

## **SR03-11 Guidelines and Recommendations for Establishing Criteria for Awarding Merit and Equity Raises**

(Paul Bell, author)

Whereas, unfair awarding of merit and equity raises severely damages faculty morale;

Whereas, annual salary are more common now, it is therefore of more concern to faculty that deficiencies in how salary increases are awarded are addressed;

Whereas, with some exceptions, departments have only rudimentary policies on how to award merit and equity raises;

Whereas, most faculty only know the average merit-raise increase for their department or possibly the range in merit raises, this is inadequate to judge how well one has done;

Whereas, the intent of merit raises is to boost performance, it is often difficult to determine what performance is to be boosted because criteria used for awarding raises are unclear;

Whereas, most department faculty do not discuss how raises should be given whether merit, equity or a combination, whether a small or large range in the percentage-of-salary increases for the department, and whether an across-the-board raise instead of merit raises when the average raise would be less than the inflation rate;

Whereas, it would be useful to learn more about salary policies at other leading universities for their incorporation here;

Whereas, few faculty have been willing to file salary complaints to the Grievance Committee in part because it is unclear what constitutes performance for below-average to above-average merit raises, and

Whereas, policy statements must allow departments substantial power to determine their own criteria for merit raises;

Therefore, be it resolved, that the Faculty Personnel Policies Committee prepare a policy statement (PS-1XX) for guidelines and recommendations for departments and units for awarding merit and equity raises for faculty. The following reports are to be delivered at Faculty Senate meetings: progress report in January 2004; draft of the policy in April 2004; and a revision in September 2004. The report and policy statements will be distributed to the Council of Deans and Directors and any others interested.

(Resolution SR03-11 PASSED at Faculty Senate Meeting, 9/3/03)