

Merit Metric

School of Urban Affairs and Public Policy

Unanimously Passed by School Faculty on November 20, 2002

For all School faculty reporting to the School Director, including tenure-line and public service faculty, merit increases will be determined as follows:

1. A weighted average rating will be calculated for each faculty member based upon his or her workload percentage time allocation and ratings on each dimension (teaching, research, and service). For example, if a faculty member had a workload allocating his or her time as follows: 40% teaching, 40% research, and 20% service, and was rated as follows: teaching 8, research 9, and service 7, the faculty member's weighted average rating would be $.40 \times 8 (=3.2) + .40 \times 9 (=3.6) + .20 \times 7 (=1.4)$ or 8.2.

2. All faculty with weighted average ratings of at least 6.0 will receive the same minimum percentage merit increase. This percentage will range from 10% to 25% of the merit pool and will be decided by the director. For example, if the merit increase for the year is 1.25%, .25% (i.e. 20% of the merit pool) may be distributed to all faculty with 6.0 and higher weighted average ratings. This recognizes that all faculty who are above criterion deserve merit recognition. The specific minimum merit increase will be a function of the size of the total merit increase, the distribution of ratings, the recent patterns of merit increases, and other factors related to faculty performance and merit.

3. The remainder of the merit pool will then be distributed to those with at least 6.0 weighted average ratings by the director based upon the weighted average rating in the same order as the relative rankings, i.e., the faculty member with the highest average rating will get the highest percentage merit increase, and so on. For example, if the overall merit increase is 1.25%, and .25% is distributed as in 2, then the highest ranking faculty member(s) could receive an increase of 1.5%, the next 1.25%, and so on, perhaps down to .25%. The actual percentage will depend upon the actual weighted ratings, the salaries of those at various rankings, and other faculty performance-based factors.

4. Merit increases will then be adjusted as possible to round total salaries off to the nearest \$100.

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