

DEPARTMENT OF ACCOUNTING AND MANAGEMENT INFORMATION SYSTEMS

METRIC FOR DETERMINING RAISES

Assume three basic classifications:

- 1) 50% teaching, 50% research
- 2) 75% teaching, 25% research
- 3) 100% teaching

Across the board increases are just that and will be calculated accordingly. Merit money is initially viewed from the perspective of each individual faculty member and not as a pool of dollars.

- 1) Divide the merit dollars for each individual into two halves. The first half goes to the faculty member if he/she is at criteria or better in each category of evaluation. If at or above in one and not the other, then the one half is multiplied times the percentage weights noted above; for example in number one if the faculty member is below in research and at criteria in teaching, then he/she receives the across the board plus one half of the first half of the merit.
- 2) The second half of the individual merit percentage goes to the individual if they are above criteria in both their categories; if above in only one category then the second half of the merit times the percentage allocated to that category goes to the faculty member.
- 3) Any dollars left over will then go into a pool to be divided between research and teaching based upon the proportion of faculty involved in each area. One part of the pool will go to those above criteria in teaching, one part to those above criteria in research. Each faculty member's share of the pool is determined by whether they have received a six or seven in their evaluation; a six gives you one "unit" of the pool, a seven gives you two units.

In summary, a faculty member who is above criteria in their area/areas will receive the across the board, the first half of merit, the second half of merit, and share in the "pool"; those at criteria in their area/areas will receive the across the board and share in the first half of the merit only; those with a mix share accordingly.

If extraordinary service occurs, it will be included in the teaching category and will increase the rating for teaching.