

Know Your Rights!

The 2023 MOU Modifying the 2019 TT CBA provides Procedures for Faculty Merit Awards

The process for Merit Awards is governed by the TT CBA, **Article XII Salary, Section 4**. Merit Awards – General Principles (pp. 58-59). Some highlights include:

- There are three categories of merit: Research/Creative Activity, Teaching, & Service (A).
- Pools for merit are established separately for Kent Campus and Regional Campuses (B).
- Each academic unit on the Kent Campus and each Regional Campus will:
 - **Determine the percentage of the merit pool shall be used to support awards in each of the three (3) categories (research/teaching/service) (C).**
 - Designate **no less than 20%** for any of the three (3) areas (C).
- The determination of the percentage of merit pool for each category shall be made by each academic unit and Campus **prior to the review of materials** submitted by Faculty members applying for merit awards and **shall be included in the academic unit/Campus section of the Faculty Handbook** (C).
- To be eligible for consideration for merit, a faculty member must be a current member of the bargaining unit and have been a member of the bargaining unit for at least one full semester. Only meritorious performance while in the bargaining unit may be considered (D).
- Merit applications will be reviewed by an **ad hoc Faculty body** composed of the **TT Faculty of the advisory body** identified for that purpose according to the criteria in the academic unit/Campus section of the Faculty Handbook **and any other Faculty applying for an award who wish to participate in the evaluation** (E.4).
- The ad hoc Faculty body will make an advisory allocation recommendation to the academic unit or Regional Campus administrator in each of the three (3) categories (E.4).
- Following the recommendation of the ad hoc Faculty body, the academic unit or Regional Campus administrator will make a preliminary determination of merit awards **and will notify all Faculty of the preliminary determinations for all Faculty members in the academic unit or campus** (E.5).
- After receiving the preliminary determination of merit awards for all of the Faculty members in the unit or campus, Faculty have a right to request reconsideration of the preliminary determination. This request will be considered by the ad hoc faculty body, which will make an advisory recommendation on the merits of the request to the academic unit or Regional Campus administrator (E.5).
- The period for which Faculty performance is to be assessed is from January 1, 2022, through August 15, 2025, or for Faculty who entered the bargaining unit after January 1, 2022, from the effective date of appointment to a position in the bargaining unit of Kent State University through August 15, 2025. Awards will be made by March 1, 2026, and will be added to the Faculty member's salary at the beginning of the employment contract for academic year 2026-2027 after all other salary increments.

If you have questions or believe that the CBA is not being followed contact KSUFA at (330) 673-9118 or office@ksufa.org.