

## Merit Metric Calculation Associate in Arts Program

The *weighted performance score*,  $r$ , for an AA faculty member is defined by:

$$r = \frac{(teaching\_score)(teaching\_%) + (research\_score)(research\_%) + (service\_score)(service\_%)}{100}$$

Let  $R$  = the sum of all of the weighted performance scores for the faculty in the unit,  
and

Let  $M$  = the total number of dollars in the merit pool for the unit.

$$\text{Then the faculty member's raise in dollars} = \left[ \frac{r}{R} \right] M$$

For example, suppose that we have three faculty members,  $F_1, F_2, F_3$ , with salaries of  $s_1, s_2$ , and  $s_3$ , and with three weighted performance scores,  $r_1, r_2$ , and  $r_3$ , respectively. Suppose that the merit percentage for the upcoming year is  $P$ . Then:

$$\text{The total merit pool in dollars} = M = \left[ \frac{P}{100} \right] [s_1 + s_2 + s_3]$$

$$F_1\text{'s merit raise in dollars} = \left[ \frac{r_1}{r_1 + r_2 + r_3} \right] M$$

$$F_2\text{'s merit raise in dollars} = \left[ \frac{r_2}{r_1 + r_2 + r_3} \right] M$$

$$F_3\text{'s merit raise in dollars} = \left[ \frac{r_3}{r_1 + r_2 + r_3} \right] M$$