**Department Head Meeting**

**April 24, 2019**

**Follow-up and Q&A Information**

1. **Q:** Are grant funded employees’ salaries included in the merit pool?

**A:** Yes, all eligible bargaining unit members (regardless of the fund source) are included in the pool. The merit pool is comprised of 2% of the combined salaries of all members (all AAUP members excluding adjuncts) as of December 31, 2018. Please refer to Article 19 of the AAUP Contract.

1. **Q:** Do members (excluding Research Associates and Assistants) get informed by the Department Head of his or her recommended merit?

**A:** Yes, Department Heads shall inform each member of the department of his or her merit recommendation at the same time such recommendation is submitted to the Dean of the appropriate school or College. A faculty member has fourteen (14) calendar days from the time of the Department Head’s submission to the Dean to discuss the Department Head’s recommendation with the Dean. Please refer to Article 25 of the AAUP Contract.

1. **Q:** Do all Research Assistants & Research Associates get a flat amount?

**A:** Yes, the merit increment of each Research Assistant and Research Associate in the bargaining unit shall be calculated as the percentage increase accorded to merit less any portion of the merit pool reserved for the Provost and Deans (70% of 2% = 1.4%). Your Dean’s Office is aware of the details and the Provost’s Office will work with them throughout the process. Please refer to Article 19 and 25 of the AAUP Contract.

1. **Q:** When shall there be more detail on the deadlines?

**A:** More details will be shared on May 6th.

For additional questions, please reach out to Darshana Sonpal at darshana.sonpal@uconn.edu or call 486-2223.