

## **Merit Policy**

### **Electrical and Computer Engineering (ECE)**

**Purpose:** When the university determines that merit increases are to be dispersed to meritorious faculty (e.g., as per the Collective Bargaining Agreement (CBA)), the ECE department follows a process described below.

**Definitions:** None

**Eligibility Criteria:** Eligible faculty are those whose overall annual evaluations are “good” or better, cannot have an evaluation of “unsatisfactory” in any assigned area, and in accordance with conditions articulated in the CBA.

**Procedure/Method of Distribution:** [Merit Policies are intended to articulate a method of distribution when merit monies are awarded to the department for distribution. Merit is based on the faculty member’s annual evaluation, (i.e., based on the previous year’s performance that has been memorialized in the annual evaluation). In other cases, merit distribution will be dictated by the CBA.]

Available funds from the ECE Merit Pool will be distributed among four categories including (1) Research, (2) Teaching, (3) Administrative, and (4) Chair’s discretion. The percentage of total funds from the ECE Merit Pool to be allocated to (1) Research, (2) Teaching, (3) Administrative and (4) Chairs discretion categories will be 66%, 24%, 6% and 4%, respectively. The ratio between the research faculty and teaching faculty pool is expected to reasonably align with the ratio between the total research faculty and teaching faculty in-unit and should be adjusted if faculty composition changes.

Within each category, funds will be distributed based on the overall assessment rating in the annual evaluation. An individual can receive a merit raise in only one category. The Chair will have the responsibility of ranking the top performers within each category. The top performers in the research category applies to the research faculty with an overall annual evaluation assessment rating of 4 or higher on their annual evaluation. The top performers in the research category will receive the same raise. The top performers in the teaching category applies to the teaching faculty with an overall annual evaluation assessment rating of 4 or higher on their annual evaluation. The top performers in the teaching category will receive the same raise. The administrative ranking applies to faculty with an administrative assignment with an overall annual evaluation assessment rating of 4 or higher on their annual evaluation, and who has not received a merit raise in another category. The top performers in the administrative category will receive the same raise. The Chair has the discretion of selecting faculty for extraordinary service above the 10% assignment for the Chairs discretion category.

Recommended for Approval by the Department:	04/15/2025
Approved by the Dean:	10/17/2025
Approved by Provost Faculty Leadership & Success:	01/12/2025

Policy History: Non-substantive changes to conform to template approved by faculty 10/3/2025.