these guidelines we fully considered past practice, language in prior collective bargaining agreements and a range of options and circumstances.

Guidelines

1. Sick, Parental or FMLA leave

- One semester or less: The time period while not on approved leave shall be considered the full evaluation period for merit review. Work performed during that period will be fully valued in accordance with unit metrics and prorated to the review period.
- More than one semester-one year: Give a satisfactory score (3) for the period of the leave in the absence of any evidence to the contrary.

1. Sabbatical leave

- One semester, full or ½ pay: The time period while not on approved leave shall be considered the full evaluation period for merit review. Work performed during that period will be fully valued in accordance with unit metrics and prorated to the review period. If a sabbatical leave report or other evidence of work performed during the leave is available, it may also be considered in accordance with unit metrics.
- Full year ½ pay: Give a satisfactory score (3) for the period of the leave in the absence of any evidence to the contrary.

2. Professional Development Leave (paid or unpaid)

- One semester: The time period while not on approved leave shall be considered the full evaluation period for merit review. Work performed during that period will be fully valued in accordance with unit metrics and prorated to the review period. If evidence of work performed during the leave is available, it may also be considered in accordance with unit metrics.
- Full year: Give a satisfactory score (3) for the period of the leave in the absence of any evidence to the contrary. Faculty on unpaid leave are not merit eligible.(P.81)

3. Unpaid leave- unrelated to Oakland professional responsibilities or FMLA leaves

- One semester: The time period while not on approved leave shall be considered the full evaluation period for merit review. Work performed during that period will be fully valued in accordance with unit metrics and prorated to the review period.
- Full year: Not eligible for merit for year of the leave per the Faculty Agreement (P.81) Give a satisfactory score (3) when calculating the return to work salary. *

4. Full time administrative leave/assignment – e.g. Dean or Academic Administrator returning to faculty after an extended period of time.
 - The time period while not on approved leave shall be considered the full evaluation period for merit review. Work performed during that period will be fully valued in accordance with unit metrics and prorated to the review period. If evidence of work performed during the leave is available, it may also be considered in accordance with unit metrics.
 - Give a satisfactory score (3) for the period of the leave in the absence of any evidence to the contrary.

5. Release time for administrative responsibilities (e.g. program direction or coordination)
 - The academic unit may evaluate in accordance with unit metrics, recognizing the work could count for teaching, research or service.
 - If work is outside the unit and of value at a College or University level, the Dean may take that into consideration in making a merit determination.

Individual circumstances may be considered and result in an outcome that differs from these guidelines. If there is a discrepancy between already approved unit merit metrics and these guidelines, Oakland and the AAUP will work with the unit in an effort to resolve the discrepancy.

*Note that the 2015-2020 OU – AAUP agreement (P. 78) provides that faculty on a one year leave of absence without pay shall not receive an ATB increase the following year and their salaries will not be included in the merit pool. Upon return the salary will be adjusted for ATB, market and merit, if the leave was related to Oakland employment (Paragraph 81)