

## Merit Metric

The Department of Geography is allocated a single merit pool for faculty. This pool cannot be divided prior to the application of the approved merit metric (discussed below), nor can separate sub-pools be created. There can be no pre-allocation of the merit pool funds and no separation of the funds to reflect differences in the base salaries of the merit pool members. All merit funds must be made available to all members of the merit pool based upon the application of the approved merit metric. No merit funds can be withheld for distribution by any other method.

### 1 Faculty Evaluation

The merit pool is to be allocated based upon the evaluation of the faculty by the Department Chair, and the subsequent application of the approved merit metric. The Department Chair shall evaluate each faculty member in each of the following three categories.

a) *Research*

The evaluation of faculty in the area of research performance will be based upon the publication of research results in peer-reviewed journals, scholarly books and other peer-reviewed publications. Funded scholarly activity will also be considered in the evaluation, as will un-reviewed publications and scholarly and professional presentations.

b) *Teaching*

The evaluation of faculty in the area of teaching will be based upon the completed course evaluations for each faculty member, innovative classroom activities, and the number of graduate and undergraduate thesis and dissertation committees that a given faculty member chairs.

c) *Service*

The evaluation of service will be based upon the faculty member's service activities within the Department, the College of Earth, Ocean, and Environment, the University, and the surrounding community. Service to regional, national and international professional organizations will be considered in the evaluation.

A more complete discussion of the types of activities that should be considered for merit is found in the Department's Promotion and Tenure policy.

### 2 The Merit Metric

The portion of the merit pool allocated to each faculty member will be based upon the evaluation of the faculty member by the Department Chair in each of the three evaluation categories. It also will be based on the proportion of the faculty member's overall effort (workload) that he or she was assigned to devote to each category. Workload proportions are set by the Chair, in consultation with the faculty member, in conjunction with the previous year's evaluation. For each evaluation category, each member of the faculty receives a performance score from the Chair, which is a whole number ranging from one (lowest possible performance score) to nine (highest possible performance score). Establishing criteria for assignment of those numbers from the annual activities of the faculty is primarily the responsibility of the Chair. It is desirable that the chair makes that evaluation procedure known to the faculty and considers faculty input for establishing and revising that procedure. The performance scores (1 through 9 in each of the three categories) are relative rankings that are primarily for the purpose of allocating a finite, fixed merit pool among the faculty and should not be taken directly as measures of "poor," "adequate," "average," "excellent" or any other such descriptive terms.

The three performance scores and corresponding workload proportions for each faculty member are combined into a single merit rating:

$$m = (a_{\text{teaching}} \times w_{\text{teaching}}) + (a_{\text{research}} \times w_{\text{research}}) + (a_{\text{service}} \times w_{\text{service}})$$

where  $m$  is the weighted, overall merit rating for a faculty member and  $a_{\text{teaching}}$ ,  $a_{\text{research}}$  and  $a_{\text{service}}$  are the evaluation scores assigned by the Chair for teaching, research, and service, respectively. The corresponding workload proportions are  $w_{\text{teaching}}$ ,  $w_{\text{research}}$  and  $w_{\text{service}}$ , and they sum to one. The overall merit rating for each faculty member ( $m$ ) then is converted into a relative merit rating ( $RM$ ) by dividing the faculty member's overall merit rating by the average of the overall merit ratings received by Department faculty. A relative salary for each faculty member ( $RS$ ) is determined in the same way; that is, by dividing each faculty member's salary by the average salary of the Department. Using the above-defined terms, the number of merit dollars ( $MD$ ) assigned to each faculty member is:

$$MD = \bar{M} \times RM \times RS \times F$$

where  $\bar{M}$  is the average number of merit dollars allocated to a faculty member (*merit pool / number of faculty*), and the constant  $F$  is a minor adjustment to insure that the total merit dollars allocated equals the total monies in the merit pool. The adjustment ( $F$ ) is:

$$F = \frac{n}{\sum_{\text{faculty}} RM \times RS}$$

where  $n$  is the number of faculty. It may be seen from realistic examples that  $F$  is always a number very near to one and is the same for each faculty member. Note that the total

merit dollars assigned to each faculty is dependent only on their relative merit given that the other variables in the equation are constants ( $\bar{M}, F$ ) or dependent only on the faculty member's fixed salary.

### **Legislative History**

- Discussion and revisions – November 2010
- Approved by Geography faculty – December 2010
- Discussion by CEOE Academic Council – September through November 2013
- Approved by CEOE Academic Council – December 2013
- Approved by CEOE Dean – March 2015