School of Writing, Rhetoric, and Technical Communication

Merit Pay
Determining Merit Increases through the Merit Allocation Mechanism (MAM)

The MAM is designed to be objective, based on the ratings assigned faculty members by the AUH in the areas of teaching, scholarship, and service multiplied by the percentage weights assigned by faculty members to each of the areas. All annual evaluations, meetings between faculty members and the AUH, and appeals, if any, must be completed before the AUH employs the MAM to determine merit increases.

MAM Formula and Distribution Tiers

An unsatisfactory rating = 0
A satisfactory rating = 1
An excellent rating = 2

For example, based on the above scale, an annual evaluation break-down might resemble the following:

Teaching: 50 (weighting) x 2 (Excellent) = 100
Scholarship: 30 (weighting) x 2 (Excellent) = 60
Service: 20 (weighting) x 1 (Satisfactory) = 20
Total: = 180

(Note: Total points possible equals 200.)

The amount of funds available for merit increases is derived by totaling all fulltime faculty members’ annual salaries and multiplying that total by the merit increase percentage to determine the merit pool (MP). For example, if the merit increase approved by the Virginia legislature is four percent, then MP = sum of annual salaries times .04.

The following formula will be used to determine each faculty member’s merit increase. Faculty members should keep in mind that whereas they may earn an excellent rating in any or all of the evaluated areas, the overall annual-evaluation ratings are limited to satisfactory or unsatisfactory. Merit increases are only available to faculty members who earn an overall satisfactory on their annual evaluations.

Distribution Tiers

Tier 1: Once the MP has been determined, the MP will be multiplied by .60. All faculty members who earn an overall satisfactory will receive an equal portion of MP times .60.

The remaining .40 of the MP is then divided in half, a Tier 2 half and a Tier 3 half.

Tier 2: All faculty members who earn 151 to 200 points on their annual evaluations will have
an equal portion of the *Tier 2 half* added to the merit increase they received in Tier 1.

Tier 3: All faculty members who earn 181 points to 200 points on their annual evaluations will have an equal portion of the *Tier 3 half* added to the merit increase they received in Tier 2.