Department of Kinesiology

Merit Pay

Approved: 2014

Merit Rating: Each faculty member is evaluated annually for overall performance and in each of the three standard categories: teaching, scholarship, and service. Overall performance is evaluated in each category using the following numerical rankings:

> 4- Exceptional
>
> 3- Exceeds expectations
>
> 2- Meets expectations
>
> 1-Needs improvement
>
> 0-Unsatisfactory

Each year, a relative weight is assigned to each of the three categories by mutual agreement of the Department Head and the respective faculty members. A faculty member's total rating for purposes of merit pay for a year is computed by multiplying each of the three performance category values by their respective weights, then summing the three products.

From there, the amount of merit pay awarded would proceed as follows:

1) An overall departmental raise percentage (ODRP) would be calculated by taking the funds available for merit and dividing by total faculty salaries (new faculty not included).
2) 75% of the ODRP would be the standard percent increase given to every faculty member with an overall performance rating of 2 (meets expectations) or higher.
3) This standard percent increase would be applied to each eligible faculty member's salary to determine their base merit increase (BMI).
4) The additional merit percentage (AMP) available would be 25% of the ODRP.
5) An average merit rating (AMR) for each faculty member would be determined by averaging the overall performance ratings over the past 5 years (or the maximum number of years available if their time at JMU < 5 years). AMR would be divided by the average AMR for all faculty to determine the merit percentage (MP).
6) Additional merit increase (AMI) would be calculated as: AMI = MP * current salary * AMP.
7) Total raise for each faculty member would be .BMI + AMI