

**Merit Raise Policy – Department of Biological Sciences**  
**Revised September 2016**

Our merit increases are based on performance along the university scale (1-9). A score of 1 on this scale is worth 1 merit point, a 7 is worth seven merit points, etc. With this system, performance below expectations, i.e., below 5 on our university scale, is still given some merit points, but points are proportionally fewer than scores at or above expectations. This merit score must be weighted against the percentage effort placed in that category. Merit allocations are based on the entire performance of faculty in all three areas of expectation, i.e., Research/Scholarly Activity, Teaching, and Service. Merit scores factor percentage effort allocated in each category multiplied by the merit points achieved in that category. Merit points achieved in each category for an individual are summed to generate the total merit score. Two examples are given below.

**Example 1.** Faculty member X has their % effort in research, teaching and service as 50, 45 and 5, respectively. This individual received the following merit scores: research = 5, teaching = 7, service = 8. Merit points would be assigned as follows: research  $5 \times 50 = 250$ ; teaching  $7 \times 45 = 315$ ; service  $8 \times 5 = 40$ . Total merit points =  $250 + 315 + 40 = 605$ .

**Example 2.** Faculty member Y has the same % effort distribution as faculty member X above. Faculty member Y received the following merit scores: research = 4, teaching = 5, service = 8. Merit points would be assigned as follows: research  $4 \times 50 = 200$ ; teaching  $5 \times 45 = 225$ ; service  $8 \times 5 = 40$ . Total merit points =  $200 + 225 + 40 = 465$ .

This system will be used to calculate merit scores for all faculty. The total merit pool dollars allocated to the department faculty in a given year will be divided by the total number of merit points awarded to the collective faculty as a result of that year's evaluation to generate a value of dollars/merit point. The merit raise for an individual will be the product of their total merit points multiplied by the dollars/merit point value for that year.