

FACULTY MERIT

Merit salary increases are effective each July 1 based upon performance during the previous calendar year. Merit is a fixed-step system based on accurate performance evaluations which are based upon accurate goal/role statements.

There are four acceptable evaluation ratings: Excellent, Commendable, Satisfactory, and Unsatisfactory. However, merit is granted for ratings of commendable and above.

There are five steps of merit (1, 2, 3, 4, 6) with the dollar amounts for each step determined at the provost level. Deans and directors recommend commendable and excellent to the Provost. The Provost awards extraordinary merit based on recommendations from deans and directors.

Steps and Merit Amounts Effective 1/1/2009

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|--------|---------------------|---------|
| Step 1 | Commendable | \$ 915 |
| Step 2 | Commendable | \$1,830 |
| Step 3 | Excellent | \$2,745 |
| Step 4 | Excellent | \$3,660 |
| Step 6 | Extraordinary Merit | \$5,490 |

Note: merit amounts for Medical School faculty may differ from amounts for other faculty. Faculty in the Medical School should verify amounts with the dean's office.

Eligible for Merit:

All continuing annual renewable "A" or "B" contract faculty (.5 FTE or more) including new faculty hired on or before September 1 of the current year are eligible to participate in the merit process.

Continuing Rank "0" faculty are eligible to participate in the merit process.

Faculty who have changed positions with no change in pay during the current year are eligible to participate in the merit process.

Ineligible for Merit:

Temporary Faculty are not eligible for merit.

Academic or administrative faculty who will advance in rank or range and receive a 10% increase to salary effective July 1 are not eligible for an additional merit award on July 1.

Administrative faculty who have received an advance in range and an increase to salary between July 1 and June 30 of the current fiscal year are not eligible for an additional merit award on July 1 of the subsequent fiscal year.

Merit awards for 2008-2009 become effective January 1, 2009 in accordance with Board of Regents approved budget plans, and contingent upon legislative funding.