

Procedure for Merit Pay (Faculty)

Procedure Title: Merit Pay (Faculty)

Department Responsible: College of Education

Contact Person and Title: College Dean

Procedure: The procedure outlines pay raises based on a merit pay system within the College of Education.

All faculty pay raises are based on a merit pay system, which is a policy mandated by the Board of Trustees. Merit pay in the College of Education aims to provide incentives for faculty to excel in the performance of their work norms, which typically include some representation of teaching, research, and service, by fairly and equitably rewarding accomplishments.

Merit pay is determined using the ratings of performance based on the most recent three-year window of performance. Faculty members submit data documenting their accomplishments annually, and Department Heads evaluate the work. Three one-year ratings are to be averaged for use in setting the merit raise. If a faculty member has not been part of the College for at least three years, the departmental merit rating will be based on the number of years that the faculty member can submit.

Ninety percent of the funds allocated by the Provost for merit will be placed in the Departmental Merit pool to recognize individual faculty performance and 10% will be in the Dean's Merit pool. All faculty members will be eligible for both Departmental and Dean's Merit. Dean's Merit will be reserved for exceptional cases of individual faculty achievement. The procedures for both types of merit are described in the sections that follow.

What Policy is Connected? UA Faculty Handbook (Chapter 2)

Scope: College of Education Faculty