

## **MERIT SALARY ADJUSTMENTS WITHIN RANKS**

*University Rule 31.01.01.C1 - Approved December 13, 1999*

Texas statutes state that the salary increases for faculty in general academic universities will be awarded on the basis of merit and performance in accepted activities including teaching, scholarship, and service. The statutes further state that this requirement will not be interpreted so as to preclude salary adjustments designed to avoid salary inequities.

### **1. GENERAL GUIDELINES**

At Texas A&M University-Corpus Christi, salary increases for tenure-line faculty and professional librarians will be awarded as merit pay based on performance. This provision, however, should not be interpreted so as to preclude salary adjustments designed to avoid salary inequities.

### **2. PERFORMANCE ASSESSMENTS FOR FACULTY**

2.1 Assessments of faculty performance and recommendations for merit pay will take place at the college level or below. The areas of assessment are Teaching, Scholarship, and Service (12.01.99.C1.04).

2.2 Merit raises are awarded for either Sustained Performance or Extraordinary Performance. Sustained Performance is defined as consistently and clearly satisfying the requirements of one's faculty rank (as described in 12.01.99.C1.01). Extraordinary Performance is defined as sustained performance and noteworthy contribution in an area of Teaching, Scholarship, or Service.

2.3 Each department or college, with faculty participation, will develop written evaluation criteria and procedures for evaluating faculty members for merit salary increases. Criteria and evaluations within each academic unit will be flexible enough to meet the objectives of each unit while conforming to university-wide guidelines.

### **3. PERFORMANCE ASSESSMENTS FOR LIBRARIANS**

The performance assessments on which merit pay for professional librarians is based will include effective job performance and service to the library, the university, and the community. The Director of the Bell Library, with the participation of the professional librarians, will develop written evaluation criteria and procedures for evaluating professional librarians for merit salary increases.

4. ALLOCATIONS OF FUNDS FOR MERIT PAY AWARDS

Merit salary increases will be allocated to the academic units of the university by the President or President's designee after consultation with the Strategic Planning and Budgeting Council. Subsequently, merit increases are determined by the Dean of each college and the Director of the Bell Library in consultation with department chairs and according to college or library criteria and procedures. Regular increases received will become a part of the individual's base pay.

5. RECOMMENDATIONS AND DECISIONS

Recommendations for awarding merit pay will pass from the Dean of the college and the Director of the Bell Library to the Provost and Vice-President for Academic Affairs. Recommendations from the college level will indicate the precise dollar amount of the increase that is recommended for each faculty member.

6. DEVELOPMENT OF COLLEGE-LEVEL PROCEDURES

Each college may further refine the plans for merit pay but the resulting plan must be consistent with the general guidelines and procedures outlined here.