

COEHD Faculty Merit Pay Procedure

TAMU-CC College of Education and Human Development

(Last Revised July 16, 2020)

Assessments of faculty performance and recommendations for merit pay will take place at the college level or below. The areas of assessment are teaching, service, and scholarship.

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. Extraordinary performance is defined as sustained performance and noteworthy contribution in an area of teaching, service, or scholarship.

COEHD merit awards will be based on the current year's ADEP. To be eligible for merit award consideration, COEHD faculty must have scores above 2 in each area of service, research and scholarly activity, and teaching.

Funds available for merit are determined by the President and allocated by the Provost to the Colleges. Merit awards are determined by the Dean in consultation with faculty and according to college policy. Increases received will become a part of the individual's salary and will continue during the person's employment with the university.

Merit Pay Raise Procedure

Annual merit pool funding may be allocated to the COEHD for faculty merit increases and equity adjustments by the Dean to the departments, with a portion held by the Dean to give merit increases to the assistant dean, department chairs and any faculty supervised directly by the dean or assistant dean, and to assist a department chair in recognition of extraordinary performance.

Faculty merit pay raises will be based on assessment of each professor's performance in the areas of teaching, service, and scholarship by their department chairs, as part of the Annual Development Evaluation Plan (ADEP) process. Based on ADEP evaluations, department chairs will recommend merit awards to the COEHD Dean. The COEHD Dean, in consultation with the department chairs, will determine the dollar amount of merit pay raise to each individual faculty member, with the total dollar amount equaling the department's allocation of funds.

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

Promotion & Post Tenure Review Merit Increases

Per university policy, faculty promotion to the rank of associate or professor the promotion includes an automatic adjustment to an individuals' base salary. The promotion increase does not preclude the faculty member from also receiving a merit pay raise.

Current promotion based salary adjustment increases (9-month academic year salaries) are as follows:

From Assistant Professor to Associate Professor:	\$5,000
From Associate Professor to Professor:	\$7,000

Faculty members attaining a successful Post Tenure Review receive a salary adjustment increase to their base salary of:

Associate Professor:	\$3000
Professor:	\$5000

Or salary elevation to the median salary rank of CUPA comparison universities. Whichever of the two is the highest.