

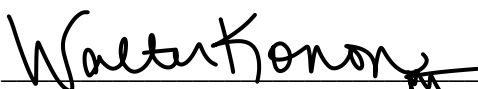
Timeline for Implementation of Instructional Merit Program

- For the 2021-2022 Academic year Departments (or Schools where there is no department) will have until no later than September 15, 2021 to adopt a departmental merit program in accordance with the provisions set forth in the Tentative Agreement. Failure to meet this deadline will result in Department using the Default Rubric.
- Departments (or Schools) may make changes to their Departmental Rubric, in accordance with the process set forth in the Tentative Agreement, in subsequent academic years no later than September 1st.
- Instructional Staff members shall have until November 1st to input data for the previous year. Each instructional staff member shall have access to their digital data and reports generated therefrom. Failure to meet this deadline will result in scores of 0 (zero) for elements of rubric other than elements for which data is automatically generated (i.e., prepopulated elements).
- If the Chair of a Department (or Dean where there is no Department) intends to make corrections in the data inputted by an Instructional Staff member they must notify any affected Instructional Staff member, and the PSA, of the intended change, and its basis, no later than November 15th. If there is a disagreement about the change and such disagreement cannot be resolved, the Instructional Staff member's recourse shall be through the Merit Appeals Process.
- A proposed list of all merit awards, including discretionary awards and the basis for such awards, shall be produced to the PSA, along with the supporting data specified in the Agreement, no later than December 1st. Failure to object to the proposed list will not constitute a waiver of the right to file merit appeals thereafter.
- Merit Awards, with retroactive payments, will be implemented by the end of the calendar year. However, in the first year of the merit program (Year 4 of the Agreement) only, while reasonable efforts will be made to implement the program by the end of the 2021 calendar year, if this is not possible the program will be implemented no later than the first full pay period of 2022.
- On the date that the Awards are implemented a final list of all merit awards, including discretionary awards and the basis for such awards, shall be produced to the PSA, along with the supporting data specified in the Agreement. At the same time the information concerning Departmental (or College) awards that Instructional Staff members are entitled to pursuant to the Tentative Agreement shall be produced to Instructional Staff members.
- If any of the dates specified above fall on a weekend or University Holiday the effective date will be the next regular business day.



For NJIT

7/23/2021
Date



For the PSA/AAUP

7/23/21
Date