Department of Computer Science
Merit Pay Algorithm
(Approved at the March 21, 2007 Faculty Meeting)

Merit Rating: Each faculty member in the Department of Computer Science is evaluated annually for overall performance and in each of the three standard categories: teaching, scholarly achievement and professional qualifications, and service. Overall performance is evaluated as unsatisfactory or satisfactory. Performance in the three standard categories is evaluated as unsatisfactory, satisfactory, or excellent. Associated with each of the performance ratings will be a numerical value: unsatisfactory= -1, satisfactory= 0, excellent= 2. In addition, associated with each of the three performance categories is a relative weight, determined at the beginning of the academic year as indicated in the department's policy on annual evaluation. A faculty member's merit rating (MR) for a year is computed by multiplying each of the three performance category values by their respective weights, then summing the three products. (Example: if a faculty member was evaluated as excellent, satisfactory, and unsatisfactory in teaching, scholarly activity, and service and those categories had weights 70%, 15%, and 15% respectively, the merit rating would be 2*70% + 0*15% +(-1*15%) = 1.25.)

Total Merit Dollars (TMD): Total merit dollars (TMD) is the amount of money provided to the Department for merit raises.

Overall Department Raise Percentage: The overall department raise percentage (ODRP) is the percentage obtained by *TMD* by the total of the current salaries of all faculty that can be considered for merit raises (newly hired faculty are not typically included).

Base Merit Percentage (BMP): The base merit percentage (BMP) is calculated as 0.75 x ODRP. Example: if the department received a merit pool of 4%, the merit raise for each faculty member evaluated as satisfactory overall in their annual evaluation would include a base amount of 3.0% of their current salary.)

Base Merit Increase (BMI): All faculty evaluated as satisfactory overall in their annual evaluation receive a base merit increase (BMI) amount which is a percentage of their current salary calculated as BMP x current salary.

Additional Merit Percentage (AMP): The additional merit percentage (AMP) available is .25 x ODRP. In the current example, this would be .25 x 4% = 1%.

Additional Merit Dollars (AMD): The additional merit dollars (AMD) is calculated as AMP times the sum of the *current* annual salaries of all faculty in the Department (not counting salaries of those newly hired).

Average Merit Rating (AMR): An average merit rating (AMR) over the last four years is computed for each faculty member by averaging the yearly merit ratings.

Overall Department Merit Rating (ODMR): An overall department merit rating (**ODMR**) is calculated as the sum of the AMRs for all eligible faculty.

Merit Percentage: An average department merit rating (ADMR) for each is calculated as ODMR/(# faculty eligible). A faculty member's merit percentage (**MP**) is calculated as AMR/ADMR.

*Additional Merit Increase: A*n "additional merit increase" (AMI) is calculated as follows:

For each eligible faculty member, an additional merit increase (AMI) is calculated[1] as follows:

AMI = MP * current salary*AMP

Total Raise: A faculty member's total raise is

Total Raise = BMI + AMI

[1] AMI may possibly be adjusted slightly to make up for differences in faculty member salaries and percentages that result in either slightly less or slightly more than the total dollar pool being allocated. However, this is normally not a problem because the college can cover small differences in the total (e.g., <$30). Note that the AMP Term was accidentally omitted in the 03/21/07 document.