

Merit Raise Policy – Department of Biological Sciences

Our philosophy for merit increases is based on the principle that performance above expectations, i.e., above 5 on our university scale, constitutes meritorious effort. A score of 6 on this scale is 1 merit point above expectation and worth 1 merit point, a 7 worth two merit points, etc. Likewise, performance below expectations, i.e., below 5 on our university scale, constitutes underachievement. Thus, a score of 4 on this scale is worth minus 1 merit point, a 3 is worth minus 2 merit points, etc. Another way of thinking about this is that subtracting 5 from the evaluation score in a given category gives you your raw merit score in that category. This merit score must be weighted against the percentage effort placed in that category. Merit allocations are based on the entire performance of faculty in all three areas of expectation, i.e., Research/Scholarly Activity, Teaching and Service. Merit scores factor percentage effort allocated in each category multiplied by the merit points (positive or negative) achieved in that category. Merit points achieved in each category for an individual are summed to generate the total merit score. *Please note that it is possible to get a total merit score that is zero or less than zero. In this case, no merit raise will be given.* Two examples are given below.

Example 1. Faculty member X has their % effort in research, teaching and service as 50, 45 and 5, respectively. This individual received the following merit scores: research = 5, teaching = 7, service = 8. Merit points would be assigned as follows: research $(5 - 5) \times 50 = 0$; teaching $(7 - 5) \times 45 = 90$; service $(8 - 5) \times 5 = 15$. Total merit points = $0 + 90 + 15 = 105$.

Example 2. Faculty member Y has the same % effort distribution as faculty member X above. Faculty member Y received the following merit scores: research = 4, teaching = 5, service = 8. Merit points would be assigned as follows: research $(4-5) \times 50 = -50$; teaching $(5-5) \times 45 = 0$; service $(8-5) \times 5 = 15$. Total merit points = $-50 + 0 + 15 = -35$. Faculty member Y will receive no merit increase.

This system will be used to calculate merit scores for all faculty. The total merit pool dollars allocated to the department faculty in a given year will be divided by the total number of positive merit points awarded to the faculty as a result of that year's evaluation to generate a value of dollars/merit point. The merit raise for an individual will be the product of their total merit points multiplied by the dollars/merit point value for that year. As noted above, if an individual's total merit points are equal to or less than zero, then they will receive no merit raise that year.