

DEPARTMENT OF PLANT AND SOIL SCIENCES

Metrics for Merit Raise Allocation

I. INTRODUCTION

Merit salary increases are intended to serve as incentives and recognition for exceptional faculty efforts that further the mission of the Department of Plant and Soil Sciences. To do this fairly, the basis for determining these increases must be clearly defined. Accordingly, the following are the metrics used by the Department of Plant and Soil Sciences to allocate merit salary increases for faculty. The merit allocations are based on the annual faculty evaluations, and this merit metric must be made available to the faculty prior to the period of evaluation.

II. DEVELOPMENT AND REVISION OF THE MERIT METRIC

- 1) The metric for merit allocation is developed by the faculty in consultation with the Chairperson, and must be approved by a majority of the faculty.
- 2) The merit metric will be reassessed every five years or when requested by the Chairperson or a majority of the departmental faculty.
- 3) Modification to this merit metric must be approved by a majority of the faculty and the chairperson, and forwarded to the Dean of the college for approval.

III. APPLICATION OF MERIT METRICS

- 1) The department is allocated a single merit pool for the faculty. The pool will not be divided prior to application of the merit metrics, nor will separate sub-pools be created.
- 2) All merit funds will be made available to all members of the merit pool based on the metrics stated below. No merit funds will be withheld for distribution by any other method, nor will there be pre-allocation of the merit pool funds.
- 3) Merit pay increases are allocated based on the faculty member's performance as reflected in the annual evaluation conducted by the Chairperson. Individuals on an approved sabbatical or other approved University programs should receive merit consideration.

IV. MERIT METRICS

Our philosophy for merit increases is based on the principle that performance above expectations constitutes meritorious effort. "Above expectations" corresponds to a score above a five on our nine-point university scale (nine is the highest score). Thus no merit raise will be given for scores of five or below. A faculty member's merit pay increase will be thus determined as follows:

- 1) Each of the three ratings (teaching, research, and service/administration) above expectations from the faculty member's annual evaluation will be multiplied by the respective percent workload efforts for the faculty member, and summed to obtain the total merit points for the individual faculty member.
- 2) The merit points for all faculty members in the department will be summed to generate the total merit points for the department. The total merit pool dollars for faculty in the department will be divided by the total merit points for the department to yield a measurement of the dollars to be awarded per merit point.
- 3) The dollars per merit point will then be multiplied by the merit points for the individual faculty member to generate the total merit pay increase.