

INDIVIDUAL AND FAMILY STUDIES
Merit Metric

Merit is distributed based on shares, base salary has no bearing, and ratings not at criteria (<5) are not considered meritorious

Sum of all ratings at criteria: $7.75 - 5.0 = 2.75$ Share = Merit pool (\$2,250 in
 $6.50 - 5.0 = 1.50$ example) /sum of all ratings (4.25
4.25 in example) = \$529.42 per
share

Faculty A Rating			
	Workload %	Rating	Factor
Teaching	.50	7.0	3.50
Research	.25	9.0	2.25
Service	.25	8.0	2.00
			7.75

Faculty B Rating			
	Workload %	Rating	Factor
Teaching	.75	3.0	2.25
Research	.10	6.0	.60
Service	.15	4.0	.60
			3.45

Faculty C Rating			
	Workload %	Rating	Factor
Teaching	.25	9.0	2.25
Research	.50	5.0	2.50
Service	.25	7.0	1.75
			6.50

Merit Raise of Faculty A:
 $2.75 \text{ (Rating - 5.0)} \times 529.42/\text{share} = \$ 1,455.91$

Merit Raise of Faculty B:
Below criteria = 0

Merit Raise of Faculty C:
 $1.5 \text{ (Rating - 5.0)} \times 529.42/\text{share} = \$ 794.13$