

## **03.FAC.15**

### **MERIT COMPENSATION AND SALARY INCREASES**

(Revised January 29, 1999)

(Revision draft August 2005)

(Approved, COB Faculty September 29, 2007)

(Reviewed April 2012)

(Revised and Approved by COB Faculty March 9, 2018)

Salary increases for faculty are based on merit, rather than for time on the job by itself. Occasionally, an equity salary adjustment is made based on analysis completed at the central administration level.

University Rule 31.01.08.C1 (Merit Pay) specifies that the University may award salary increases to employees who demonstrate outstanding job performance. University Procedure 31.01.08.C1.01 (Merit Pay for Faculty) specifies that merit increases for faculty shall be based on quality of teaching, scholarly/creative activity, service, and other duties specified in University Procedure 12.01.99.C0.03 (Responsibilities of Full-Time Faculty Members). This Procedure links merit pay for faculty with the College annual evaluation process for faculty. Faculty achieving an overall performance review ranking above Standard will be eligible for merit. Faculty receiving an overall performance review ranking of Standard or Unsatisfactory will not be eligible for merit.

College Policy ## Faculty Evaluation Process identifies the evaluation weights for teaching, research and service. This policy also specifies the requirements for each performance rank for each category of performance and for the overall annual evaluation ranking. To be eligible for a merit increase, College faculty must receive an overall weighted score of 2.001 or higher.

Consideration for merit pay is specifically dependent on the decision of the University President to fund merit increases. When that occurs, the Dean will assign a dollar amount to each faculty member based on the individual faculty member's most recent overall performance review rating. The Dean's proposed distribution of the merit pool will be reviewed by the College Administrative Council to evaluate fairness across departments before submission to the Provost and Vice President for Academic Affairs for final review and approval by the President. If approved, merit awards are paid to faculty through the university payroll system according to the published timeline for the related merit pool.

[See University Rule 31.01.08.C1 - Merit Pay.](#)

[See University Procedure 31.01.08.C1.01 - Merit Pay for Faculty.](#)

[See University Procedure 31.01.01.C2.01 – Salary Increases Not Awarded Through the Regular Budget Cycle.](#)

[See University Procedure 12.01.99.C0.03 - Responsibilities of Full-Time Faculty Members.](#)

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