



Merit Policy

The following factors govern the selection of meritorious faculty and distribution of merit increases:

- To be considered for merit raise, the faculty member must have an overall annual performance evaluation of at least Satisfactory for the most recent complete academic year (or other time period prescribed by the university). Faculty members who received an overall evaluation of Unsatisfactory will not be considered for a merit raise.
- Because faculty in the various units are evaluated by different supervisors, there should be an attempt to provide an equitable distribution of merit raises across units in the College.
- Because faculty perform in a meritorious manner in various areas of the faculty role, there should be an attempt to provide equitable raises to tenure earning and non-tenure earning faculty.
- To compare faculty across disciplines and in each of the assigned roles (teaching, research, service), the following scoring system will be used to quantify faculty performance in each faculty role:
 - Excellent 4 points
 - Very Good 3 points
 - Good 2 points
 - Satisfactory 1 point
 - Unsatisfactory 0 points
- The score will then be multiplied by the percentage of workload in that area, for example if a faculty member has teaching 75%, research 20%, and service 5%, and they received an excellent in teaching, good in research, and very good in service, their cumulative score would be calculated as follows:
 - Teaching – Excellent = $4 \times .75 = 3.0$
 - Research – Good = $2 \times .20 = 0.4$
 - Service – Very Good = $3 \times .05 = 0.15$
 - Merit Score = 3.55