

## **Merit Pay Plan for Department of Tourism, Recreation and Sport Management**

The Department of Tourism, Recreation and Sport Management will divide any available merit pay money into two tracks: one for tenured and tenure track faculty (excluding the Department Chair) and one for non-tenure track faculty. The available pool of funds for each track will be based the percentage of merit allocated against the total salaries in each track.

The allocation of funds from each pool for merit is as follows:

1. The **Merit Dollars in Track** are to be allocated to each track as described above.
2. The total credits earned beyond the minimum number of credits on the Annual Performance Report- Evaluation will be summed for the last three years and divided by three for each faculty member in each track. Faculty members who have been in the department less than three years will use a one-year total after one year of service or a two year annual credit average for those with two years in the department.
3. The **Annual Total APR-E Credit Average** for all faculty in each pool will be summed.
4. This  $\Sigma$  **Annual Total Credits Average** in each pool will represent the denominator in calculating the **Merit Dollars per Credit**. The numerator in the calculation will equal **Merit Dollars in Track** as follows:

**Merit Dollars in Track /  $\Sigma$  Annual Total APR-E Credits Average = Merit Dollars per Credit**

5. Once **Merit Dollars per Credit** is established, merit will be allocated to individual faculty using the calculation below:

**Merit Dollars per Credit X Individual Annual Total APR-E Credits Average =  
Individual Merit Raise**

Additional Conditions Guiding TRSM Merit Pay:

1. Once three years of APR data are available for an individual faculty member, faculty will be required to have a positive three year credit average in each category in which they received a Faculty Assignment (i.e., FAR assignment in Teaching, Research, and Service) to use credits above the minimum from any of the three categories in the subsequent merit allocation. Thus, a faculty member with a negative three year average score in any category is not eligible for merit in the subsequent merit allocation.
2. For Assistant Professors that have achieved at least a Satisfactory rating in all assigned categories and have less than three years of service, merit will be awarded as a percentage against their salary if their **Individual Merit Raise** amount is lower than this percent raise amount. The percentage value used in calculating these merit raises will equal the same percentage raise given to the department in that academic year.

First Reading December 11, 2009

Passed January 7, 2010