APK Merit Pay Distribution Plan

When funding for merit salary raises is available, the Department of Applied Physiology and Kinesiology will have two merit pools for faculty; 1) a faculty merit pool consisting of tenured and tenure-track faculty (excluding Department Chair), 2) a faculty merit pool for non- tenure-track faculty, and 3) a faculty merit pool for clinical-track faculty. The available dollars for each pool will be based the percentage of merit allocated against the total faculty salaries of each pool.

Individual merit pay increases will be calculated for each pool as follows. **First**, the total merit dollars available in each pool will be determined as indicated above. **Second**, the total credits earned beyond the minimum number of credits on the Annual Performance Report (APR) will be summed for the last three years and divided by three, which will provide an Annual Total Credit Average for the last three years. In the case of faculty members who have been in the department less than 3 years, a one-year credit total or annual credit total average for two years will be used. **Third**, the Annual Total Credit Average for all faculty in each pool will be summed. **Fourth**, Merit Dollars per Credit earned above minimum will be calculated by dividing total merits dollars available (numerator) by the sum of the Annual Total Credit Average (denominator) as follows:

Total Merit Dollars / ∑Annual Total APR Credits Generated = Merit Dollars per Credit

Finally, individual faculty merit raises will be calculated as the product of Merit Dollars per Credit and the Annual Total Credit Average for each individual faculty as follows:

Merit Dollars per Credit x Annual Total Credit Average = Individual Merit Raise

Faculty must score a positive number of credits above the minimum in the Teaching and Research categories in which they have a Faculty Assignment (i.e., FAR assignment in Teaching and Research) to be eligible to receive a merit raise.