

Policy on the Use of Ratings to Determine Merit Raises

Proposal for vote

March 25, 2019

Faculty are divided according to the raise pools set by the college, and the merit raise is determined separately for each set of faculty. Let \mathcal{F} be the set of faculty under consideration. Each $f \in \mathcal{F}$ has the following parameters:

- R_f is the numerical rating assigned by the departmental evaluation process, with higher ratings better. If there were no merit raises the previous year, then the mean of the ratings since the last merit raise will be used instead.
- S_f is their current salary.

The set \mathcal{F} has the following parameters:

- P is the department merit raise pool. It does not include any amounts that the college or university reserves for discretionary, across-the-board, or other types of raises. If the department is given a single amount to use for both the chair's discretionary fund and the merit raise pool, then 10% of that amount will be used for the chair's discretionary fund.
- $S = \sum_f S_f$ is the total salary.
- $R = \sum_f R_f$ is the total rating.
- $T = \sum_f S_f R_f$ is a weighted total of salaries and ratings.

The salary increase for f will then be

$$I_f = R_f \frac{P}{2} \left(\frac{1}{R} + \frac{S_f}{T} \right).$$