

December 17, 2002

Merit Metric

We will add up the merit points for all HRIM faculty. This will constitute a cumulative merit score (see spreadsheet attached).

For example, for faculty #1-#8, = 52.7 cumulative score. If the merit pool is \$5,640, we would divide this by 52.7, which equals \$107.02 per share. For faculty member #1 (see attached spreadsheet), they would receive \$909.67 ( $\$107.02 \times 8.5$ ), for faculty member #8 they would receive \$438.78 ( $\$107.02 \times 4.1 = \$438.78$ ). And so on, thus distributing all of the 1% merit pool. For those falling below a "5" score (individual weighted average score), no merit increase will occur. (This will thereby increase merit pay for all others.) The scores do not get included in the totals for those falling below "5" score.

(F. DeMicco, November 02)