

Department of Economics Merit Pay Metric

1. Each faculty member receives merit pay strictly in proportion to his/her composite evaluation score. The composite evaluation score is a weighted average of the evaluation scores in teaching, research, and service, where the weights are the faculty member's workload percentages. Evaluation scores are scaled so that the average score in each category is equal.
2. Merit pay is assigned in terms of percentage increases by weighting composite scores by salary. The merit pay metric assigns each faculty member a share of the merit pool that equals the faculty member's salary-weighted composite score divided by the sum across all faculty of the salary-weighted composite scores. These merit shares sum to 100%, so that the metric is internally consistent. Actual merit pay equals this merit share times the available merit pool.
3. Composite scores are converted into merit pay in a linear fashion, beginning with 0% for faculty with composite scores of 3.5 or below. For scores of 3.5 or above, all merit increases are strictly proportional to composite score. Thus, for example, faculty members with identical composite evaluation scores receive identical merit percentage salary increases and faculty members with different composite scores receive raises that are strictly and linearly proportional to the difference in their scores.
4. Evaluation scores are based on criteria that assign points to a variety of teaching, research, and service activities. The chair may assign additional points for activities that he/she believes are not appropriately rewarded by these criteria. The criteria were adopted by the faculty and all faculty are provided with a written copy. These criteria are broadly consistent with the Department's Promotion and Tenure criteria.
5. These procedures regarding the assignment of merit pay were approved by faculty vote May 23, 1989.