

Merit Raise Policy

MME

Purpose: The purpose of this Merit Raise Policy is to establish a fair, transparent, and performance-based framework for distributing available merit raise funds among eligible faculty.

Definitions: All faculty members in MME are evaluated based on the percentage of their assignment in the areas of teaching, research, service, and/or administration. The basis for the merit raises decision in MME is the annual faculty evaluation overall evaluation score.

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: The basis for the merit raise amount is the annual faculty evaluation overall score. Any minimums or other conditions from the FIU-UFF CBA (CBA minimum) will be considered in the formula. Further, each faculty will receive shares as follows: 3 for “Outstanding” (Group A), 2 for “Very Good” (Group B), and 1 for “Good” (Group C). The table summarizes the shares associated with each evaluation score, and the formula determines the amount/share.

If a merit raise pool is not allocated each year, the previous year and current year evaluations will be both taking into account, each eligible faculty member will be counted one time, and the shares will be based on the average score (e.g., if a faculty member received an Outstanding in Year 1 and Very good in Year 2, the shares will be $2.5 \times$).

Group	# of Faculty	Shares
A (Outstanding)	x	$3 \times x$
B (Very Good)	y	$2 \times y$
C (Good)	z	$1 \times z$
Total shares = $3x + 2y + 1z$		

$$\text{Share} = [\text{Total merit pool MME} - \text{CBA minimum} \times (x + y + z)] / \text{Total Shares}$$

Allocation per faculty in each group:

A: CBA Minimum + $3 \times$ shares

B: CBA Minimum + $2 \times$ shares

C: CBA Minimum + $1 \times$ share

Recommended for Approval by the Department: 10/03/2025

Approved by the Dean: 10/17/2025

Approved by Provost Faculty Leadership & Success: 01/12/2026